RACING WELFARE

England & Wales · Charity number 1084042

Details

Status	Registered
Legal form	Charitable company
Company number	04116279
Registered	2000-12-08
Register	View on the Charity Commission register

Contact

Address	Racing Welfare 20b Park Lane Newmarket CB8 8QD
Phone	01638560763
Email	info@racingwelfare.co.uk
Website	www.racingwelfare.co.uk

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Activities

Objects: THE OBJECTS FOR WHICH THE COMPANY IS ESTABLISHED ARE SPECIFICALLY RESTRICTED TO SUCH OBJECTS AND PURPOSES IN ANY PART OF THE WORLD AS ARE EXCLUSIVELY CHARITABLE AND IN PARTICULAR (BUT WITHOUT PREJUDICE TO THE GENERALITY OF THE FOREGOING):2.1 TO RELIEVE POVERTY AND SICKNESS AND INJURY AMONG PERSONS EMPLOYED OR FORMERLY EMPLOYED OR OTHERWISE ENGAGED OR FORMERLY ENGAGED IN OR IN CONNECTION WITH THE HORSERACING AND THOROUGHBRED BREEDING INDUSTRY AND THEIR DEPENDANTS ("THE BENEFICIARIES");2.2 THE ADVANCEMENT OF EDUCATION AMONG ANY OF THE BENEFICIARIES WHO ARE IN NEED;2.3 THE PROVISION OF FACILITIES FOR RECREATION OR OTHER LEISURE TIME OCCUPATION IN THE INTEREST OF SOCIAL WELFARE PRIMARILY FOR THE BENEFIT OF BENEFICIARIES HAVING NEED OF SUCH FACILITIES BY REASON OF YOUTH OR INFIRMITY OR DISABLEMENT AS SPECIFIED IN PARAGRAPH (B) OF SUB• SECTION (2) OF SECTION 1 OF THE RECREATIONAL CHARITIES ACT 1958;2.4 THE ADVANCEMENT OF EDUCATION FOR THE PUBLIC BENEFIT BY THE PROMOTION OF RESEARCH INTO, AND OF PUBLIC AWARENESS OF, METHODS OF PREVENTION AND TREATMENT OF SICKNESS AMONG, AND OF INJURIES SUSTAINED BY, JOCKEYS, STABLE STAFF, APPRENTICES AND OTHERS LICENSED BY THE BRITISH HORSERACING AUTHORITY WHILE RIDING OR ATTENDING HORSES AND BY PERSONS ATTENDING HORSERACES OR THOROUGHBRED BREEDING ESTABLISHMENTS AND BY PUBLICATION OF THE USEFUL RESULTS THEREOF.2.5 TO PROMOTE AND PROTECT THE PHYSICAL AND MENTAL HEALTH OF BENEFICIARIES THROUGH THE PROVISION OF SERVICES, INCLUDING BUT NOT EXCLUSIVELY, COUNSELLING, SUPPORT AND PRACTICAL ADVICE.NOTHING IN THESE ARTICLES SHALL AUTHORISE AN APPLICATION OF THE PROPERTY OF THE CHARITY FOR PURPOSES WHICH ARE NOT CHARITABLE IN ACCORDANCE WITH SECTION 7 OF THE CHARITIES AND TRUSTEE INVESTMENT (SCOTLAND) ACT 2005.

Activities: The charity provides support for those working in or retired from the horseracing and thoroughbred industry including: provision of occupational health and mental health services; a 24 hour support line; advice and guidance; community events for working and retired staff; grants to individuals and organisations; housing; career advice and training support.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Accommodation/housing, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, Other Defined Groups

Geography

- **Area of benefit:** WORLDWIDE
- Scotland
- Throughout England And Wales

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Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£4,277,898	£5,001,957	£30,046,127	50
2023-12-31	£5,031,141	£5,359,829	£30,004,471	55
2022-12-31	£4,269,265	£4,952,462	£29,775,601	57
2021-12-31	£4,669,155	£4,418,460	£32,057,465	52
2020-12-31	£5,355,738	£3,703,672	£29,847,903	47

Trustees

Name	Role	Appointed
Alan Flitcroft		2025-06-09
Charles Henry Boss		2025-06-09
JONATHAN LANCELOT EDDIS		2017-11-01
John Bozza		2024-06-26
Lady Celina Imogen Carter		2019-06-13
Nicholas McLeod-Clarke		2022-06-09
Nicholas William Ayrton Bannister		2024-06-26
Olivia Broderick		2022-06-09
Paul Swain		2023-06-19
Philip Martin		2025-06-09
Simon Hope		2019-06-13

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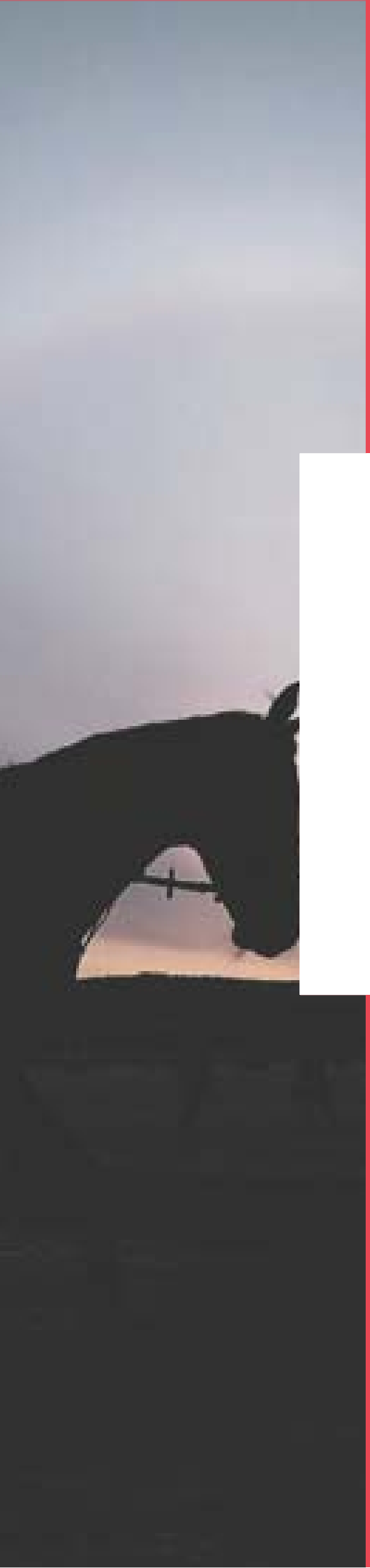
RACING WELFARE

England & Wales - Charity number 1084042

Accounts



RACING WELFARE

Report and Financial Statements

31 December 2024

Registered charity number: 1084042
Company registration number: 04116279

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LEGAL AND ADMINISTRATIVE DETAILS

RACING WELFARE
Charity Number: 1084042
Company Number: 04116279

PRESIDENT
Her Royal Highness The Princess Royal

TRUSTEES AND DIRECTORS:
Nicholas Bannister – Chair (appointed 26 June 2024)
Sir William Barlow - Chair (retired 26 June 2024)
John Bozza (appointed 26 June 2024)
Colonel Toby Browne (resigned 26 March 2025)
Olivia Broderick
Lady Celina Carter
Jonathan Eddis
Richard Farquhar
Simon Hope
Nick McLeod-Clarke
Rod Street
Paul Swain
Venetia Wrigley (resigned 25 September 2024)

KEY MANAGEMENT:
Chief Executive Officer - Dawn Goodfellow
Chief Operating Officer - Gemma Waterhouse
Director of Welfare Programmes - Ryan Trueman
Director of Housing - Wendy Botterill
Finance and Operations Director - Matthew Cawkwell

REGISTERED OFFICE
Robin McAlpine House
20B Park Lane
Newmarket
Suffolk
CB8 8QD

INVESTMENT MANAGERS
Troy Asset Management
Brookfield House
44 Davies Street
London
W1K 5JA

Latitude Investment Management
6 Arlington Street
London
SW1A 1RE

Liontrust Investment Partners LLP
2 Savoy Court
London
WC2R 0EZ

BANKERS
Barclays Bank Plc
58 High Street
Newmarket
Suffolk
CB8 8NM

SOLICITORS
Taylor Vinters
Merlin Place
Milton Road
Cambridge
CB4 0PD

AUDITORS
Price Bailey LLP
Tennyson House
Cambridge Business Park
Cambridge
CB4 0WZ

CHAIR'S STATEMENT

Our Chair, Nick Bannister, reflects on 2024

I am both privileged and excited to present the Annual Accounts and Financial Statements for Racing Welfare. This marks my first year as Chair, having taken over from William Barlow in June 2024. I would like to take this opportunity to express my sincere gratitude to William for his invaluable leadership and contribution which have laid a strong foundation for the future.

This year has presented a unique set of challenges, including ongoing efforts to secure adequate industry funding for core services, operating within a difficult fundraising climate, and responding to the continued demand for our services. Despite these hurdles, our commitment to providing high-quality support and service to our beneficiaries remains unwavering. I am proud of the resilience shown by our team in adapting to these changes and continuing to meet the evolving needs of the communities within the horseracing and thoroughbred breeding industry.

The Charity continued to deliver the Workforce Wellbeing Programme (WWP) during 2024 but the future of the programme remains under threat until long-term funding is secured. The programme offers a comprehensive Occupational Health service and Mental Health service along with Racing's 24-hour support line for all those working in the racing and breeding industry. Over the last three years (2022-2024) Racing Welfare has invested almost £1.1m of its own reserves into the WWP to ensure the continuation of the service. Continued investment at that level is not sustainable for the Charity, and securing long-term funding remains a key priority.

Away from the WWP we have set clear and ambitious goals. We are forging ahead with plans to develop housing and community facilities in Middleham, which will create meaningful and lasting benefits for the local area. Additionally, we are formulating a growth strategy for each of the key racing centres, with the aim of driving both operational efficiency and new opportunities across the country.

Our financial results this year reflect our efforts to navigate a challenging landscape while staying true to our mission. While we continue to face pressure in some areas, we remain confident in our ability to secure the necessary resources and to grow responsibly, keeping the needs of our beneficiaries at the heart of everything we do.

I would like to extend my thanks to our employees, funders, supporters, partners, Trustees and Committee Members for your tireless work and continued support. Your trust in us enables us to remain focused on delivering our much-needed services and ensuring that we continue to make a positive impact.

I look forward to the exciting journey ahead as we work together to shape a successful future for the Charity.

Thank you for your confidence and support.

Nick Bannister
Chair, Racing Welfare

TRUSTEES' REPORT

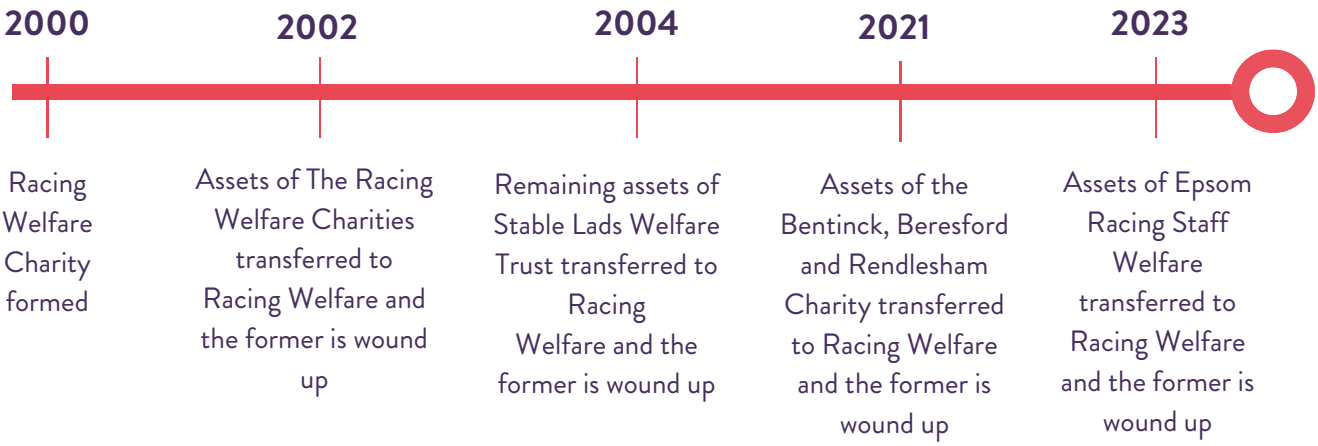
Objectives and Activities (Including the Strategic Report)

The trustees present their annual report, incorporating the strategic report, and the audited financial statements of the charity and group for the year ended 31 December 2024 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

OBJECTIVES AND ACTIVITIES

WHO WE ARE

Racing Welfare is a charity that supports British horseracing's workforce. We offer professional guidance and practical help to all of racing's people – including stud, stable and racecourse staff, alongside those working in associated professions – whose dedication is vital for the wellbeing of racing. Our work aims to enable people, from recruitment to retirement, to thrive in day to day life and through a range of challenges specific to a career in racing.



WHAT WE DO

The principal activity of the charity is enhancing the wellbeing of people from the thoroughbred racing and breeding community by providing comprehensive and individual support throughout and after their working lives.

Racing Welfare's objects, as described formally in its governing document, are:

- To relieve poverty and sickness and injury amongst persons employed or formerly employed or otherwise engaged or formerly engaged in or in connection with the horseracing and thoroughbred breeding industry and their dependants ('the Beneficiaries');

WHAT WE DO (continued)

- The advancement of education among any of the Beneficiaries who are in need;
- The provision of facilities for recreation or other leisure time occupation in the interest of social welfare primarily for the benefit of Beneficiaries having need of such facilities by reason of youth or infirmity or disablement as specified in Section 5 (1) of the Charities Act 2011; and,
- The advancement of education for the public benefit by the promotion of research into, and of public awareness of, methods of prevention and treatment of sickness among, and of injuries sustained by, jockeys, stable staff, apprentices and others licensed by the British Horseracing Authority while riding or attending horses and by persons attending horse races or thoroughbred breeding establishments and by the publication of the useful results thereof.

The vision that shapes our annual activities is to ensure that no one from the thoroughbred racing and breeding community is left unsupported and that everyone has the opportunity to thrive. The charity aims to contribute to the quality of life of racing's people through its extensive range of services and activities.

These include:

- Financial Assistance and grants
- Information, Advice & Guidance
- Services for the retired community
- Services for young people
- Workforce Wellbeing Programme being:
  - Occupational Health Service
  - Mental Health Services
  - Careers Advice Training Service (reduced in 2023 due to funding)
  - Racing's 24/7 Support Line
- Community and education
- Research
- Housing

WHERE WE DO IT

The charity's objects limit the services provided to those working in, or retired from, the horseracing and thoroughbred breeding industry, estimated at some 30,000. Racing staff are concentrated in key training centres (as shown on the map), four of which are served by a Racing Welfare office, with additional dedicated support in Epsom. Roving welfare officers provide nationwide coverage for those outside these hubs. Our collaboration with Racing Homes, which has properties in each training centre, ensures integrated housing and welfare support where it is needed most.

The charity referred to the guidance contained in the Charity Commission's general guidance on the public benefit requirement under the Charities Act 2011 when reviewing its aims and objectives and in planning future activities. In particular, the Trustees considered how planned activities will contribute to the aims and objectives and remain confident that they continue to satisfy the statutory requirements, albeit that the charity limits the services it provides to those working in or retired from, the horseracing and thoroughbred breeding industry. Our achievements and performance section provides more detail on how we have delivered our charitable services.

The majority of the charity's services are provided free of charge to beneficiaries. Where the charity does charge for services, these are set at a level that is affordable to all. In those instances where individuals cannot afford these low charges, the charity will make an appropriate grant to ensure that access to the services is not denied through lack of financial resource.

TRUSTEES' REPORT

(Including the Strategic Report)

ACHIEVEMENTS AND PERFORMANCE

Financially Racing Welfare continues to face challenges and saw net expenditure before investment gains and losses increase by £0.4m to £0.7m. Income decreased by £0.7m which can be attributed to a one-off donation of restricted assets worth £1.1m received in 2023. We saw reduced expenditure on charitable activities as we looked for efficiencies with the group with the cost of Welfare Projects (including the WWP) reducing by £0.4m due to the exclusion of CATS and reduction in the number of Welfare Officers, along with a reduction in expenditure in Racing Homes.

In 2024 the charity continued to use its reserves to deliver the Workforce Wellbeing Programme, with support from the Horserace Betting Levy Board (HBLB). The group also continued to invest in the ongoing multi-year plan of capital improvements to our housing stock. This use of charity reserves is expected and appropriate where surplus reserves are held, but on-going use of these reserves has to be closely monitored to ensure that the medium to long term strategy for the charity can be delivered. The trustees continue to monitor our reserves, most of which are tied up in income generating investments or our fixed assets in Racing Homes.

Racing Homes also faced a challenging 2024. The number of empty homes, despite our best efforts to fill them, saw significant lost rent at a time when we continue to invest heavily in the maintenance and future-proofing of our housing stock.

Our future funding model continues to be the biggest challenge facing the charity. Despite removing Careers Advice and Training from the WWP, 30% of our total welfare cost is attributable to the WWP (2023: 40%). We received a grant of £300k from the Horserace Betting Levy Board towards the programme with the remaining £330k funded by our own reserves. If this programme is to continue, it is crucial to establish a sustainable funding model that includes employer contributions. Despite our best efforts, this has not yet been achieved. However, we continue to proactively engage with stakeholders and are a leading voice in discussions concerning the future of people welfare in the industry.

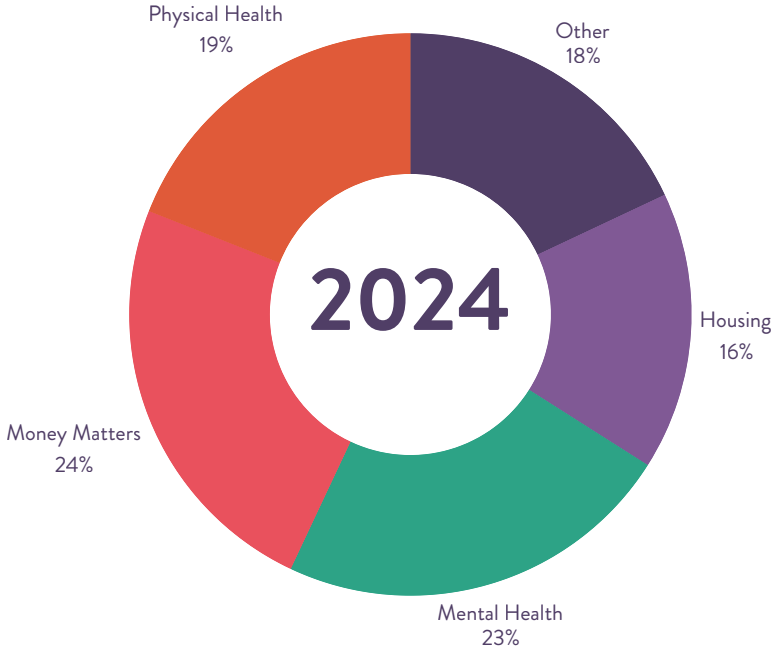
WHAT WE HAVE ACHIEVED (continued)

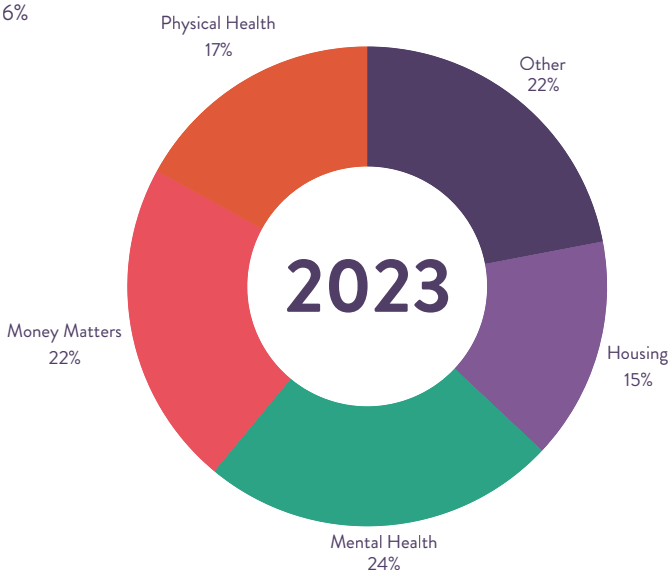
In total, 2,140 (2023: 2,393) individuals sought Racing Welfare's help in 2024 with 1,669 of these going on to receive more in depth support (2023: 1,781). This represents a 10.6% decrease on 2023 statistics, itself a reduction of 13.3% from 2022. The decrease is a direct result of reducing our Welfare team due to our funding challenges for the Workforce Wellbeing Programme which limited the number of people we were able to support. A total of 12,526 (2023: 14,113) instances of support were provided across a wide range of issues. This 11.2% decrease is partly due to the same reasons as the reduction in those supported and sees us back to pre-Covid levels.

The appointment of our new Director of Welfare Programmes in November 2023 has had a positive impact on the welfare team and services. Our Welfare Officers are spending more time out of the office with more work place visits which increases visibility and raises awareness. We have seen growth in our relationships with racecourses willing to support our work, such as providing free or subsidised rooms for community events. And built strong working partnerships with other local welfare organisations, such as facilitating cancer support groups and providing use of our meeting rooms for addiction recovery and support counsellors.

The Welfare team have achieved this despite having fewer welfare officers. In light of our funding challenges the difficult decision was made to temporarily stop backfilling roles becoming vacant. This has coincided with wider societal pressures putting more pressure on those that we support and by extension our welfare services.

Physical health (including Occupational Health support), mental health related issues and money matters were the most common reasons for seeking support.





Workforce Wellbeing Programme

This programme is made up of Racing's Support Line, Racing's Occupational Health Service and Mental Health Services. The Careers Advice and Training Service was reluctantly removed from the WWP in November 2023. This programme was originally funded by The Racing Foundation but this grant funding expired in 2023 and we received 48% of the programme funding from the Horserace Betting Levy Board this year. The remainder of the funding of the programme was provided by Racing Welfare's reserves which represented £336k (or 52% of the cost of the WWP) (2023: £597k (60%)). Since the beginning of 2022 Racing Welfare has contributed £1.1m to the WWP.

Racing's Support Line

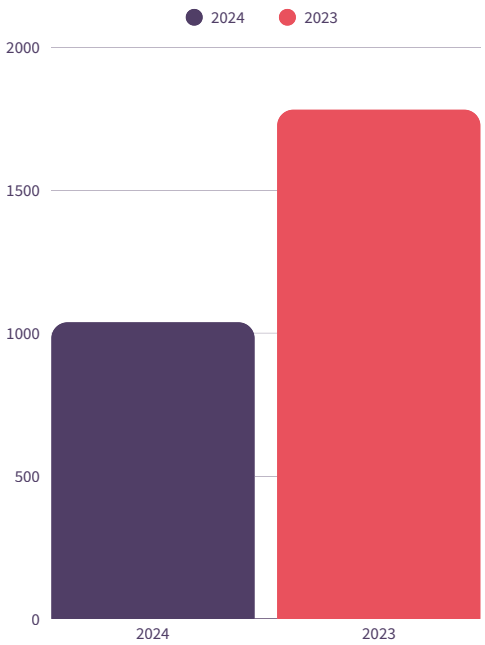
Racing's Support Line (RSL) offers a 24/7, year-round service via phone and online chat, providing support on a wide range of issues, from emotional well-being to debt, benefits, and consumer rights. It also offers structured, solution-focused counselling with BACP-accredited professionals. In 2024, 1,038 individuals reached out to RSL—a 41% decrease from 2023 (1,782)—while our online advice and guidance pages saw 20,142 views, maintaining engagement levels from the previous year (19,457 in 2023).

Racing's Occupational Health Service

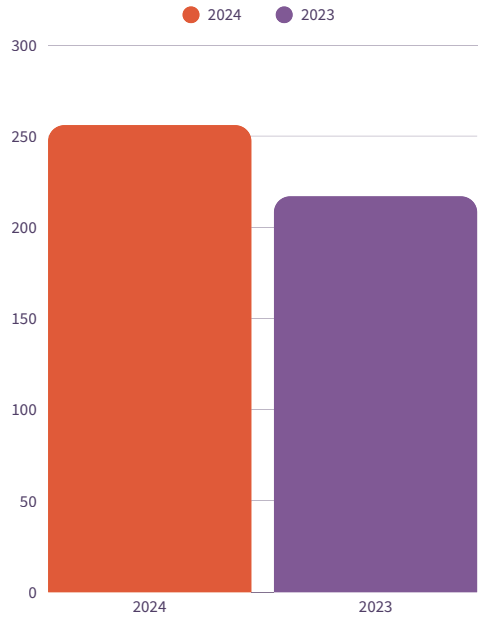
Racing's Occupational Health Service (ROHS) provides support to people working in the horseracing industry around a range of physical and mental health issues. These include musculoskeletal disorders, accident & injury, disability, illness, stress, depression and anxiety. In 2024 we referred 256 new people through ROHS (2023: 217).

In 2024 we spent £156,979 (2023: £175,235) on diagnosis and treatment through ROHS. The service was promoted via online campaigns, webinars and by raising awareness with other industry bodies and employers.

Individuals calling Racing Support Line



Individuals referred to ROHS



CASE STUDY: Brittany's Story

Brittany Rushworth, Barn Leader at Newsells Park Stud in Royston, Hertfordshire, has dedicated her career to the thoroughbred breeding industry. Like many stud staff, she works tirelessly to ensure the wellbeing of the horses in her care. However, an unexpected workplace injury highlighted the importance of support networks within the industry - something Brittany hadn't realised was available to her until she needed it most.

While at work, Brittany sustained an ankle injury that severely impacted her ability to carry on doing the job she loves. As the injury persisted, her manager suggested she contact Racing Welfare to access the support she needed to recover.

Brittany said: "I suffered an ankle injury when turning out a horse in training. It really affected my work, and it just wouldn't get better so our General Manager Julian suggested I contact Racing Welfare for help. They were brilliant and organised and paid for physiotherapy sessions for me which included pool and gym work as well as hands-on physiotherapy. It was a huge help and got me back to work quicker."

Grateful for the help she received, Brittany wanted to give something back. She and her brother, Byron Rushworth, who also works at Newsells Park Stud, took on the Racing Welfare Jurassic Coast Challenge on Sunday, 29 September 2024, to raise funds to support the charity's ongoing work.

Brittany explained: "Before I received support from Racing Welfare, I didn't realise they supported stud staff too, so taking part in this challenge was a great way to raise funds to give something back and to raise awareness of what support is out there for stud staff too."

Brittany's story highlights an ongoing challenge within the thoroughbred breeding industry: ensuring stud staff are aware of, and have access to, Racing Welfare's vital services. To address this, Racing Welfare has a dedicated Community Engagement Officer, Keith Haggins, who is focused on improving outreach and engagement within the stud and breeding sector. Keith's role is part of a three-year project made possible by funding from the Gerald Leigh Charitable Trust.

By sharing her journey, Brittany is helping to bridge this gap. Her experience serves as a powerful reminder that Racing Welfare is there for everyone in the industry, including stud staff, ensuring that no one faces challenges alone.

Mental Health Services

Racing Welfare remains committed to supporting beneficiaries facing mental health and addiction challenges. We offer free telephone, online, and face-to-face counselling to promote emotional well-being, accessible via Racing's Support Line or Racing's Occupational Health Service. Our welfare officers collaborate with local drug and alcohol services, ensuring specialist referrals when needed. Additionally, we continue raising awareness among employers and managers about our critical incident support service, which provides immediate telephone access to counsellors following unexpected workplace events, such as accidents or bereavements, with the option of an on-site counselling team visit within 48 hours.

Whilst Mental Health First Aid (MHFA) is not part of the WWP, it is an important and valued part of our mental health service and we ensure all welfare officers receive MHFA England training every three years.

We continued to deliver Mental Health First Aid training in 2024. 56 delegates attended Mental Health First Aid training in classroom settings throughout the year (2023: 87), with attendees coming from a wide range of racing organisations. To date Racing Welfare has trained over 650 people to be Mental Health First Aiders across the horseracing industry.

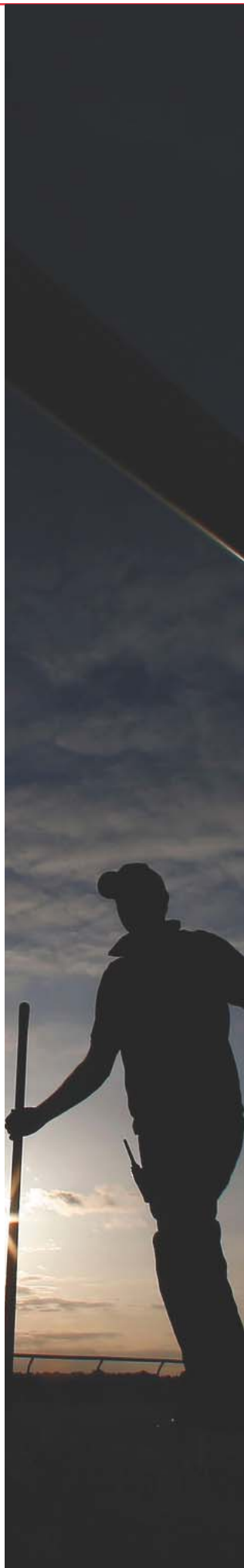
Financial Assistance and grants

During the course of its work, the charity makes grants in accordance with its objectives on the basis of agreed criteria. Grants are mostly made to individuals (usually paid directly to a service / product supplier to improve wellbeing). A small number of grants are provided to other charitable organisations that offer services to people who work in, or are retired from, horseracing. For a third year we were able to provide a significant number of targeted grants due to the ongoing support of the John Pearce Foundation. We are extremely grateful to the trust which enabled us to grant £124,734 in funds to those who needed it most (2023 - £57,700) as part of the targeted grants programme. The increase in 2024 is partly due to increased uptake from harder to reach demographics and we hope to continue that trend in 2025.

In addition to the targeted grants, £58k in general grants were awarded (2023: £76k) with the most common reason for applying for grants being hardship/debts and careers.

Careers Advice and Training (CATS)

CATS was reluctantly removed from the WWP at the end of 2023 as industry stakeholders felt this was a service that should not sit with Racing Welfare, however we continue to see beneficiaries looking for information and support with their careers. In 2024 we paid for 21 beneficiaries to receive a total of 74 careers coaching sessions, and supported 8 with grants towards training courses. Racing Welfare has a close working relationship with The National Trainers' Federation Charitable Trust (NTFCT). Racing Welfare administers the trust on behalf of NTFCT's Trustees which includes managing grant applications and financial management. In the year a further 14 grants were awarded by NTFCT.



Information, Advice & Guidance

The charity offers a comprehensive Information, Advice and Guidance (IAG) service to its beneficiaries, primarily through a nationwide team of frontline welfare officers and regional welfare managers.

The team are either trained, or in training, to support beneficiaries with welfare rights issues such as;

- Benefits advice, including challenging benefits decisions
- Dealing with debt
- Housing and homelessness issues

A large part of the welfare team's role is to support beneficiaries to maximise all statutory entitlements and help people navigate what can often be complex organisational systems. During 2024 we secured at least £118,024 (2023: £113,750) of statutory entitlements for our beneficiaries. A welfare officer can act as an advocate wherever necessary. At other times they may provide a listening ear in times of crisis. The team are also trained Mental Health First Aiders and many hold qualifications in counselling skills and suicide awareness, or will be working towards them. Racing Welfare has three designated safeguarding leads, a designated safeguarding management representative and two trustees who are designated safeguarding representatives on the board. All staff are trained to recognise and refer any safeguarding concerns. Racing Welfare's IAG service has held the Matrix accreditation, an international quality standard for organisations that deliver information, advice and guidance, since 2022. In March 2025 this award was renewed and demonstrates the continued high quality services the team provides.

Services for the retired community

Racing Welfare supports horseracing's retired community in a variety of ways. In addition 70% of Racing Homes' housing portfolio is dedicated to retirement housing. The two charities work closely together to support those who have given a lifetime to the sport, and their close dependants. Research has shown that loneliness and lacking social connections is harmful to our health. In a typical year we provide social events and outings for retired, injured and incapacitated staff in order to alleviate the risk of loneliness and isolation. Most often, this is done through coffee mornings and horseracing reminiscence groups across the country as well as outings and trips, Christmas lunches and a beneficiary holiday. This year we added day trips for working families during the summer holidays.

In 2024:

- There were 2,723 attendees (2023: 2,659) at 107 in-person coffee mornings and reminiscence events (2023: 101) held in 11 different areas.
- A further 1,460 (2023: 1,359) attendees at 27 retired beneficiary trips and outings (2023: 25).
- The 'Check-in and Chat' telephone befriending service continued to be delivered by a team of 19 volunteers who regularly call a total of 38 vulnerable and isolated beneficiaries (2023: 39).

Services for young people

The charity works closely with all industry training providers. The welfare team provide talks to young learners who are about to enter the workplace for the first time. Talks focus on raising awareness of Racing Welfare's support as well as how to prevent problems when transitioning into the workplace. This is followed up by welfare visits in the workplace to offer support on life issues and to help prevent loneliness and isolation for young people who may be away from home and family networks. A gym membership scheme is offered to all young people in the first year of their work placement to help them maintain their health and well-being. Racing Welfare also contributes funds towards a programme of life skills with the industry training providers and an addiction education programme at the National Horseracing College.

For those young people who live in one of our Racing Homes properties, our dedicated Housing Support Officer works alongside them to help develop their life skills. This is described in more detail in the "Housing" section of this report.

Community engagement and education

Community outreach has remained a central element of Racing Welfare's operations for several years, primarily delivered by our frontline welfare teams. This proactive approach to outreach has significantly contributed to our ongoing growth. However, as that growth has caused demand for specialist wellbeing support to increase, the capacity of our welfare teams to sustain the delivery of the community programme has diminished. This development presented a timely opportunity to establish a dedicated Community Engagement department in 2023.

Thanks to funding from the John Pearce Foundation, we have been able to develop a dedicated Community Engagement department consisting of four individuals: the Head of Community Engagement, two Regional Community Executives, and a Volunteer Co-Ordinator. The department supports the welfare, fundraising and communications teams in raising awareness of our services amongst racing's people.

A focus for the team is targeting hard-to-reach areas and sectors that are underrepresented in our current beneficiary statistics. Even in these early stages we can see this more targeted focus is beginning to generate results with a 39% increase in the number of racecourse staff supported by Racing Welfare in 2024 when we compare with 2022 and staff from this sector making up a total of 8.5% of all individuals supported by our charity (2022: 3.8%).

There has also been progress with the stud and breeding community, with our dedicated Outreach and Engagement Officer (separately funded by the Gerald Leigh Charitable Trust) raising awareness amongst stud staff and employers though increased workplace visits and presence at the sales. In total there were 62 visits to studs, sales areas and pre-training yards in 2024 (2023: 72) the slight drop off due to the position being vacant for a number of weeks while recruiting a replacement Officer.

During 2024 the Community Engagement team supported the frontline welfare officers to conduct workplace visits, delivering presentations to staff teams and attending industry events. In addition to the stud visits mentioned above, there were 442 visits (2023: 437) to racehorse training yards and a further 133 visits to racecourses (2023: 151).

Racing Welfare's community engagement activity is far-reaching and currently includes a significant portfolio of regional events. Most of the events are targeted towards either 'working aged' or 'retired' racing staff, however we are increasingly engaging with families. For example, we have seen families supporting our community sporting events, such as our rounders series, as well as putting on dedicated family events such as a trip to Woburn Safari Park during the summer holidays.

- There were 2,723 attendees (2023: 2,659) at 107 in-person coffee mornings and reminiscence events held in 11 different areas.
- A further 1,460 (2023: 1,359) attendees at 27 retired beneficiary trips and outings, including 7 Christmas lunches.
- There were 1,022 (2023: 1,372) attendees at 22 (2023: 33) events for working age staff.

In March 2024 we finalised the three-year Community Engagement strategy, outlining the priorities and areas of focus for the Community Engagement team. This includes increasing volunteer retention, continuing to work with hard-to-reach groups and exploring collaboration opportunities with other organisations in the industry. The Community Engagement team also made significant strides with our volunteer offering, with a full review of volunteer health, safety and compliance management, in addition to inducting new volunteer administrators who will provide regular support to our Operations, Welfare and Community Engagement teams.

Unfortunately funding for the Community Engagement Programme was not renewed for a third year and we are seeking alternative funding and delivery options to continue this valuable work.

The charity continues to fund the community work of The Racing Centre and a grant of £44k was made to the Centre in 2024 (2023: £44k) to enable them to deliver social and sporting activities to racing's people.

Racing Welfare continues to fund the work of The National Chaplain to Horseracing. At the end of 2024 our contract with Sports Chaplaincy UK came to an end and we now contract directly with the Chaplain, Simon Bailey. Simon is well-established in the racing community and provides pastoral care, support and counselling. The new working relationship includes a commitment to developing and supporting our volunteer Chaplains around the regions, providing localised pastoral support. Racing's Chaplain plays an important role in raising the profile of our work and also provides specialist advice and support with bereavement and relationship issues.

2,723
people attended our coffee mornings in 2024

Research

Research is a charitable objective of Racing Welfare. It is an important element of Racing Welfare's work, in that it informs the development of services which are high quality, relevant and based on the evidence of need. It also informs policy in the wider industry, promoting the health and well-being of the workforce of British Racing. Importantly, research contributes to the knowledge and expertise of Racing Welfare's staff, which again enhances the experience of beneficiaries who access our services. Adam Ferguson, our former Head of Community Engagement, completed the Thoroughbred Horseracing Industry's MBA in 2023, his research topic 'Investigating the disparity of uptake of welfare support provision within the British horseracing industry' has helped shape the strategy of our new Community Engagement department. No research projects have been undertaken in 2024.

Fundraising

None of the above could be achieved without the generosity of donors and supporters of Racing Welfare. In 2024, the group raised £2.9m, (2023: £3.7m) from donations, grants and fundraising events, and we are extremely grateful to those who made those contributions. Highlights from our fundraising campaign included:

- Kind and continued support from companies such as Betfair, The Jockey Club, York Racecourse, Godolphin, Racehorse Lotto, Rewards4Racing, Arena Racing Company, Tote, Racehorse Owners Association, Juddmonte Farms, Tattersalls, John Guest Racing, M1 Agency, Racetech, Tweenhills, Jersey Race Club, Betway, Henry Cecil Open Weekend and Bedmax.
- Generous support from trusts and foundations including; The Childwick Trust, The Thompson Family, The John Pearce Foundation, EBM Charitable Trust, The Sir Peter O'Sullevan Trust, The Glenbevan Trust, The Gerald Leigh Charitable Trust, Jean Wilkinson Charitable Trust, The Michael Kirkwood and Noreen Blyth-Whitelock Charitable Foundation, Lord Leverhulme's Charitable Trust, The Langton Trust and The Rank Foundation.
- We delivered a number of fundraising events, headlined by the Great Racing Welfare Boat Race at Windsor Racecourse and the return of the Great Racing Welfare Cycle in Newmarket. Other events included the Woburn and Close House golf days, Aintree Grand National Lunch, the Epsom Owners and Trainers Awards, Haydock Charity Raceday, Chester Raceday, Racing Staff Week, the Newmarket Heath Ride and the Tattersalls Carol Concert.
- The Countryside Alliance offered supporters the opportunity to attend the Countryside Race Day Lunch at Cheltenham Racecourse. The event also included the Countryside Alliance's annual silent auction with proceeds this year raised for Racing Welfare.
- Our Middleham Open Day saw inclement weather reduce attendance, but those who braved the rain enjoyed another fun filled day. We also had a fantastic turnout at Malton Open Day.
- New support from corporate partners such as Virgin Bet, Vickers Bet, Arabian Racing Organisation, Exceed Group and Scott Turner.
- Our supporters continued to raise funds through their own initiatives, with Fontwell Park, Meon Valley Stud, Racegoers Club, Middleham Park Racing, Hambleton Racing, and West Berkshire Racing Club.
- We continue to be supported by generous individuals through personal donations, which included six members of our Platinum Club, which launched in 2023.

SPOTLIGHT: FUNDRAISING

Keagan Kirkby Raceday at Wincanton Racecourse

A bumper crowd of 3,000 turned out to celebrate the life of Keagan Kirkby on Sunday 27 October at Wincanton Racecourse – a testament to the regard in which he was held within the racing community. The Keagan Kirkby Raceday included a charity memorial charity race in his name, in addition to a seven-race card and raised funds for Racing Welfare and the Injured Jockeys Fund - the two charities which supported Keagan's friends, family and colleagues after he tragically died in a point-to-point accident in February.

12 riders, including some of Keagan's close friends, took part in the charity race and in doing so have collectively raised an incredible £46,700 so far. Bloodstock agent and former jockey Tom Malone took the spoils in a decisive victory aboard Alexei for Joe Tizzard and Brocade Racing, and was also the top fundraiser in the race, contributing a staggering £35.8k towards the total. Fittingly, in second and third were two of Keagan's friends - Joe Wroe riding Recoded for Harry Derham, and Alfie Shalliker riding Fasol for Paul Nicholls.

460 people enjoyed a live auction and hospitality in the marquee, where Paul Nicholls paid tribute to Keagan, saying: "It's hard to put into words the hole that Keagan left in all our lives really, to his family, to the whole team at Ditcheat, the tragedy that day – I was at Musselburgh when I got the call and it just knocked everybody for six – you just can't imagine it happening to anybody. But he was doing what he loved.

In total, the raceday has raised an estimated £116,000 which will be split equally between the two charities. Racing Welfare's Chief Executive Dawn Goodfellow said: "The Wincanton racing community were very keen to do something in memory of Keagan. Obviously, the yard at Paul Nicholls' and Keagan's family have had a lot of support both from Racing Welfare and the Injured Jockeys Fund and all of the community down here appreciated that and wanted to do something in his memory to give something back. As Lisa Hancock [CEO at Injured Jockeys Fund] said, it just feels as though the whole of the west country are here and rooting for the two charities.

Our Fundraising Standards

We are registered with the Fundraising Regulator.

The board of trustees, our management executive and staff are focused and committed to ensuring we build the best possible relationships with our donors, relationships built on trust and respectful fundraising practices.

We strive to ensure giving to charity is the positive experience we believe it should be.

We take our responsibilities to our supporters very seriously. With the help of our valued fundraising volunteers, we undertake a diverse range of income generation activities, and our fundraising programme includes trust fundraising, corporate fundraising with businesses and organisations, community fundraising with individuals and groups and our own programme of events.

We inform our commercial partners of their obligations to ensure fundraising, where our name is being used, is conducted to the highest possible standards.

We have developed quality assurance mechanisms to monitor activities undertaken by and on behalf of Racing Welfare, including supporter feedback and regular activity reviews.

We regularly evaluate our policies and procedures. Our overarching corporate policy and processes based on best practice identify, respect and protect vulnerable supporters and other members of the public from undue pressure, unreasonable intrusion and unreasonably persistent behaviour in connection with our fundraising activity.

Guidance for fundraising on protecting vulnerable supporters is followed across all our fundraising activities. This is monitored closely alongside our other policies to ensure we are operating the best fundraising standards.

Housing

In 2024 the 165 (2023: 165) units in the portfolio housed 191 (2023: 173) tenants. There were 41 (2023: 55) new lets in the year. One unit of accommodation was fully refurbished (2023: 4).

Whilst we continue with a refurbishment programme when our homes are relet, full elemental upgrades such as kitchen, bathroom and heating systems have been carried out only where the condition is beyond economic repair, or it has reached the end of its lifecycle. This is so that available funds can be fairly distributed to the maintenance and upgrade of our homes, including those already tenanted, in alignment with our asset investment strategy and planned work programmes. When we let our homes these are however let to a good standard which includes all appropriate repairs, maintenance and partial elemental replacements where needed.

LOUANNA'S STORY

Caring for Newmarket's racehorses on behalf of some of the industry's most prestigious trainers is all in a day's work for apprentice farrier Louanna Lean. While learning her trade and embracing the opportunities her profession provides, Louanna has received valuable support from Racing Welfare as she establishes herself in the industry.

Louanna has been honing her skills at various yards across the Newmarket area while also attending college in Warwickshire. "I'm really enjoying my apprenticeship, but it has been challenging trying to make it as a young woman in a profession traditionally dominated by men," she said.

Housing has been one of Louanna's biggest challenges, and that's where Racing Homes has stepped in. The charity provided her with safe, high-quality accommodation at MacDonald Buchanan House in Newmarket, offered at affordable rates. The recently renovated scheme consists of 18 fully furnished flats designed for 18- to 24-year-olds starting their careers in the horseracing industry. Residents also benefit from dedicated support for our young people, funded by Racing Welfare.

"I've lived at MacDonald Buchanan House since February 2024, and I can't fault it," Louanna said. "It's great to have my own space. Before moving here, I was renting rooms from private landlords, which meant limited personal space and frequent moves when properties were sold.

"It was difficult to settle and make friends, but living at MacDonald Buchanan House has helped me in so many ways. It's given me the confidence to live independently, learn to cook, and take better care of myself. Rachel, the Racing [Homes] Young Person Project Officer, has been incredibly helpful whenever I've needed assistance. The weekly room checks keep me accountable for cleanliness, and if anything needs fixing, she takes care of it right away. Overall, I can't recommend this place enough."

LOUANNA'S STORY (continued)

Beyond secure housing, Louanna appreciates the sense of community at MacDonald Buchanan House. Being surrounded by other young people working in the same industry—who understand the demands of early mornings and long hours—has been a significant benefit of living in Racing Homes accommodation.

Originally from Kent, Louanna acknowledges the peace of mind her living arrangements provide to her family. "Being away from home and learning to live independently is tough, but knowing that I'm looked after really helps my mum."

In addition to housing support, Racing Welfare has also provided Louanna with a financial grant to help cover essential bills, a crucial lifeline for young people on apprenticeship wages in the horseracing industry.

Rachel Carson, Young Person Project Officer, said: "Louanna is doing so well, and it's fantastic to see her growing in confidence and independence. That's one of the most rewarding aspects of working at MacDonald Buchanan House—watching young people develop and flourish as they start their careers. By helping them gain essential life skills, we know they'll be better prepared for independent living when they move on.

"As Louanna mentioned, finding stable, affordable housing—especially in the private rental sector—can be incredibly difficult. MacDonald Buchanan House offers a great stepping stone for young people who need a secure place to live while working in the industry. We encourage any young people or their employers to get in touch to see how we can help."

Middleham

We are continuing to explore options to increase housing provision in Middleham. Previously, we owned Hill House, a Grade II listed property located in the heart of the town, with plans to develop a multi-purpose facility for the community. However, in August 2024, we made the decision to sell the property in order to pursue a more suitable opportunity for our housing plans, also within the town centre. In February 2024, we completed the purchase of a new plot of land on Park Lane and have already begun the process of applying for planning permission.

Alongside the land is a community facility, Middleham Key Centre, run by the Middleham Town Council. We are working closely with them, and the local community, on plans to maximise the impact of the new development including increasing use of that facility. In 2024, we successfully established the Middleham Committee, comprising key local stakeholders. While their initial focus has been on the future of the Key Centre, the committee will also play a vital role in assessing the needs of the racing industry in relation to proposed developments as these plans progress. We are currently reviewing the costs associated with any joint venture around the Key Centre to ensure the project is financially sustainable.

Lambourn

Racing Homes continues to consider development opportunities in areas with the greatest housing need. Research identified that Lambourn has a significant shortage of racing staff accommodation, and this is a limiting factor for the success of training businesses in the area.

Racing Homes previously acquired an agreement to purchase a property with a parcel of land in the centre of the village, conditional on achieving planning. Following a very challenging and long planning process which was further impacted by the rules imposed in relation to nutrient neutrality, a significant rise in build costs and the associated impact on land prices, Racing Homes trustees made the decision the proposed plans were no longer viable for the charity. We remain committed to expanding our portfolio in Lambourn and Racing Welfare continues to support the wellbeing of the industry through its broad range of services.

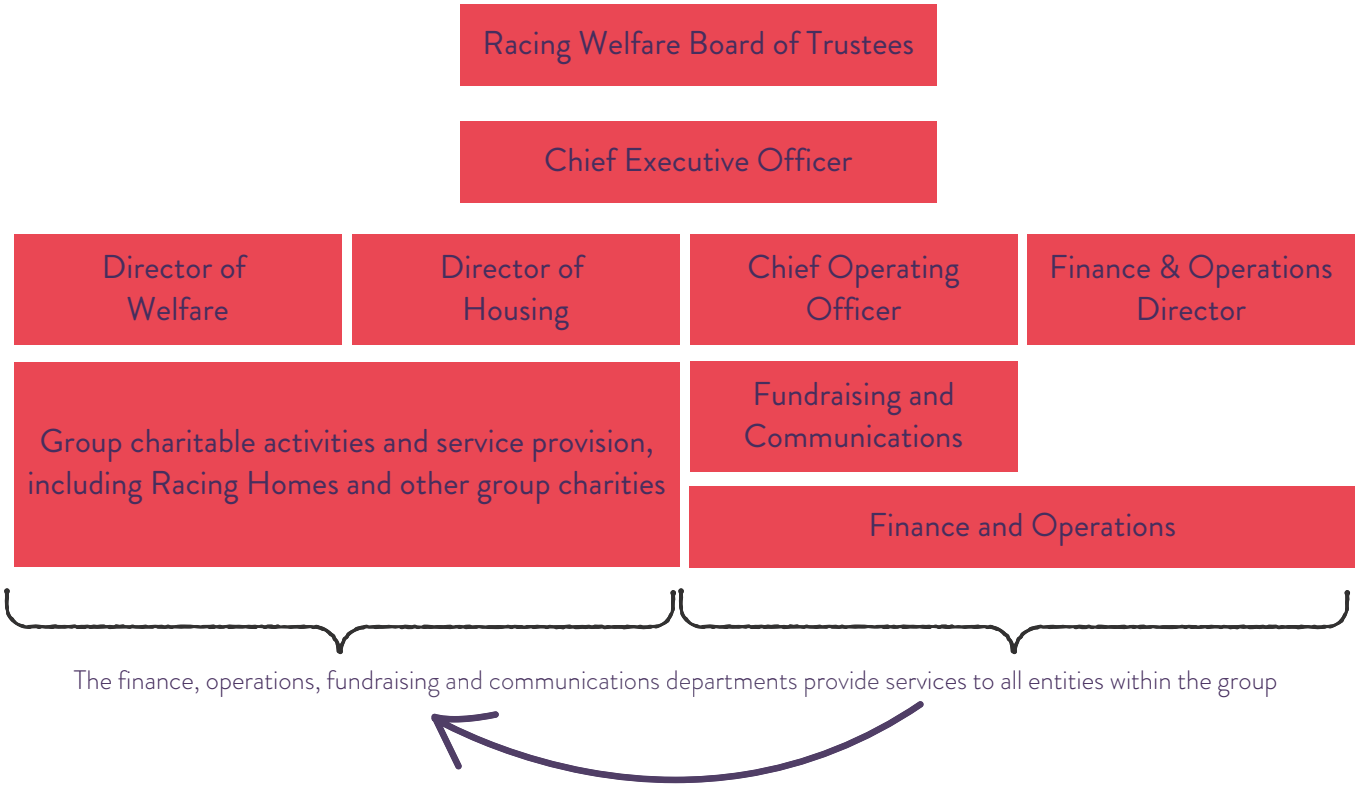
HOW WE ACHIEVED IT

2024 was another challenging year, with the uncertainty surrounding sustainable long-term industry funding of the Workforce Wellbeing Programme continuing to be felt throughout the charity. This meant we have had to be more innovative and as such we have seen reorganisations within our Welfare team and in back-office functions to be able to continue to provide quality support and services.

The Fundraising team have also been changing their approach, as we move away from resource-heavy and low return 'traditional' fundraising events towards nurturing long-term relationships for sustainable and predictable income streams.

The charity is very fortunate to benefit from donated services from The Jockey Club group including IT support, HR and payroll services, Health and Safety Support and support for our capital projects from The Jockey Club Group Property team.

The trustees have delegated the day-to-day management of the charity to the Chief Executive Officer who in turn delegates areas of the business to the Senior Leadership Team comprising the Chief Operating Officer, Director of Welfare Programmes, the Director of Housing and the Finance & Operations Director. The Operational Management Team is made up of the Head of Fundraising, Head of Communications, Head of Community Engagement, Head of Housing and the two Regional Welfare Managers.



Details on how the other group charities operate can be seen in their respective financial statements.

WHAT WE PLAN TO DO NEXT

We will once again focus on working closely with industry stakeholders, including the Horseracing Industry People Board, to secure long-term funding for our core services for working staff. The final position is dependent on an industry-wide funding review, which is expected to be completed in 2026.

2025 will also see us create a new business plan, with input from across the charity of our ambitions and goals for the next three years. This is due to take place in June 2025 and will be presented to the Trustees.

After two years of generous funding from the John Pearce Foundation we are seeking new support for the Community Engagement programme for year three. We will be re-evaluating how we can deliver a programme with a lower cost base, whilst continuing to deliver as much of the programme as we can until funding is secured.

Our Welfare Team will be working hard to renew the Matrix accreditation for excellence in Advice and Guidance for another three years. We will deliver a reduced programme of fundraising events, concentrating on those which can achieve a higher return and building on our most established and successful events. The team will continue to focus on other areas with most potential for growth including high net worth individuals and legacies.

The results of the Racing Homes property condition surveys will be analysed in the first half of 2025. This information will be used in 2025 to shape future maintenance programmes and gain a clearer understanding of the long-term health of our properties and the financial commitment required.

OUR FINANCIAL PERFORMANCE

As a result of continuing challenges facing the industry, charitable organisations and wider economy, the Racing Welfare group saw net expenditure before gains and losses of £724k (2023- 329k).

The group's investment portfolio saw fair value gains of £766k, an increase from 2023 which was gains of £558k. The group therefore saw net income after investment gains of £42k (2023: £229k).

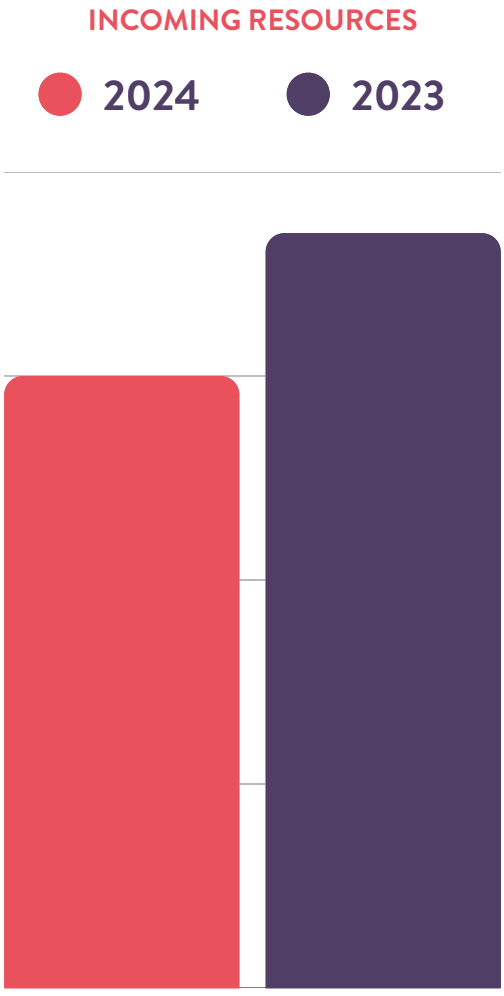
Our Income

The charities raised £3.0m (2023 - £3.7m) from fundraising activity, including income from grants. The majority of the decrease was a result of receiving the net assets of Epsom Racing Staff Welfare, a small charity based in Surrey, in 2023.

Fundraising achieved a return on fundraising of 75% (2023 – 80%). Investments generated £0.3m (2023 - £0.3m) of income and £1.1m (2023 - £1.0m) was raised from housing rents.

Our Expenditure

Total expenditure reduced with £4.1m (2023 - £4.6m) being spent on charitable activities, primarily welfare advice, grants and projects (including the Workforce Wellbeing Programme) £2.3m (2023 - £2.5m) and housing expenditure of £1.6m (2023 - £1.9m). The cost of fundraising increased slightly to £0.9m (2023 – £0.7m).



Balance Sheet

The group saw a small increase in net current assets. Tangible fixed assets decreased due to the disposal of Hill House, the net proceeds of which were held as cash in hand at the end of the year before being moved to an investment vehicle in 2025 for investment in future housing projects. The group refinanced the £1.5m loan on Summerhill House, contributing to a decrease in the value of our investments and reduction of long-term liabilities.

The Trustees consider the £1.5m loan to Racing Homes a mixed motive investment. Racing Welfare receives 5% interest, in line with its investment policy, whilst providing a loan to Racing Homes without fees, with a capital repayment free period and at a competitive rate, which helps Racing Homes pursue its core charitable objectives.

Managing our reserves

Racing Welfare holds liquid reserves for three purposes: to develop a source of revenue to support annual expenditure on (principally) welfare services; as a consequence to sustain the charity over the longer term and to enable capital expenditure on schemes which meet Racing Welfare's charitable objectives including supporting schemes proposed by other charities which sit under the Racing Welfare umbrella.

Annually, the Trustees will:

- Approve budgets and, in doing so, the level of income required from the Income Fund to support Racing Welfare's operational activity; and where the actual income received is less than the requirement, the balance can be drawn from the capital held in the Income Fund.
- the level of drawdown required to support capital expenditure on projects and the apportionment of that drawdown between the investment funds.

Racing Welfare adopts a reserves policy to hold general reserves equivalent to at least six months' forward expenditure, estimated at £1.1m (group: £1.5m). Free reserves of the charity are £10.8m (2023 £10.8m) and of the group are £11.1m (2023: £11.9m) as they include unrestricted investments of £12.4m (group: £11.8m) which is held at this level to provide the required return to fund running costs.

The overall level of liquid unrestricted funds held in the general fund is sufficient to ensure that Racing Welfare and the group can survive any short-term unforeseen fall in income. The total reserves held at 31 December 2024 in the Charity was £16.4m (2023 - £16.6m), of which £3.8m was in restricted funds (2023 - £3.7m). The total reserves held at 31 December 2024 in the Group was £30.0m (2023 - £30.0m), of which £11.2m was in restricted funds and endowment funds (2023 - £11.1m).

Investment powers and policy

The charity's investment policy is directed by the Finance, Investment and Audit (F, I & A) subcommittee of the Board. During the year the Committee undertook a full review and tender of Fund Managers with the support of an independent expert. As a result we moved our funds from Troy Asset Management and Liontrust Investment Partners LLP, to Brown Advisory Ltd and Latitude Investment Management. The majority of the funds has been moved by the end of 2024 with the remaining moved in the first quarter of 2025.

The majority of investments are held to fund the charities' activities. For the main investment, portfolio objectives require a balance of income and capital growth, with the group adopting a total return policy, and no specific investment restrictions or ethical requirements have been set.

The F, I & A Committee use total return % benchmarked against the FTSE All-share as one performance measurement.

Total returns – positive/(negative)	2023	2022
Trojan Income Fund	5.4%	(12.3)%
Trojan Fund	3.0%	(3.6)%
Liontrust UK Equity Fund	10.5%	(9.9)%
FTSE All-share (benchmark)	7.9%	(0.3)%

Our investment managers have ESG policies in place but the charity does not hold investments in ESG funds. The balance of the charities' cash is held in a high interest instant access savings account. The investment managers are assessed against an industry benchmark and are asked to present to the board in person once a year but provide verbal reports for every F, I & A meeting.

Going concern

The trustees have considered whether there are any material uncertainties about the charity and group's ability to continue as a going concern. At the balance sheet date, the free reserves of the charity are £10.8m with £13.9m in equity investments (including those in restricted funds). The trustees continue to review all risks regularly.

The uncertainty of core funding for the Workforce Wellbeing Programme is a big challenge for the charity. Donations from high net worth individuals is a key growth area for us and we expect to see better performance from our investments under the new fund managers. However, we continue to place reliance on a relatively small number of key funders.

Although the number of individuals supported has decreased we still see high demand for financial assistance grants with targeted grants, funded by the John Pearce Foundation and administered by Racing Welfare, being made available to those working in horse racing facing financial hardship. This mitigates the risk of Racing Welfare having increased costs associated with financial assistance grants.

The net effect of this is an anticipated deficit for 2025. The Finance, Investment and Audit Committee has indicated its willingness to underwrite that deficit from reserves to ensure services are maintained whilst additional funding is sought.

Based on this information the trustees are satisfied that no issues were identified that would give rise to a going concern risk.

Principal risks and uncertainties

Racing Welfare is responsible for ensuring that effective and adequate risk management and internal control systems are in place to manage the major risks to which the charity is exposed. A formal risk management process to assess business risks and implement risk management strategies is in place. This involves identifying the types of risks the charity faces, prioritising them in terms of potential impact and likelihood of occurrence, and identifying means of mitigating the risks. As part of this process the trustees keep under constant review the adequacy of the charity's internal control systems including a proactive 'stress test' prior to each main board meeting. The Finance, Investment & Audit Committee review the risk register annually and the senior management team review the risk register quarterly.

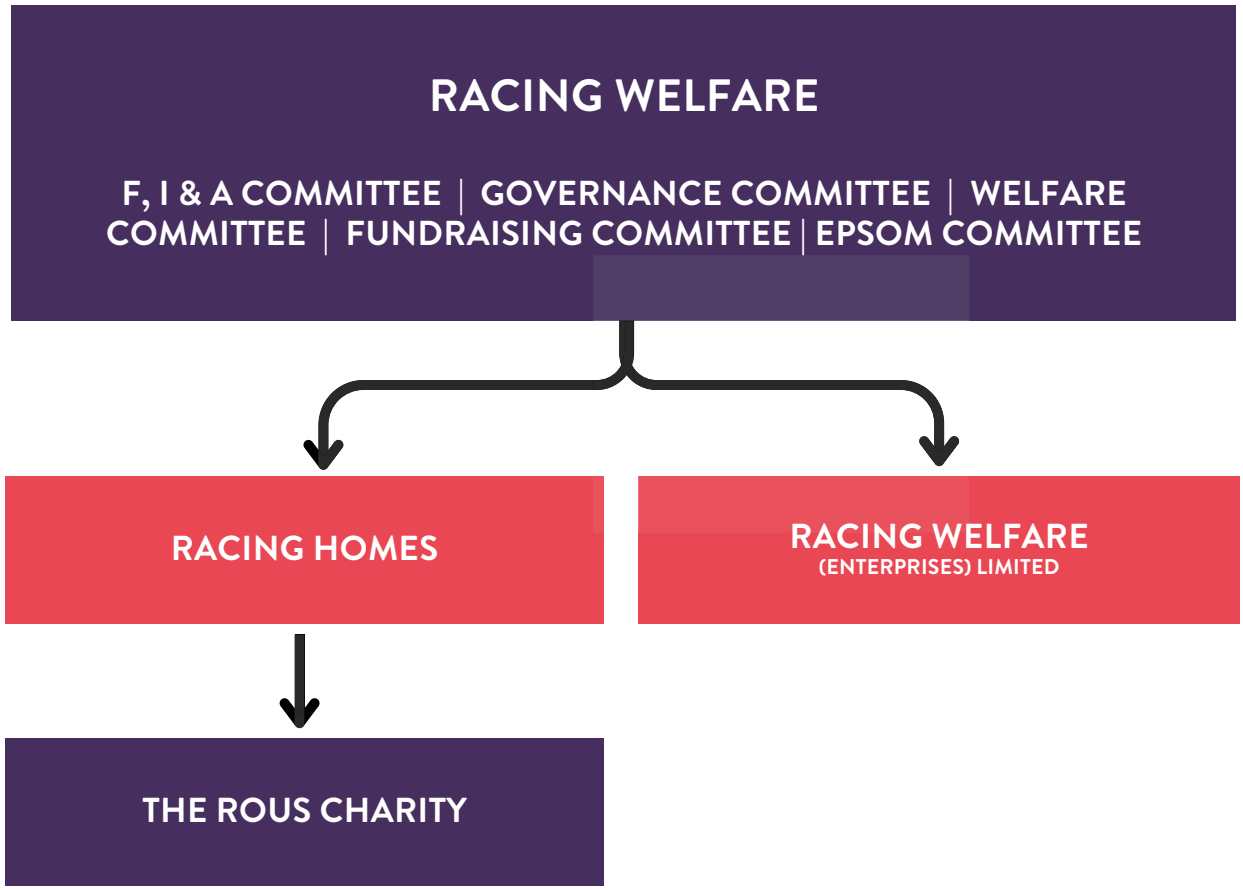
The principal risks are identified as those with the highest likelihood of occurrence together with the highest potential impact. Also included are those risks that score highly and are fundamentally key to what we do and how we operate.

Principal Risks and Uncertainties (continued)

Set out in the table below are the principal risks that are specific to Racing Welfare and actions taken to mitigate the risks. The trustees acknowledge that there are further, more generic risks, which are included on the charity's risk register and may score highly. However, these risks are not listed here due to their generic nature or because they, by nature, are not within our power to control or mitigate e.g. changes in the economy:

Risk Description	Risk Mitigation
Failure to protect vulnerable adults and young people This is included due to the inherent risk associated with dealing with vulnerable adults and young people	All staff are appropriately vetted in accordance with law and current regulations. The charity has a robust safeguarding policy which is regularly reviewed by dedicated safeguarding staff and is the recipient of the SafeCic Safe Award recognising excellence in safeguarding standards. Safeguarding training is undertaken by all staff. DBS checks are carried out on all trustees. All line managers and Jockey Club HR staff that work closely with the Racing Welfare group undergo Safer Recruitment training.
Reliance on a small number of key funders This is included as core funding for key services has recently come to an end	The fundraising committee has prepared a diversification strategy to decrease reliance on particular income streams. Plans are in place to ensure funding for key projects and programmes is sought from a significantly wider pool of donors and funders.
Failure to comply with GDPR This is included as the charity holds a significant amount of very sensitive data. Any breach would result in significant reputational damage	The charity has ensured all policies and procedures are updated regularly. IT security is maintained by The Jockey Club's skilled IT professionals with all sensitive data stored and transmitted securely with firewalls and antivirus software updated regularly. Operations Manager completed DPO training and works closely with the Jockey Club's DPO. All staff undertake comprehensive training on an annual basis with new staff undertaking this as part of their induction. A cyber insurance policy in place.
Loss of key staff This is included due to the unique sets of experience and skills of our key employees, illustrated by the progress the charity has made under their guidance	Sufficient notice periods are in place for key personnel. Remuneration packages are benchmarked and reviewed annually to ensure they remain competitive. The executive team has created a positive culture and workplace with importance placed on maintaining staff wellbeing and work-life balance.
Breach of Health and Safety Regulations This is included due to potentially significant reputational damage and financial losses in the event of injury or death of a tenant, beneficiary, employee or volunteer	The charity sits within the Jockey Club's Health and Safety Management System. The Head of Housing holds H&S qualifications and all staff undertake comprehensive training on an annual basis with new staff undertaking this as part of their induction. Key staff are given responsibility for identifying and reporting H&S issues. Racing Homes Health & Safety compliance is managed by our experienced housing team. Group H&S is overseen by NEBOSH-qualified staff member. CEO and COO are IOSH qualified.
Service provision – customer satisfaction This is included due to the importance of having high quality services that are valued and easily accessible to all beneficiaries	Our services are benchmarked against other providers and we undertake internal and external evaluations. Welfare Officers are provided with a handbook to ensure consistency of service. A complaints procedure is in place and a PR response plan is ready should any adverse publicity arise.

Our Governance, Structure and Management Group Structure



Racing Welfare is constituted as a company limited by guarantee, with governance arrangements set out in a Memorandum and Articles of Association. The Jockey Club is the sole member.

Racing Welfare is the sole shareholder of Racing Welfare (Enterprises) Limited (which is currently dormant).

Racing Welfare is also the sole member of Racing Homes. Racing Homes is the sole trustee of the Rous Charity.

'The Group' is the Racing Welfare group of Companies including Racing Welfare, Racing Homes, The Rous Charity and Racing Welfare (Enterprises) Ltd.

The Board of Trustees administers the charity. The board meets at least three times a year for a full board meeting and sub-committees are used to concentrate on key projects to bring value to the development of the organisation and support the full board. Each body comprises at least three trustees. The committee members have been selected on the basis of their particular interest and skills in the business of the respective committee. Each committee has been assigned specific terms of reference, with decisions on policy and strategy being referred to the main Board of Trustees for approval. During the year we welcomed five new committee members who brought with them a wealth of experience and expertise to complement the existing committee members and trustees.

Finance, Investment & Audit Committee
The committee is responsible for the review of the operational plans and budgets, the setting and monitoring of investment policy, reviewing the effectiveness of internal controls and risk management systems, remuneration, the monitoring and oversight of external auditors and the integrity of the internal financial reporting and the group's consolidated financial statements.

Welfare Committee
The committee is responsible for the review of welfare policy, plans and budgets, the monitoring of welfare trends, the balance of skills and resources needed to implement the plans and policy and for reviewing complex cases.

Fundraising and Marketing Committee
The committee is responsible for the review of income generation policy, plans and budgets and the oversight of the fundraising and communications programme. In particular, it provides a means of mobilising support for events and establishing effective links with potential donors.

Governance Committee
The committee is responsible for assisting the board of trustees in meeting its responsibilities in relation to the governance of the organisation, compliance with company and charity law and good practice. In particular, the committee is tasked with enacting practical and meaningful adoption of the Charity Governance Code, monitoring changes to the recommendations from the Charity Commission and setting best practice in governance.

Epsom Committee
The committee was formed in 2023 as a result of the transfer of assets from Epsom Racing Staff Welfare (ERSW) to Racing Welfare. The committee is responsible for considering the assets held in Epsom (currently two properties), any residual funds from ERSW and future funding generated in Epsom restricted for use in Epsom. The committee meets twice a year and is made up of five trustees, three who were formerly trustees of ERSW.

TRUSTEES' REPORT

Governance and Structure continued

Governance

Racing Welfare is constituted as a company limited by guarantee, with governance arrangements set out in a Memorandum and Articles of Association. The Jockey Club is the sole member.

The Trustees have fully adopted the Charity Governance Code. One of the outcomes of the adoption of the code was the creation of the Governance Committee in 2019, and since then numerous improvements have been implemented as a result of the work generated by the new committee. The initial review of the charity's performance against the Charity Governance Code provided a score given for each of the seven principles and identified priorities in relation to improving diversity and inclusion, board effectiveness and improving the way in which we communicate our governance to the public. The impact of the work carried out by the committee and the executive has seen a significant increase in the diversity of thought on the various committees across the group.

In 2024 we recruited five new committee members across our Finance, Housing and Fundraising committees. We also welcomed our new Chair, Nick Bannister, who underwent an intensive bespoke induction programme in the first half of the year prior to his formal appointment in June 2024.

Trustees

The Articles of Association stipulate that the charity should have between nine and twelve trustees, although this may be otherwise determined by passing an Ordinary Resolution. Trustees are appointed on three year terms and retire by rotation at the end of each term. A Trustee can serve up to three terms. The Member appoints trustees solely on the recommendation of the board. All members of the board have given their time voluntarily and receive no benefits from the charity. The board is charged to use its best endeavours to ensure the composition of the board at any time represents an appropriate balance of skills, including knowledge and experience of housing matters as well as activities within the horseracing industry. The trustee recruitment process requires any trustee to join firstly as a committee member and serve at least 12 months' prior to being considered by the board for trusteeship. New committee members are recruited according to any gaps identified by the trustee skills audit and a recruitment process is followed involving extensive advertising via internal and external channels. Each position's recruitment strategy is developed according to the specialism required and is signed off by the Chief Operating Officer who sits on the Governance Committee. The process has been designed to improve diversity on the board. All new committee members and trustees are provided with an induction programme so that they can fulfil their role on the Board. Trustees are DBS checked and are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role and includes safeguarding training for all trustees. A number of trustees take on additional key responsibilities on the board and receive any subsequent training if required. This includes having trustees with delegated board level responsibility for safeguarding and health and safety.

Related parties and co-operation with other organisations

No trustees receive remuneration or other benefits from their work with the charity. Relationships between the charity and related parties, including its subsidiary undertakings, and with any other charities and organisations with which it cooperates in the pursuit of its charitable objectives, must be disclosed. In the current year the charity co-operated with the following organisations in the pursuit of its charitable objectives:

- The Racing Centre – this charity provides leisure facilities for the horseracing community and as such Racing Welfare provides a grant in support of this work. The Newmarket-based welfare officers occupied offices within their building until they were relocated to Racing Welfare's head office in December 2023.
- NTFCT Charitable Trust – this charity provides grants to individuals from the horse racing industry for career development. Racing Welfare provides the financial management of this charity at a small fee and administers the grants via our welfare team free of charge due to the aligned objectives with Racing Welfare.

Grant Making

Racing Welfare is a grant-making charity and awards grants to both beneficiaries and in some circumstances other organisations, in pursuit of delivering its objectives. The charity has a rigorous grant-making policy which is updated regularly and covers priorities and purpose of grants, principles in determining grant decisions, grant application process, due diligence, administration and decision making. Strong internal controls around grant giving are in place and sufficient segregation of duties, coupled with specially designed processes, limit the opportunity for fraud.

Volunteers

The charity has a team of volunteers who are tasked with assisting the fundraising team at events. The number of active volunteers by the end of 2024 was 192 (2023 – 170). In 2024 these volunteers were involved in 7 different fundraising events (2023 – 5) and 19 volunteers were actively involved in the continued success of our telephone befriending service (2023 – 20).

Fundraising

The fundraising strategy of the charity is to develop each individual channel of income whether it be from individual giving, corporate fundraising, trusts and foundations, events or community fundraising. The fundraising team manages and delivers this strategy on a day to day basis, under the guidance of the Head of Fundraising who in turn reports to the COO and the Fundraising and Communications Committee.

- The individual giving channel seeks to secure one-off and regular gifts as well as legacies.
- The charity has established working relationships with a number of corporate supporters to deliver income from different companies and their customers. These include racecourses, studs and auction houses as well as bookmakers and retailers.
- Trusts and foundations provide the charity with a major source of income.
- The charity runs its own diverse calendar of events around the country which includes race days, open days, golf events and awards dinners.
- Community fundraising brings together the charity's supporters and volunteers across the country. This is through activities like challenge events, including the London Marathon, bucket collections and third-party events run by individuals or groups looking to support the charity.

The charity prides itself on its high standard of stewardship of its supporters. We have adopted an opt-in policy, with regard to communications, to comply with current regulations and are a member of the Institute of Fundraising. There have been no complaints received in the year.

The charity communicates with its supporters via e-mail as far as possible. It has not undertaken any direct mail campaigns, to protect vulnerable people and ensure no one feels under any pressure to give money. Corporate agreements are entered into where required to provide clarity and enable progress and outcomes to be monitored.

The charity's fundraising performance is monitored by its trustees through quarterly management accounts which include a return on investment calculation to show the overall effectiveness of the fundraising team.

Employment Practices and Pay

Our Director of Welfare Programmes is leading on the development of our Diversity, Inclusion and Equality strategy. This includes setting up four working groups aimed at addressing issues related to ethnic communities, LGBTQ+ communities, women and working families and people with disabilities.

The strategy will help ensure that we nurture a diverse and inclusive working environment, where we attract the full range of talent and everyone can be themselves. This is also embedded within all processes and policies within the charities.

The charity has a well-established a salary review process, salary structure and remuneration packages which are internally consistent, comparable with other charities in the sector and which recognise performance.

The Finance, Investment and Audit Committee is responsible for the remuneration terms and conditions of the Senior Leadership Team and general pay and remuneration terms of all employees. When setting pay and annual pay awards, reference is made to salary surveys and benchmarks. Subject to affordability, the charity's policy has been to award an annual pay rise consistent with increases in cost of living indices and having regard to the level of pay award agreed by the Jockey Club. Day to day recruitment and pay for staff is delegated to the Chief Executive.

The Racing Welfare group is passionate about promoting positive mental health and wellbeing across the racing industry, and that includes our own staff. The group provides flexible working options to help promote a good work/life balance and to support those with families and caring responsibilities. The senior management team has an ongoing agenda of reviewing the wellbeing of the workforce and use feedback of from our stress steering group to inform discussions. This is all with the aim of maximising employee potential and satisfaction.

2024 saw staff complete another Culture Amp staff survey, via the Jockey Club. The results showed that we still have extreme high engagement among staff, but there are areas which we have sbeen decline and that we will be addressing in 2025. The key areas of improvement across the charity were communication and collaboration, which is common among most organisations. We plan to utilise the new Staff Partnership Forum – a group made up of non-managers from across the charity – to discuss and bring recommendations back to the leadership teams.

An extensive learning and training programme is afforded to every employee with a mixture of online learning opportunities as well as traditional courses and qualifications. Each year the Racing Welfare group hosts a two day staff forum for a programme of training and strategy setting. Employee Health and Safety is maintained via use of the Jockey Club's Health and Safety online training programme, iHasco. This provides high quality training and efficient monitoring and relevant modules are mandatory for all staff.

TRUSTEES' REPORT

Governance and Structure continued

Environmental

The Racing Welfare group is committed to improving its impact on the environment and is part way through developing a strategy and a commitment. We have a green champion that sits on the Jockey Club's Green Champion Board and the charities have made improvements in energy usage, waste disposal, travel-green initiatives to staff meetings, hybrid or electric company cars, salary sacrifice for the leasing of electric cars, Ride to Work scheme, paperless office, most meetings held online and constant collation of energy data, in conjunction with The Jockey Club.

Racing Homes is developing a strategy which, if successful, will naturally significantly contribute to a reduction of its carbon footprint. The strategy will continue to progress during 2025.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group and Charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy the financial position of the Group and Charity and enable it to ensure that the financial statements comply with the Companies Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the Trust Deed. They are also responsible for safeguarding the assets of the Group and Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.
The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Racing Welfare website.

Statement as disclosure to our auditors
In accordance with company law, the trustees, as the company's directors, certify that

- So far as each person who was a director at the date of approving this report is aware, there is no relevant audit information of which the company's auditor is unaware.
- Each director has taken all the necessary steps that they ought to have taken as a director in order to make themselves aware of all relevant audit information and to establish that the company's auditor is aware of that information.

Auditors
The Auditors, Price Bailey, have expressed their willingness to continue in office. A resolution to reappoint them will be proposed at the forthcoming Annual General Meeting.

The trustees' report was approved on 9 June 2025 and signed on its behalf:

Nicholas Bannister, Chairman

INDEPENDENT AUDITOR'S REPORT

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RACING WELFARE FOR THE YEAR ENDED 31 DECEMBER 2024

Opinion

We have audited the financial statements of Racing Welfare (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2024 which comprise of the Group Statement of Financial Activities, the Consolidated and Parent Charitable Company Statement of Financial Position, the Consolidated Statement of Cashflows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- Give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 December 2024, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the group financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the group financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 32 the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the Charitable Group and the sector in which it operates and considered the risk of the Charitable Group not complying with the applicable laws and regulations including fraud in particular those that could have a material impact on the financial statements.This included those regulations directly related to the financial statements, including financial reporting, and tax legislation. In relation to the operations of the Charitable Group this included data protection, employment law and financial reporting.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified. These included the following:

- Management override: We reviewed systems and procedures to identify potential areas of management override risk. In particular, we carried out testing of journal entries and other adjustments for appropriateness.
- Reviewing minutes of Trustee Board meetings, minutes of Finance, Investment & Audit Committee meetings and correspondence with the Charity Commission, agreeing the financial statement disclosures to underlying supporting documentation, enquiries of management including those responsible for the key regulations and a review of the risk management processes and procedures in place.We have also reviewed the procedures in place for the reporting of any incidents to the Trustee Board including serious incident reporting of these matters as necessary with the Charity Commission.
- Assessing management bias in relation to the accounting policies adopted and in determining significant accounting estimates, including treatment of legacies and grant income, and the valuation of investments.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the parent charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the parent charitable company's trustees, as a body, in accordance with the act. Our audit work has been undertaken so that we might state to the parent charitable company's members and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the parent charitable company and the parent charitable company's members as a body and the parent charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

S. Jordan

Shaun Jordan ACA (Senior Statutory Auditor)
For and on behalf of Price Bailey LLP
Chartered Accountants
Statutory Auditors
Tennyson House
Cambridge
CB4 0WZ

Date: 19 June 2025

RACING WELFARE
(A company limited by guarantee)
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income & expenditure account)
YEAR ENDED 31 DECEMBER 2024

	Note	Unrestricted funds 2024 £'000	Restricted funds 2024 £'000	Endowment funds 2024 £'000	Total funds 2024 £'000	Total funds 2023 £'000 (Note 24)
INCOME FROM:						
Donations and legacies	2					
Received in the usual course of fundraising activities		875	1,078	-	1,953	1,862
Exceptional and one-off items		-	-		-	1,108
Charitable activities		1,118	-	-	1,118	1,001
Other trading activities:						
Fundraising events		903	29	-	932	742
Investments	3	271	-	-	271	309
Other income		4	-	-	4	9
TOTAL INCOME		3,171	1,107	-	4,278	5,031
EXPENDITURE ON:						
Raising funds		899	-	-	899	725
Charitable activities		2,776	1,308	19	4,103	4,636
TOTAL EXPENDITURE	4	3,675	1,308	19	5,002	5,360
NET (EXPENDITURE)/INCOME BEFORE GAINS AND LOSSES ON INVESTMENTS		(504)	(201)	(19)	(724)	(329)
Net (losses)/gains on investments	10	691	75	-	766	558
NET INCOME/(EXPENDITURE) FOR THE YEAR		187	(126)	(19)	42	229
Transfers between funds		(226)	226	-	-	-
NET MOVEMENTS IN FUNDS		(39)	100	(19)	42	229
Reconciliation of funds:						
Balances brought forward		18,874	10,318	812	30,004	29,775
Balances carried forward		18,835	10,418	793	30,046	30,004

RACING WELFARE
(A company limited by guarantee)
CONSOLIDATED AND CHARITY STATEMENT OF FINANCIAL POSITION
YEAR ENDED 31 DECEMBER 2024

Company Number: 04116279

	Note	2024 Group £'000	2024 Charity £'000	2023 Group £'000	2023 Charity £'000
FIXED ASSETS					
Intangible fixed assets	8	157	-	158	-
Tangible fixed assets	9	14,825	1,653	15,564	2,180
Investments:					
Investments	10	13,865	12,915	14,997	13,935
Mixed motive investments	10	-	1,540	-	-
		28,847	16,108	30,719	16,115
CURRENT ASSETS					
Debtors	12	660	735	753	599
Cash at bank and in hand		1,327	147	818	386
		1,987	882	1,571	985
LIABILITIES					
CREDITORS: amounts falling due within one year	13	(698)	(659)	(675)	(469)
NET CURRENT ASSETS		1,289	223	896	516
TOTAL ASSETS LESS CURRENT LIABILITIES		30,136	16,331	31,615	16,631
CREDITORS: amounts falling due after more than one year	14	(90)	-	(1,611)	-
NET ASSETS		30,046	16,331	30,004	16,631
THE FUNDS OF THE CHARITY:					
Unrestricted funds:					
General fund		869	583	1,075	997
Designated funds:					
Other designated funds		17,966	12,000	17,799	11,970
Total unrestricted funds		18,835	12,583	18,874	12,967
Restricted funds:					
Other restricted funds		10,418	3,748	10,318	3,664
Total restricted funds		10,418	3,748	10,318	3,664
Endowment funds		793	-	812	-
TOTAL FUNDS	15/16	30,046	16,331	30,004	16,631

A separate SOFA has not been presented for the Charity as permitted by section 408 of the Companies Act 2006 and paragraph 397 of the SORP. The charity reported net expenditure before investment gains and losses of £959k (2023: £243k), with investment gains of £730k (2023: £531k).

The financial statements on pages 37 to 64 of Racing Welfare, were approved by the Board of Trustees and authorised for issue on 9 June 2025 and signed on its behalf by

Nicholas Bannister (Chair)

	Note	2024 £'000	2023 £'000 AS RESTATED
Cash (used)/provided by operating activities	18	(386)	(831)
Cash flows from investing activities:			
Purchase of tangible fixed assets		(380)	(146)
Purchase of investments		(10,212)	-
Proceeds from sale of investments		12,109	493
Proceeds from sale of property		667	-
Investment income		271	309
Repayment of programme related investments		-	60
Net cash used in investing activities		2,455	716
Cash flows from financing activities			
Repayment of loans		(1,560)	(41)
Net (decrease) / increase in cash and cash equivalents		509	(156)
Cash and cash equivalents at 1 January	18	818	974
Cash and cash equivalents at 31 December	18	1,327	818

1. ACCOUNTING POLICIES

Racing Welfare is a charitable company, limited by guarantee, registered in England and Wales. The company's registered number and registered address can be found on the Company Information page.

Basis of preparation

The financial statements have been prepared under the historical cost convention, with the exception of certain fixed assets and investments which are included at market value or deemed cost. The financial statements have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Racing Welfare meets the definition of a public benefit entity under FRS 102. The financial statements are presented in sterling, which is the functional currency of the charity and rounded to the nearest £100.

Going Concern

The trustees have identified no material uncertainties and have a reasonable expectation that the charitable company and the group have adequate resources to continue in operational existence for the foreseeable future and the company is well placed to manage its business risks successfully despite the current uncertain economic outlook. Accordingly, they continue to adopt the going concern basis in preparing the annual report and accounts.

Consolidated Accounts

The statement of financial activities (SOFA) and statement of financial position consolidate the financial statements of the Charity, its subsidiary undertaking and entities of which it has control. The results of the subsidiaries are consolidated on a line by line basis.

A separate SOFA has not been presented for the Charity as permitted by section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

The Charity has taken advantage of the exemption from disclosing the following information, as permitted by the reduced disclosure regime within FRS 102:

- Section 7 'Statement of Cash Flows' – Presentation of a Statement of Cash Flow and related notes and disclosures

1. ACCOUNTING POLICIES (continued)

Income
All income is included in the SOFA when the Charity is legally entitled to the income, it is probable that it will be received and the amount can be quantified with reasonable accuracy. For legacies, entitlement is the earlier of the Charity being notified of an impending distribution or the legacy being received. Where there is a life interest, the donated asset is excluded until the life interest expires.

Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income from fundraising events is recognised when the charity is legally entitled to the income. Entitlement is the earlier of the date of the event or the date on which a non-refundable booking is made.

Expenditure
All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Expenditure on charitable activities includes costs directly incurred in undertaking these activities. Where costs cannot be directly attributed to a particular category they have been allocated to activities on a basis consistent with use of the resources.

Grants payable are payments made to third parties in the furtherance of the charitable objectives of the Charity. Single or multi year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the Trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and any condition attaching to the grant is outside of the control of the Charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Support costs are those functions that assist the work of the Charity but do not directly constitute charitable activities. Support costs include office costs, finance, personnel, payroll, and governance costs which support the charity's activities. These costs have been allocated between costs of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in the notes.

Fund Accounting
General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the note 15 to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund.

Endowment funds held in The Rous Charity represent funds received in the past where the donors have stipulated that the income may be used for general purposes, but the capital must be retained.

1.ACCOUNTING POLICIES (continued)

Irrecoverable VAT
All expenditure is classified under activity headings that aggregate all costs related to the category. Irrecoverable VAT is charged against the category of expense for which it was incurred.

Intangible Fixed Assets
Nomination rights cover the right to nominate 6 residents to Childwick House, Newmarket. They are depreciated in equal amounts over a period of 125 years.

Tangible Fixed Assets and Depreciation
Freehold and leasehold land and buildings are stated at cost and deemed cost, the company having taken advantage of the exemption in Paragraph 35.10(d) of FRS 102 to use the valuation at the date of transition as deemed cost.

Tangible fixed assets costing more than £1,000 are capitalised and included at cost including any incidental expenses of acquisition. Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost on a straight line basis over their expected useful economic lives as follows:

Freehold land	nil
Freehold and long leasehold buildings	over 50 years/life of the lease
Equipment and motor vehicles	over 3 to 5 years

No depreciation is charged on assets in the course of construction.

Investments
Investments in subsidiaries and Trophies are stated at cost less provision for any impairment. Investments listed at the stock exchange are stated at market value at the balance sheet date. The SOFA includes the net gains and losses arising on revaluations and disposals throughout the year.

Mixed motive investments
In accordance with 21.26 of the Charities SORP (FRS 102) the Charity has opted to recognise and measure the loans at the amount paid, with the carrying amount adjusted in subsequent years to reflect repayments and any accrued interest and adjusted if necessary for any impairment.

Programme related investments and concessionary loans
In accordance with 21.26 of the Charities SORP (FRS 102) the Charity has opted to recognise and measure the loans at the amount paid, with the carrying amount adjusted in subsequent years to reflect repayments and any accrued interest and adjusted if necessary for any impairment.

1.ACCOUNTING POLICIES (continued)

Leases
Operating lease rentals are charged to expenditure in equal annual amounts over the lease term.

Pensions
Pension costs disclosed in the accounts relate to employer contributions towards employees' stakeholder and personal pension schemes. The Charity does not operate its own pension scheme.

Judgements and estimates
The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities at the balance sheet date and the amounts reported for income and expenditure during the period. However, the nature of the estimation means that actual outcomes could differ from those estimates. The following judgements have had the most significant effect on the amounts recognised in the financial statements:

Tangible fixed assets:
Tangible fixed assets are depreciated over their useful lives, taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. Residual value assessments consider issues such as the remaining life of the asset and projected disposal value.

2. DONATIONS, LEGACIES AND GRANTS

	2024 £'000	2023 £'000
Donations - in the usual course of fundraising activities	514	381
Donations - exceptional and one-off	-	1,108
Legacies	74	174
Grants	1,365	1,307
	1,953	2,970

Restricted donations amounted to £77k (2023: £1,160k including the transfer of net assets from Epsom Racing Staff Welfare, see below). Restricted grants amount to £1,078k (2023: £1,000k). All legacy income was unrestricted in both 2024 and 2023.

In 2023 the net assets of Epsom Racing Staff Welfare (ERSW), comprising two properties with a combined value of £850k and cash of £258k, were transferred to Racing Welfare. The asset transfer was the natural progression for the relationship between the two charities which has seen Racing Welfare's Welfare, Fundraising, Finance and Operations teams, as well as Racing Homes's housing team, provide services on behalf of ERSW free of charge for a number of years.

3. INVESTMENT INCOME

	2024 £'000	2023 £'000
Interest receivable	17	3
Dividends received from investment and unit trusts	254	306
	271	309

4. TOTAL EXPENDITURE

	Activities undertaken directly 2024 £'000	Grant funding of activities 2024 £'000	Support costs 2024 £'000	Total 2024 £'000
Cost of raising funds				
Fundraising	182	-	90	272
Fundraising events:	537	-	90	627
	719	-	180	899
Charitable activities				
Advice and Guidance	377	75	179	631
Financial assistance	112	167	67	346
Welfare Projects	563	-	120	683
Community activities	446	30	179	655
Housing	1,482	-	150	1,632
Communications and advocacy	112	-	44	156
	3,092	272	739	4,103
TOTAL EXPENDITURE	3,811	272	919	5,002

	Activities undertaken directly 2023 £'000	Grant funding of activities 2023 £'000	Support costs 2023 £'000	Total 2023 £'000
Cost of raising funds				
Fundraising	160	-	83	243
Fundraising events:	398	-	84	482
	558	-	167	725
Investment management costs	-	-	-	-
Charitable activities				
Advice and Guidance	526	72	208	806
Financial assistance	3	134	-	137
Welfare Projects	895	-	181	1,076
Community	336	44	148	528
Housing	1,698	-	140	1,838
Communications and advocacy	189	-	62	251
	3,647	250	739	4,636
TOTAL EXPENDITURE	4,205	250	905	5,360

Included within support costs are audit fees, payable to Price Bailey LLP, of £24,000, of which £13,500 relates to the charity (2023: £19,750; £11,000 relate to the charity).

4. TOTAL EXPENDITURE (continued)

Grant funding of activities is analysed as follows:

	Grants to individuals 2024 £'000	Grants to institutions 2024 £'000	Total 2024 £'000
Advice & guidance	-	75	75
Financial assistance	167	-	167
Healthy living and well-being	-	30	30
	167	105	272

	Grants to individuals 2023 £'000	Grants to institutions 2023 £'000	Total 2023 £'000
Advice & guidance	-	72	72
Financial assistance	134	-	134
Healthy living and well-being	-	44	44
	134	116	250

	2024 £'000	2023 £'000
Payments to individuals	167	134
Racing Centre	30	44
Life Skills	3	-
Sports Chaplaincy UK	72	72
	272	250

Grants were awarded to 290 individuals in 2024 (2023: 425).

4. TOTAL EXPENDITURE (continued)

Support costs allocation	Human Resources 2024 £'000	Admin Costs 2024 £'000	Premises Costs 2024 £'000	IT Costs 2024 £'000	Governance Costs 2024 £'000	Total 2024 £'000
Cost of raising funds						
Cost of fundraising, fundraising events and trading	104	40	11	2	23	180
Charitable activities						
Advice & guidance	104	40	11	2	22	179
Financial Assistance	39	15	4	1	8	67
Welfare Projects	81	30	8	1	-	120
Community Engagement	104	40	11	2	22	179
Housing	78	30	8	1	33	150
Communications and advocacy	26	10	3	-	5	44
TOTAL SUPPORT COSTS	536	205	56	9	113	919

Support costs allocation	Human Resources 2023 £'000	Admin Costs 2023 £'000	Premises Costs 2023 £'000	IT Costs 2023 £'000	Governance Costs 2023 £'000	Total 2023 £'000
Cost of raising funds						
Cost of fundraising, fundraising events and trading	102	33	11	2	19	167
Charitable activities						
Advice & guidance	128	41	14	2	23	208
Welfare Projects	125	40	14	2	-	181
Community Engagement	90	29	10	2	16	147
Housing	77	25	8	1	29	140
Communications and advocacy	38	12	4	1	7	62
TOTAL SUPPORT COSTS	560	180	61	10	94	905

Support costs are allocated on the basis of the number of staff working directly on charitable activities and cost of raising funds.

5. TRUSTEES' REMUNERATION

No remuneration was paid to trustees during the year or the preceeding year. During the year, travel expenses totalling £2,273 were claimed (2023: £577) by two trustees (2023: one).

6. STAFF COSTS

	2024 £'000	2023 £'000
Wages and salaries	1,723	1,853
Social security costs	174	185
Pension costs	174	188
	2,071	2,226

The number of employees who received total employee benfits (excluding pension contributions) of more than £60,000 was as follows:

	2024	2023
£60,000 - £70,000	3	2
£100,000-£110,000	-	1
£100,000-£110,000	1	-
£120,000 - £130,000	1	1

The average number of employees, analysed by function, was:

	2024 No	2023 No
Charitable activities	33	39
Fundraising	8	8
Management and administration of the Charity	9	8
	50	55

During the year remuneration received by key management personnel totalled £436k (2023: £407k). Key management personnel are the Chief Executive, Chief Operating Officer, Director of Welfare Programmes, Director of Housing and Finance and Operations Director. In 2023 the position of Director of Welfare Programmes was vacant for part of the year.

7. PENSION COSTS

The Charity contributes to various money purchase pension schemes, including a stakeholder pension scheme operated by an independent organisation. The cost for the year was £174k (2023 - £188k). At the year end the amount due in creditors in respect of pension contributions was £nil (2023 - £21k).

8. INTANGIBLE FIXED ASSETS

Group	Nomination Rights £'000
Cost	
At 1 January 2024 and at 31 December 2024	198
Amortisation	
At 1 January 2024	40
Charge for the year	1
At 31 December 2024	41
Net book value	
At 31 December 2024	157
At 31 December 2023	158

9. TANGIBLE FIXED ASSETS

Group	Assets under development	Freehold land and buildings £'000	Leasehold buildings £'000	Equipment and motor vehicles £'000	Total £'000
Cost or deemed cost					
At 1 January 2024	44	16,460	341	1,593	18,438
Additions	16	164	6	194	380
Disposals	(14)	(1,068)	-	-	(1,082)
At 31 December 2024	46	15,556	347	1,787	17,736
Depreciation					
At 1 January 2024	-	2,125	77	672	2,874
Charge for the year	-	243	8	91	342
Disposals	-	(305)	-	-	(305)
At 31 December 2024	-	2,063	85	763	2,911
Net book value					
At 31 December 2024	46	13,493	262	1,024	14,825
At 31 December 2023	44	14,335	264	921	15,564

Freehold land and buildings includes freehold land of £4,175k (2023: £4,261k) that is not depreciated.

Freehold land and buildings are included at deemed cost, the group having taken advantage of the exemption in Paragraph 35.10(d) of FRS 102 to use the valuation at the date of transition as deemed cost.

The net book value of long leasehold land and buildings at the balance sheet date was £257k (2023: £264k).

9. TANGIBLE FIXED ASSETS (continued)

Charity	Assets in the course of construction £'000	Freehold land and buildings £'000	Equipment and motor vehicles £'000	Total £'000
Cost or deemed cost				
At 1 January 2024	-	2,490	318	2,808
Additions	14	162	6	182
Disposals	-	(974)	-	(974)
Transfer to group undertaking (note 21)	32	-	-	32
At 31 December 2024	46	1,678	324	2,048
Depreciation				
At 1 January 2024	-	351	277	628
Charge for the year	-	28	13	41
Disposals	-	(274)	-	(274)
At 31 December 2024	-	105	290	395
Net book value				
At 31 December 2024	46	1,573	34	1,653
At 31 December 2023	-	2,139	41	2,180

Freehold land and buildings are included at deemed cost, the company having taken advantage of the exemption in Paragraph 35.10(d) of FRS 102 to use the valuation at the date of transition as deemed cost.

Freehold land and buildings includes freehold land of £518k (2023: £604k) that is not depreciated.

Historic cost	2024 £'000	2023 £'000
Group		
Gross cost	14,588	15,557
Accumulated depreciation on historic cost	(3,444)	(3,318)
	11,144	12,239
Charity		
Gross cost	1,678	2,490
Accumulated depreciation on historic cost	(105)	(352)
	1,573	2,138

10(a). INVESTMENTS HELD AS FIXED ASSETS

	Group 2024 £'000	Charity 2024 £'000	Group 2023 £'000	Charity 2023 £'000
Listed securities:				
Market value at 1 January	14,981	13,920	14,917	14,531
Additions	10,212	10,033	-	-
Disposals	(12,109)	(11,783)	(493)	(493)
Disposal - Transfer to Racing Homes	-	-	-	(649)
Net investment gains/(losses)	766	730	557	531
Market value at 31 December	13,850	12,900	14,981	13,920
Historic cost at 31 December	10,683	10,837	12,110	11,459
Listed investments are represented by:				
Trojan Income Fund (S Income)	3,400	2,887	5,345	4,504
Trojan Fund (S Income)	257	-	6,252	5,992
Liontrust UK Equity Fund X Income Shares	3,765	3,765	3,385	3,424
Latitude Horizon Fund	6,428	6,248	-	-
	13,850	12,900	14,982	13,920
Trophies	15	15	15	15
	13,865	12,915	14,997	13,935

Investments in subsidiaries:

The company holds all the share capital of Racing Welfare (Enterprises) Limited (company number 02948569). The company is registered in England and Wales, has a co-terminus year end and is dormant.

Racing Homes (a charitable company limited by guarantee, company number 06489067, charity number 1122961) and The Rous Charity (a registered charity number 1068581) are subsidiaries of Racing Welfare.

10(b). MIXED MOTIVE INVESTMENTS

	Group 2024 £'000	Charity 2024 £'000	Group 2023 £'000	Charity 2023 £'000
Mexied motive investments				
Loans to subsidiaries	-	1,540	-	-

During the year Racing Homes refinanced a loan of £1,540k and Racing Welfare is now the lender. Racing Welfare achieves a market rate return (see note 14) whilst supporting Racing Homes in carrying out its charitable activities by being provided with a two year capital repayment holiday and no arrangement fees, freeing up vital funds for its significant programme of major works across the property portfolio.

11. PROGRAMME RELATED INVESTMENTS

	Group 2024 £'000	Charity 2024 £'000	Group 2023 £'000	Charity 2023 £'000
At 1 January 2024	-	-	60	60
Interest charged	-	-	-	-
Repayment	-	-	(60)	(60)
At 31 December 2024	-	-	-	-

The programme related investments are loans made to Epsom Racing Staff Welfare (ERSW) to facilitate the provision of affordable housing to racing staff in Epsom. The first loan was made in 2006 with a loan term of 25 years and interest is accruing at the Bank of England base rate plus 0.1%. A second loan was made in 2009 with a loan term of 25 years and interest accruing at the Bank of England base rate plus 0.1% and subject to a minimum rate of 2.5%. Repayment of these loans was frozen during the year pending further consideration of the relationship with the charity, ERSW. In December 2023 the assets of ERSW were gifted to Racing Welfare and the loan balance repaid.

12. DEBTORS

	Group 2024 £'000	Charity 2024 £'000	Group 2023 £'000	Charity 2023 £'000
Due within one year				
Trade debtors	56	27	53	28
Sundry debtors	7	2	11	6
Due from group charities	-	127	-	3
Prepayments and accrued income	575	557	668	540
	638	713	732	577
Sundry debtors due after more than one year	22	22	22	22
	660	735	754	599

Sundry debtors due after more than one year consist of secured loans of £22k (2023: £22k). These loans, made for charitable purposes, are secured by legal charges over property.

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group 2024 £'000	Charity 2024 £'000	Group 2023 £'000	Charity 2023 £'000
Trade creditors	238	198	269	186
Taxation and social security costs	62	53	63	51
Sundry creditors	28	15	34	28
Accruals and deferred income	369	243	254	178
Pension contributions	-	-	15	13
Due to group charities	-	150	-	13
Mortgages for housing due within 1 year	1	-	40	-
	698	659	675	469

14. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	Group 2024 £'000	Charity 2024 £'000	Group 2023 £'000	Charity 2023 £'000
Mortgage on Jack Jarvis Close	90	-	91	-
Loan on Summerhill House	-	-	1,520	-
	90	-	1,611	-
Analysis of mortgage repayable by instalments:				
In less than one year	1		40	
Between one and two years	1	-	41	-
Between two and five years	4	-	124	-
After five years	85	-	1,446	-
	91	-	1,651	-

The mortgage on Jack Jarvis Close is secured on those properties, bears interest at 15% per annum and is repayable over a period of 60 years from 1980.

A new loan was taken out in 2018, secured against Summerhill House, Howard de Walden Way, Newmarket. The loan bore interest of 3.55% up to July 2023 and subsequently bore interest at 2.35% above Bank of England base rate. The loan was repaid in full in June 2024 by Racing Welfare and the balance is now due from Racing Homes to Racing Welfare bearing interest at 5% over 5 years.

15.STATEMENT OF FUNDS

GROUP	At 1 January 2024 £'000	Income £'000	Expenditure £'000	Gains / (losses) £'000	Transfers £'000	At 31 December 2024 £'000
General reserve	1,075	3,170	(3,420)	16	28	869
Designated funds:						
Income fund	11,547	-	-	676	(1,894)	10,329
Fixed asset fund	3,600	-	(145)	-	1,037	4,492
Fixed asset revaluation reserve	2,112	-	(21)	-	-	2,091
Repairs and maintenance fund	500	-	(89)	-	(67)	344
Extraordinary repairs fund	40	-	-	-	-	40
Middleham development					670	670
Total unrestricted funds	18,874	3,170	(3,675)	692	(226)	18,835
Restricted funds						
Workforce Wellbeing Programme	-	311	(311)	-	-	-
Chaplaincy	-	16	(16)	-	-	-
Middleham	350	-	-	-	-	350
Beneficiaries holiday fund	30	32	(32)	-	-	30
YP Housing in Newmarket	43	7	(14)	-	-	36
Henry Cecil Open Weekend	35	13	(46)	-	-	2
IMO Tim Jones MHFA	2	20	(5)	-	-	17
Epsom Racing Staff Welfare	1,078	22	(39)	-	47	1,108
Life Skills for the Young	-	4	(4)	-	-	-
Bloodstock Outreach	14	44	(40)	-	-	18
JPF targeted grants	-	124	(124)	-	-	-
JPF Community Engagement	108	456	(423)	-	-	141
Welfare Officer	-	19	(1)	-	-	18
Youg Person Support Officer	25	-	(25)	-	-	-
Malton Office	-	4	(4)	-	-	-
2024 Malton OD	5	-	(1)	-	-	4
Beneficiaries in Berkshire	6	-	(6)	-	-	-
Sustainability	2	-	-	-	-	2
Services in Yorkshire	-	25	-	-	-	25
Income Maximisation Fund	-	9	(9)	-	-	-
Arabian Racing Organisation	-	1	-	-	-	1
BBR assets fund	1,920	-	-	75	-	1,995
Housing for racing people	6,320	-	(208)	-	182	6,294
HfRP Revaluation Reserve	380	-	-	-	(3)	377
Total restricted fund	10,318	1,107	(1,308)	75	226	10,418
Endowment Funds						
Housing for racing people	812	-	(19)	-	-	793
	812	-	(19)	-	-	793
Total funds	30,004	4,277	(5,002)	767	-	30,046

15.STATEMENT OF FUNDS: CONTINUED

GROUP	At 1 January 2023 £'000	Income £'000	Expenditure £'000	Investment gains / losses £'000	Transfers £'000	At 31 December 2023 £'000
General reserve	1,538	2,835	(3,415)	9	108	1,075
Designated funds:						
Income fund	11,292	-	-	505	(250)	11,547
Fixed asset fund	4,103	-	(666)	-	163	3,600
Fixed asset revaluation reserve	2,133	-	(21)	-	-	2,112
Repairs and maintenance fund	146	-	(146)	-	500	500
Extraordinary repairs fund	40	-	-	-	-	40
Total unrestricted funds	19,252	2,835	(4,248)	514	521	18,874
Restricted funds						
Workforce Wellbeing Programme	-	398	(398)	-	-	-
Chaplaincy	-	6	(6)	-	-	-
Mental Health Research Project	850	-	-	-	(500)	350
CATS	5	-	(5)	-	-	-
Beneficiaries holiday fund	50	30	(50)	-	-	30
YP Housing in Newmarket	69	-	(26)	-	-	43
Henry Cecil Open Weekend	-	35	-	-	-	35
IMO Tim Jones MHFA	2	-	-	-	-	2
Epsom Racing Staff Welfare	32	36	(23)	-	(45)	-
Life Skills for the Young	-	29	(19)	-	(10)	-
Bloodstock Outreach	-	43	(29)	-	-	14
JPF targeted grants	-	56	(56)	-	-	-
JPF Community Engagement	-	442	(334)	-	-	108
Youg Person Support Officer	-	25	-	-	-	25
2024 Malton OD	-	5	-	-	-	5
Beneficiaries in Berkshire	-	6	-	-	-	6
Sustainability	-	5	(3)	-	-	2
Epsom Fund	-	1,080	(2)	-	-	1,078
BBR assets fund	1,876	-	-	44	-	1,920
Housing for racing people	6,429	-	(143)	-	37	6,323
HfRP Revaluation Reserve	380	-	-	-	(3)	377
Total restricted fund	9,693	2,196	(1,094)	44	(521)	10,318
Endowment Funds						
Housing for racing people	830	-	(18)	-	-	812
	830	-	(18)	-	-	812
Total funds	29,775	5,031	(5,360)	558	-	30,004

15.STATEMENT OF FUNDS (continued)

CHARITY	At 1 January 2024 £'000	Income £'000	Expend-iture £'000	Gains / losses £'000	Transfers £'000	At 31 December 2024 £'000
General reserve	997	2,115	(2,525)	-	(4)	583
Designated funds:						
Income fund	10,639	-	-	655	(210)	11,084
Fixed asset fund	1,331	-	(27)	-	(488)	816
Middleham Development Fund	-	-	(600)	-	700	100
Total unrestricted funds	12,967	2,115	(3,152)	655	(2)	12,583
Restricted funds						
Workforce Wellbeing Programme	-	311	(311)	-	-	-
Malton Open Day	5	-	(1)	-	-	4
Chaplaincy	-	16	(16)	-	-	-
Beneficiaries holiday fund	30	32	(32)	-	-	30
YP in Newmarket	43	7	(14)	-	-	36
Henry Cecil Open Weekend	35	13	(46)	-	-	2
IMO Tim Jones MHFA	2	20	(5)	-	-	17
Middleham	350	-	-	-	-	350
Epsom Racing Staff Welfare	1,123	22	(39)	-	2	1,108
Life Skills for the Young	-	4	(4)	-	-	-
Young Person Support Officer	25	-	(25)	-	-	-
Bloodstock Outreach grant	14	44	(40)	-	-	18
JPF targeted grants fund	-	124	(124)	-	-	-
JPF Community Engagement	108	456	(423)	-	-	141
Malton Office	-	4	(4)	-	-	-
Welfare Officer	-	19	(1)	-	-	18
Beneficiaries in Berkshire	6	-	(6)	-	-	-
Sustainability	2	-	-	-	-	2
Services in Yorkshire	-	25	-	-	-	25
Income Maximisation Fund	-	9	(9)	-	-	-
Arabian Yards	-	1	-	-	-	1
BBR assets fund	1,921	-	-	75	-	1,996
	3,664	1,107	(1,100)	75	2	3,748
Total funds	16,631	3,222	(4,252)	730	-	16,331

15.STATEMENT OF FUNDS (continued)

CHARITY	At 1 January 2023 £'000	Income £'000	Expend-iture £'000	Investment gains / losses £'000	Transfers £'000	At 31 December 2023 £'000
General reserve	882	1,302	(2,201)	-	1,013	997
Designated funds:						
Income fund	11,119	-	-	487	(967)	10,639
Fixed asset fund	1,832	-	(465)	-	(36)	1,331
Total unrestricted funds	13,833	1,302	(2,666)	487	10	12,967
Restricted funds						
CATS	5	-	(5)	-	-	-
Workforce Wellbeing Programme	-	398	(398)		-	-
Chaplaincy	-	6	(6)	-	-	-
Beneficiaries holiday fund	50	30	(50)	-	-	30
YP in Newmarket	69	-	(26)	-	-	43
Henry Cecil Open Weekend	-	35	-			35
IMO Tim Jones MHFA	2	-	-	-	-	2
Middleham	350	-	-	-	-	350
Epsom Racing Staff Welfare	32	36	(23)	-	(45)	-
Life Skills for the Young	-	29	(19)	-	(10)	-
Young Person Support Officer	-	25	-	-	-	25
Bloodstock Outreach grant	-	43	(29)	-	-	14
JPF targeted grants fund	-	56	(56)	-	-	-
JPF Community Engagement	-	442	(334)	-	-	108
Welfare Officer North West	10	-	(10)	-	-	-
Beneficiaries in Berkshire	-	6	-	-	-	6
Sustainability	-	5	(3)	-	-	2
2024 Malton Open Day	-	5	-	-	-	5
Epsom fund	-	1,080	(2)	-	45	1,123
BBR assets fund	1,877	-	-	44	-	1,921
	2,395	2,196	(961)	44	(10)	3,664
Total funds	16,228	3,498	(3,627)	531	-	16,631

General reserve
The general reserve represents the free funds of the Charity and Group which are not designated for particular purposes; however, the designated income fund contains the major proportion of the Charity and Group's liquid reserves which if necessary can be accessed on a daily basis.

Income fund
The income fund represents unrestricted investment funds the purpose of which is either to sustain the stability of the Charity and support (through the medium of investment income) its day-to-day operations: or to enable drawdown for the purpose of financing longer term investment.

Fixed asset revaluation reserve
This designated reserve recognises the effect of the historic revaluation of our housing stock.

Repairs and maintenance fund
The designated repairs and maintenance fund represents the LHA Subsidy grant paid from Racing Welfare to Racing Homes to be used for significant repairs, maintenance and refurbishment of Racing Homes property.

Extraordinary repairs fund
The extraordinary repairs fund is held by the Rous Charity for exceptional repairs and maintenance costs.

Workforce Wellbeing Programme
This restructed fund is for grants and donations towards the Workforce Wellbeing Programme.

Chaplaincy Fund
The restricted Chaplaincy fund is for donations to the Chaplaincy project.

Middleham
The Middleham restricted fund is to be used towards the development of a community resource centre linked to young persons' accommodation in Middleham.

C.A.T.S
This is the Racing Foundation contribution to the Careers Advice Training Scheme for racing people.

Beneficiaries holiday fund
This fund is restricted to major holidays.

Young People in Newmarket
This fund is restricted for use supporting young people in racing in Newmarket.

Henry Cecil Open Weekend
The fund represnts donations received from the Henry Cecil Open Weekend, an annual event held in Newmarket. The funds is used towards the services we provide in Newmarket.

IMO Tim Jones MHFA
The fund was set up by the father of Tim Jones, following his tragic death, in order to subsidise Mental Health First Aid training in the Racing industry.

Epsom Fund
This represents the assets received from Epsom Racing Staff Welfare in December 2023.

Life Skills for the Young
A grant received to be used towards the Life Skills programme that Racing Welfare contributes towards and held at the British Racing School and National Racing College.

Bloostock Outreach
A grant from the Gerald Leigh Charitable Trust to fund the new position of Engagement and Outreach Officer (Bloodstock and Breeding Industry).

Targeted grants fund
Funded by the John Pearce Foudnation to provide grants to those working in racing that continue to be financially affected by the effects of the Covid-19 pandemic and the increased cost of living.

Community Engagement
The John Pearce Foundation has provided funding to establish and grow Racing Welfare's Community Engagement team. This includes activities with working staff and retired staff as well as increasing participation and engagement within racing communities and growing our volunteer base.

Welfare Officer
Funds received from the EMB Charitable Trust towards the cost of a Welfare Officer.

Young Person Support Officer
A grant from MacDonald Buchanan Charitable Trust contributing towards the Young Person Support Officer role that supports young people living in MacDonald Buchanan House, Newmarket - a Racing Homes property.

Malton Office
Donations given towards operating of, and activities out of our office in Malton, Yorkshire.

Malton Open Day
Donations towards the running of the 2024 Malton Open Day.

Beneficiaries in Berkshire
A grant to fund activities with beneficiaries based in Berkshire.

Sustainability
A grant to be used towards the costs associated with reaching our environmental goals.

Serivces in Yorkshire
The funds represents a donation received in December 2024 from York racecourse towards our work in Middleham and Malton.

Income Maximisation
Funds were received from Suffolk County Council towards the cost of welfare officers in Suffolk

Arabian Racing
A donation was received from the Arabian racing Organisation to be used towards our work with Arabian racing yards

BBR assets fund
Assets transferred from the Bentinck, Beresford and Rendlesham Charity (BBR) in 2021 held as restricted funds in furtherance of BBR's objects.

Housing for Racing People
These assets were transferred to from Racing Welfare to Racing Homes with a restriction that they are used to house individuals working in or retired from the horseracing and thoroughbred breeding industry. The value of the reserve equates to the net book value of the assets transferred less any liability secured against the asset.

Endowment funds - Rous
The endowment funds were established when the Rous Memorial and Almshouses charity and the Rous Memorial Fund were combined to form the Rous Charity and represents the net book value of the properties.

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

GROUP	Endowment & Restricted Funds £'000	Designated Funds £'000	General Funds £'000	Total Funds 2024 £'000
Fixed assets	9,082	14,911	4,854	28,847
Net current assets	2,129	186	(1,026)	1,289
Long-term liabilities	-	(90)	-	(90)
	11,211	15,007	3,828	30,046
CHARITY				
Fixed assets	1,996	11,900	2,212	16,108
Net current assets	1,752	-	(1,529)	223
Long-term liabilities	-	-	-	-
	3,748	11,900	683	16,331

GROUP	Endowment & Restricted Funds £'000	Designated Funds £'000	General Funds £'000	Total Funds 2023 £'000
Fixed assets	9,055	16,798	4,866	30,719
Net current assets	2,075	146	(1,325)	896
Long-term liabilities	-	(1,611)	-	(1,611)
	11,130	15,333	3,541	30,004
CHARITY				
Fixed assets	1,921	11,970	2,224	16,115
Net current assets	1,743	-	(1,227)	516
Long-term liabilities	-	-	-	-
	3,664	11,970	997	16,631

17. SUBSIDIARY UNDERTAKINGS

Racing Welfare presents a SOFA (incorporating an income and expenditure account) in which the results of its subsidiary undertakings are consolidated on a line by line basis. All of its subsidiary undertakings have activities or charitable objectives in line with those of Racing Welfare, and are all managed with the purpose of serving jockeys, horseracing stable staff, racehorse trainers, those associated with the horseracing and thoroughbred breeding industries, their employees and dependents. All subsidiaries share the registered office address with the group.

	Racing Welfare (Enterprises) Limited		Racing Homes	
Basis of consolidation	100% share capital owned by Racing Welfare.		Controlled by Charity as sole trustee.	
Activities and objectives	Commercial trading in line with the objects of the Charity.		Provision of housing.	
	2024 £'000	**2023 £'000**	**2024 £'000**	**2023 £'000**
Income	-	-	1,746	1,058
Expenditure	-	-	(1,436)	(1,263)
Investment gains			21	18
Net (loss) / profit	-	-	331	(187)
Fixed assets	-	-	13,321	13,649
Current assets	5	5	1,158	383
Liabilities	-	-	(1,941)	(1,825)
Net assets	5	5	12,538	12,207
Funds/capital and reserves:				
Unrestricted funds	5	5	4,924	5,256
Restricted funds	-	-	7,614	6,951
	5	5	12,538	12,207

	The Rous Charity	
Basis of consolidation	Controlled by Racing Homes as sole trustee.	
Activities and objectives	Provision of almshouses.	
	2024 £'000	**2023 £'000**
Total income	87	86
Total expenditure on charitable activities	(91)	(84)
Investment (losses)/gains	16	9
Net movement in funds	12	11
Fixed assets	1,208	1,205
Current assets	218	218
Liabilities	(6)	(15)
Net assets	1,420	1,408
Funds/capital and reserves:		
Unrestricted funds	625	600
Endowment funds	795	808
	1,420	1,408

18. CASH FLOW INFORMATION

a) Reconciliation of net income for the year to net cash flow from operating activities

	2024 £'000	2023 £'000 AS RESTATED
Net income / (expenditure) for the year	42	229
Investment income	(271)	(309)
Donated assets from Epsom Racing Staff Welfare	-	(850)
(Gains) / losses on investments	(766)	(558)
Depreciation and amortisation	343	346
Loss on disposal of fixed assets	110	156
Impairment of fixed assets	-	274
Decrease / (Increase) in debtors	93	211
(Decrease) / Increase in creditors	63	(330)
Net cash inflow from operating activities	(386)	(831)

b) Analysis of net debt

	At 1 January 2024 £'000	Cash flow £'000	Non-cash flows £'000	At 31 December 2024 £'000
Bank	818	509	-	1,327
Bank loans	(1,651)	1,560	-	(91)
	(833)	2,069	-	1,236
Borrowings				
Debt due within one year	(40)	1,560	(1,521)	(1)
Debt due after one year	(1,611)	-	1,521	(90)
	(1,651)	1,560	-	(91)

19. CONTINGENT LIABILITIES

In the event of housing schemes at Howard de Walden Way, Newmarket, Suffolk (formerly Phantom and Moreton Stud) being sold for a commercial use, other than the housing of stable staff, an amount of £444,476 becomes payable to the Horserace Betting Levy Board.

Social Housing Grant (SHG) is subordinated to the repayment of loans by agreement with the Homes and Communities Agency (HCA). SHG released on sale of a property may be repayable, but is normally available to be recycled and is credited to a recycled capital grant fund and included in the balance sheet within creditors.

SHG is repayable under certain circumstances such as where a property is sold. The SHG at the date of transition to FRS 102 of £397.5k and previously shown as a reduction of the housing property value has, in accordance with the performance model, been written off to reserves.

20. OPERATING LEASE COMMITMENTS

The total minimum lease payments under non-cancellable operating leases are as follows:

	Group		Charity	
Leases which expire:	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Within one year	85	33	79	28
Within two - five years	101	9	90	9
More than five years	-	-	-	-

During the year £65k (2023: £46k) lease payments were expensed to the SOFA.

21. CONNECTED CHARITIES AND RELATED PARTIES

During the year Racing Welfare made the following allocation of costs for the use of common facilities and administration to the following companies and charities that have the same directors and trustees.

	2024 £'000	2023 £'000
Racing Homes	46	46
The Rous Charity	4	4
	50	50

During the year Racing Welfare paid grants to Racing Homes totalling £730k (2023: £26k).

The Jockey Club provides HR, payroll and IT support and the serivces of its group property team pro bono, as well as hospitalilty for fundraising events at a discounted cost. The total value to the Group of the gift-in-kind is £76k (2023: £78k). The value to the Charity is £65k (2023: £63k).

Jockey Club Estates Limited (JCE), a Jockey Club group company, provided maintenance and repairs services to Racing Homes during the year. Payments made to JCE in the year amounted to £203k (2023: £443k).

The following amounts were owed from/(to) connected companies and charities:

	2024 £'000	2023 £'000
Racing Welfare (Enterprises) Limited	(5)	(5)
Racing Homes	1,440	(8)
The Rous Charity	(145)	3
The Jockey Club	(36)	(39)
Jockey Club Estates	(14)	(23)

22. CONNECTED CHARITIES (continued)

During the year the charity made payments totalling £2,360 (2023: £nil) to The Coniston Hotel, a hotel owned by the family of Nicholas Bannister, Racing Welfare's Chair, in respect of meeting room hire and food. The Charity also made payments of £4,794 to Racecourse Technical Services Limited, a company of which John Bozza (Racing Welfare Trustee appointed June 2024) is CEO in respect of technical event support. The above were both deemed to have been at or below market rates.

During the year payments totalling £25,500 were made to the husband of the Charity's CEO for providing fundraising services (2023: £26,400). Procurement of the services was undertaken by the COO and Finance and Operations Director with no input from the CEO, and fees agreed are at or below market rates.

23. ULTIMATE CONTROLLING PARTY

The Ultimate Controlling Party is The Jockey Club, Company Registration Number RC000287, governed by Royal Charter, whose address is 75 High Holborn, London, WC1V 6LS by virtue of being the sole member of Racing Welfare.

24. FINANCIAL INSTRUMENTS

	2024		2023	
	Group £'000 £	Charity £'000 £	Group £'000 £	Charity £'000 £
Financial assets:				
Equity instruments measured at fair value	13,850	12,900	14,981	13,920
Debtor advanced by the charity on market terms	-	1,540	-	-
	13,850	14,440	14,981	13,920

24. CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES DETAIL FOR YEAR ENDED 31st DECEMBER 2023

	Unrestricted funds 2023 £'000	Restricted funds 2023 £'000	Endowment funds 2023 £'000	Total funds 2023 £'000
INCOME FROM:				
Donations and legacies				
Received in the usual course of fundraising activities	810	1,052	-	1,862
Exceptional and one-off items	-	1,108	-	1,108
Charitable activities	1,001	-	-	1,001
Other trading activities:				
Fundraising trading	706	36	-	742
Investments	309	-	-	309
Other income	9	-	-	9
TOTAL INCOME	2,835	2,196	-	5,031
EXPENDITURE ON:				
Raising funds	725	-	-	725
Charitable activities	3,524	1,094	18	4,636
TOTAL EXPENDITURE	4,248	1,094	18	5,360
NET (EXPENDITURE) FOR THE YEAR	(1,413)	1,102	(18)	(329)
Net gains/(losses) on investments	514	44	-	558
NET INCOME FOR THE YEAR	(899)	1,146	(18)	229
Transfers between funds	521	(521)	-	-
NET MOVEMENTS IN FUNDS	(378)	625	(18)	229
Balance brought forward	19,252	9,693	830	29,775
Balances carried forward	18,874	10,318	812	30,004

RACING WELFARE

England & Wales - Charity number 1084042

Accounts

RACING WELFARE

Report and Financial Statements

31 December 2023

Registered charity number: 1084042
Company registration number: 04116279

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LEGAL AND ADMINISTRATIVE DETAILS

RACING WELFARE
Charity Number: 1084042
Company Number: 04116279

PRESIDENT
Her Royal Highness The Princess Royal

TRUSTEES AND DIRECTORS:
Sir William Barlow – Chairman
Colonel Toby Browne
Olivia Broderick
Lady Celina Carter
Jonathan Eddis
Richard Farquhar
Morag Gray (Retired June 2023)
Simon Hope
Patrick Russell (Retired June 2023)
Nick McLeod-Clarke
Rod Street
Paul Swain (Appointed June 2023)
Venetia Wrigley

KEY MANAGEMENT:
Chief Executive Officer - Dawn Goodfellow
Chief Operating Officer - Gemma Waterhouse
Director of Welfare Programmes - Ryan Trueman
Director of Housing - Wendy Botterill
Finance and Operations Director - Matthew Cawkwell

REGISTERED OFFICE
Robin McAlpine House
20B Park Lane
Newmarket
Suffolk
CB8 8QD

INVESTMENT MANAGERS
Troy Asset Management Limited
Brookfield House
44 Davies Street
London
W1K 5JA

Liontrust Investment Partners LLP
2 Savoy Court
London
WC2R 0EZ

BANKERS
Barclays Bank Plc
58 High Street
Newmarket
Suffolk
CB8 8NM

SOLICITORS
Taylor Vinters
Merlin Place
Milton Road
Cambridge
CB4 0PD

AUDITORS
Price Bailey LLP
Tennyson House
Cambridge Business Park
Cambridge
CB4 0WZ

CHAIR'S STATEMENT

Our Chair, Sir William Barlow, reflects on 2024

2024 marks my ninth year as a trustee at Racing Welfare and my fifth year as Chairman, and as such I have completed the maximum tenure. In June I will hand over the reins to the new Chairman, Nick Bannister. It has been a pleasure to be part of the wonderful team of trustees and committee members, and to work closely with the executive team during this time.

Over the last nine years the Charity has transformed from a traditional benevolent fund, providing financial assistance to those in need, to a multi-service provider delivering holistic support to over 20% of the workforce each year. The charity still provides essential crisis support to those in need. In the moment counselling is provided via Racing's Support Line and the team of front-line Welfare Officers, across the country, deliver face to face crisis support as well as facilitating emergency financial assistance grants and homelessness support. The major change to the charity over the last nine years is in the development of our preventative support services. We know that when someone presents in crisis, it is rarely due to one issue, but more often a combination of many, compounded over time, which have led to a downward spiral. Many of those issues could have been prevented with early detection and relevant support. Our suite of preventative services is an effective way of stopping people reaching crisis, which paves the way for a better outcome for the individual which of course impacts their colleagues, employers and family.

The Workforce Wellbeing Programme provides Occupational Health support for both physical and mental issues that are preventing people from thriving in the workplace, our Mental Health Service supports those experiencing any kind of mental ill health and our Careers Advice and Training Service provided advice, guidance, and funding for those looking to develop their career in the industry. This programme was developed in 2019 with the financial support of the Racing Foundation and makes up the bulk of our preventative work. It is the only programme directly impacting the health of those working in the industry which in turn improves retention and time off work due to sickness. 2023 was the second year in which this programme has come under threat due to lack of funding and the third year in which Racing Welfare has used reserves to ensure the programme continues to support the 800-1,000 people utilising these services each year. Deficit funding by the charity is not a long term solution, and if the industry cannot find a way to fund this essential preventative work the Charity will be forced to close the programme. This explains why we have seen the closure of the Careers Advice and Training Service, why we see the charity publish another significant loss in 2023 and why the trustees have signed off a budget for 2024 which will also have a negative impact on our reserves. The trustees have committed to protecting the Workforce Wellbeing Programme for as long as possible without significantly impacting the long-term financial viability of the Charity. 2024 is the tipping point. We look forward to the Industry People Board delivering the Industry People Strategy in June and hope to see a long-term funding solution for a Workforce Wellbeing Programme.

Essential to providing both the crisis and preventative work is our fundraising income. We continue to be reliant on the generosity of our existing and new supporters and we are hugely grateful to each and every one, from those providing substantial donations through trusts and foundations to those who take part in a challenge event and nominate Racing Welfare as their charity. During my nine years with the charity we have raised over £17m in voluntary income which has helped support over 10,000 beneficiaries.

The charity has ambitious plans for the next five years. I know that the wonderful team we have and the new, diverse board of trustees and committee members, will achieve great things for the people working in our wonderful industry.

Sir William Barlow
Chair

TRUSTEES' REPORT

Objectives and Activities

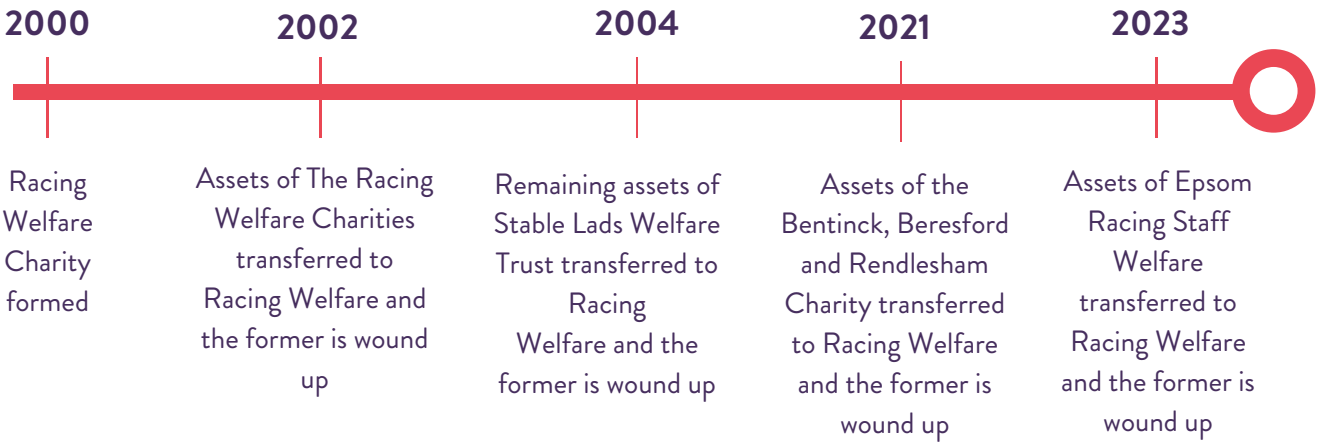
(Including the Strategic Report)

The trustees present their annual report, incorporating the strategic report, and the audited financial statements of the charity and group for the year ended 31 December 2023 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

OBJECTIVES AND ACTIVITIES

WHO WE ARE

Racing Welfare is a charity that supports British horseracing's workforce. We offer professional guidance and practical help to all of racing's people – including stud, stable and racecourse staff, alongside those working in associated professions – whose dedication is vital for the wellbeing of racing. Our work aims to enable people, from recruitment to retirement, to thrive in day to day life and through a range of challenges specific to a career in racing.



WHAT WE DO

The principal activity of the charity is enhancing the wellbeing of people from the thoroughbred racing and breeding community by providing comprehensive and individual support throughout and after their working lives.

Racing Welfare's objects, as described formally in its governing document, are:

- To relieve poverty and sickness and injury amongst persons employed or formerly employed or otherwise engaged or formerly engaged in or in connection with the horseracing and thoroughbred breeding industry and their dependants ('the Beneficiaries');

WHAT WE DO (continued)

- The advancement of education among any of the Beneficiaries who are in need;
- The provision of facilities for recreation or other leisure time occupation in the interest of social welfare primarily for the benefit of Beneficiaries having need of such facilities by reason of youth or infirmity or disablement as specified in Section 5 (1) of the Charities Act 2011; and,
- The advancement of education for the public benefit by the promotion of research into, and of public awareness of, methods of prevention and treatment of sickness among, and of injuries sustained by, jockeys, stable staff, apprentices and others licensed by the British Horseracing Authority while riding or attending horses and by persons attending horse races or thoroughbred breeding establishments and by the publication of the useful results thereof.

The vision that shapes our annual activities is to ensure that no one from the thoroughbred racing and breeding community is left unsupported and that everyone has the opportunity to thrive. The charity aims to contribute to the quality of life of racing's people through its extensive range of services and activities.

These include:

- Financial Assistance and grants
- Information, Advice & Guidance
- Services for the retired community
- Services for young people
- Workforce Wellbeing Programme being:
  - Occupational Health Service
  - Mental Health Services
  - Careers Advice Training Service (reduced in 2023 due to funding)
  - Racing's 24/7 Support Line
- Community and education
- Research
- Housing

WHERE WE DO IT

The charity's objects limit the services provided to those working in, or retired from, the horseracing and thoroughbred breeding industry. The number of people engaged in the horseracing industry (current and retirees) is estimated at some 30,000. There is a concentration of racing staff in the main horseracing training centres shown on the map. Four of these areas are supported by a Racing Welfare office and we have a strong presence in Epsom with a dedicated welfare officer. Roving welfare officers are located all around the country, covering each region and supporting all those outside of the racing centres. The collaboration between Racing Welfare and Racing Homes, who have properties in each of the training centres, enables the group to deliver housing and welfare support where it is needed most.

The charity referred to the guidance contained in the Charity Commission's general guidance on the public benefit requirement under the Charities Act 2011 when reviewing its aims and objectives and in planning future activities. In particular, the Trustees considered how planned activities will contribute to the aims and objectives and remain confident that they continue to satisfy the statutory requirements, albeit that the charity limits the services it provides to those working in, or retired from, the horseracing and thoroughbred breeding industry. Our achievements and performance section provides more detail on how we have delivered our charitable services.

The majority of the charity's services are provided free of charge to beneficiaries. Where the charity does charge for services, these are set at a level that is affordable to all. In those instances where individuals cannot afford these low charges, the charity will make an appropriate grant to ensure that access to the services is not denied through lack of financial resource.

TRUSTEES' REPORT

(Including the Strategic Report)

ACHIEVEMENTS AND PERFORMANCE

Financially Racing Welfare has continued to face challenges. Income from our ordinary activities decreased by £346k to £3,923k (2022: £4,269k). A one-off transfer of restricted assets from Epsom Racing Staff Welfare of £1,108k (2022: £nil), comprised of properties valued at £850k and cash of £258k, saw total income increase to £5,031k. We also saw increased spend across housing and reduced spend across welfare and financial assistance. The result is a £329k deficit in the year (2022: £683k deficit) before investment gains and losses.

In 2023 the charity has used its reserves to continue to deliver the Workforce Wellbeing Programme (WWP) at the same level as the previous three years, as well as to continue to fund the five-year programme of essential capital improvement works to our housing stock. This use of charity reserves is expected and appropriate where surplus reserves are held, but on-going use of these reserves has to be closely monitored to ensure that the medium to long term strategy for the charity can be delivered. The trustees continue to monitor our reserves, most of which are tied up in income generating investments or our fixed assets in Racing Homes.

Racing Homes had a successful year with an expanded team and KPI reporting showed positive results across the board. Of particular note are improvements in all areas of compliance.

Expenditure on welfare projects decreased due to a reduction in staff numbers and continued drive for efficiencies. Expenditure on the Community Engagement Programme increased as we received the support of the John Pearce Foundation to grow that area of our service more strategically.

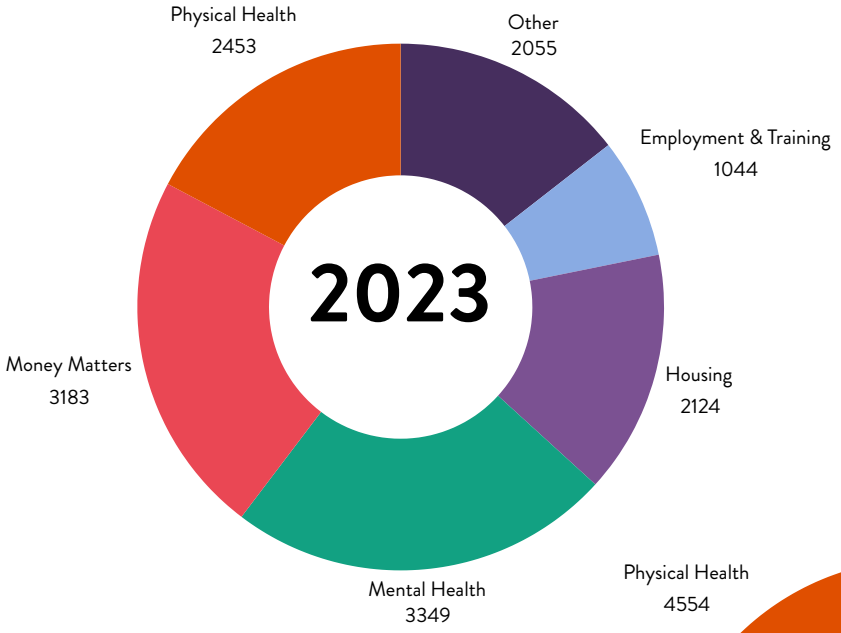
Our future funding model continues to be the biggest challenge facing the charity. Over 40% (2022: over 50%) of the welfare spend is attributable to the Workforce Wellbeing Programme, the Employee Assistance Programme available to all those who work in horseracing. The programme has been funded up until now in the most part by the Racing Foundation, and employers and employees have had free access to the service. In the past three years more than 2,500 people have accessed support via the programme, which represents over 12% of the workforce. If this programme is to continue it is imperative that a sustainable funding model, which sees employers contribute to the programme, is established. Despite our best efforts this has not yet been achieved and, in our view, the responsibility for the funding should sit with the industry.

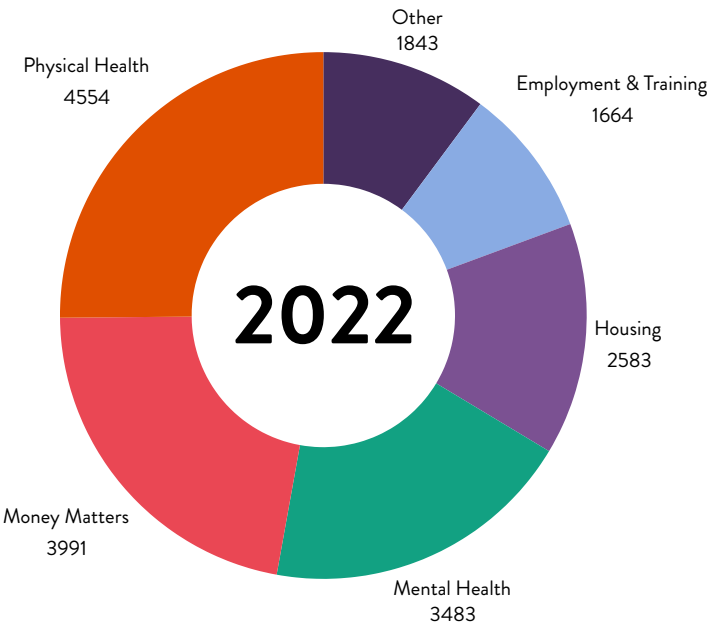
WHAT WE HAVE ACHIEVED (continued)

In total, 2,393 (2022: 2,704) individuals sought Racing Welfare's help in 2023 with 1,781 of these going on to receive more in depth support (2022: 2,056). This represents a 13.3% decrease on 2022 statistics, which sees us return to similar support levels to those we saw in 2021. 2022 was particularly high due to the initial impact of the cost of living crisis but we also reduced our Welfare team due to our funding challenges for the Workforce Wellbeing Programme which limited the number of people we were able to support. A total of 14,207 (2022: 17,379) instances of support were provided across a wide range of issues. This 18% decrease is partly due to the same reasons as the reduction in those supported, but we have been able to mitigate the impact by efficiencies developed part way through 2022. The new grants online portal means that financial assistance grants can be awarded with many fewer steps requiring less touchpoints with beneficiaries.

Our new Director of Welfare Programmes joined in November 2023 and began an in depth review of our Welfare Department and the service provision. Further efficiencies and improvements to the service provision will be implemented in 2024.

Physical health issues (including Occupational Health support), money matters and mental health related issues were the most common reasons for seeking support.





Workforce Wellbeing Programme:
This programme is made up of Racing's Support Line, Racing's Occupational Health Service, Mental Health Services and until November 2023, the Careers Advice and Training Service. This programme was originally funded by The Racing Foundation. During 2023 the Racing Foundation contributed 27.7%, the Horserace Betting Levy Board 11.4%, 1.1% came from employer contributions and the balance of 59.8% from Racing Welfare's reserves (£594k; 2022: £147k). Funding from the Racing Foundation ceased in 2023.

Racing's Support Line
Racing's Support Line (RSL) provides 24 hour, 365 days a year service via telephone and online chat. The service can help with a whole range of issues, from emotional support through to debt and benefits advice and wider consumer rights. The service also provides structured, solution focussed counselling for individuals with BACP accredited counsellors. In 2023, 1,782 individuals contacted Racing's Support Line (an increase of 31% from 2022: 1,232) and our online advice and guidance pages achieved similar views in 2023 of 19,457 (20,232 in 2022).

Racing's Occupational Health Service
Racing's Occupational Health Service (ROHS) provides support to people working in the horseracing industry around a range of physical and mental health issues. These include musculoskeletal disorders, accident & injury, disability, illness, stress, depression and anxiety. In 2023 we referred 217 new people through ROHS (2022: 386).

In 2023 we spent £175,235 (2022: £185,965) on diagnosis and treatment through ROHS. The service was promoted via online campaigns, webinars and by raising awareness with other industry bodies and employers.

Careers Advice and Training Service
CATS was an industry-specific career development service aimed at improving industry staff retention by supporting people to develop throughout their careers in the horseracing industry. The service supported people in 5 main ways; personal development, career change (within industry), job-seeking skills, return to work and employer support. During 2023 we were advised by the Independent People Board to remove it from the Workforce Wellbeing Programme in order to optimise our chances of receiving emergency industry funding from the Horserace Levy Board. It was felt this service could sit elsewhere in the industry, for example with Careers in Racing, a department of the British Horseracing Authority. Unfortunately, it transpired that no other organisation had the resource or appetite to take over the service. Given Racing Welfare did not have resources to support the service we reluctantly closed down the scheme at the end of the year, resulting in a staff redundancy, closure of the website and a significant reduction in the CATS grants allocation. We saw this service as a key part of our holistic offering and we are disappointed to no longer have funding to provide it. In the short term our Welfare Officers will continue to signpost beneficiaries to external services and provide advice and guidance where possible. We are grateful to be able to provide a limited number of training grants through our partnership with the National Trainers Federation Charitable Trust, which Racing Welfare administer on their behalf.

Careers Advice Training Service (continued)

Prior to the official closure of the CATS service in December 2023, the dedicated CATS website received 7,794 views of CATS digital material in 2023 (2022: 9,239). The decline is due to the lack of promotion for CATS during the latter quarter of the year. CATS support increased by 44%, with 181 (2022: 126) people receiving careers support via the bespoke telephone careers coaching service, accessed through Racing's Support Line. Career development grants totalling £32,692 (2022: £40,716) were awarded in 2023 through CATS. In addition, £16,823 (2022: £9,965) funding was awarded via the National Trainers Federation Charitable Trust, which Racing Welfare administer on their behalf.

OLIVIA'S STORY

I heard about Racing Welfare from Katy our Welfare Officer coming into the yard. She used to come in once a month, I got to know Katy from her yard visits and I felt comfortable contacting her.

At the time I was running a yard and it was just all getting a bit too much. I started hurting myself but I thought I was doing it in a way no one could see. It was affecting everything, I wasn't doing my job properly and it was affecting everyone around me as well.

I just thought enough is enough, I'm going to end up killing myself. So, in the end, I contacted Katy by text which was handy because I didn't really want to talk and I could write everything down and not forget anything.

Katy listened to me and recognised I needed help. First of all, Racing Welfare arranged professional counselling, it didn't take long to arrange, it was a two week wait at the most.

I feel like the counselling has sorted a lot of things out. I had EMDR, a type of therapy called eye movement desensitisation and reprocessing which helps to treat trauma. It has helped me deal with what I wanted to do next, it has helped me take the next steps.

I feel without the counselling, I don't know if I would have coped as well as I have done. I feel it has really helped me as a person to behave how I wouldn't have normally behaved, I just got so lost and depressed beforehand, before the counselling.

Katy also got me a gym membership and said it would make me feel better. I was able to go to the gym and go to counselling, I found the combination of the two really helped.

Mental Health Services

Racing Welfare continues to support beneficiaries seeking help with mental health and addiction issues. We continue to provide telephone, online and face to face counselling programmes free of charge to beneficiaries seeking support with emotional wellbeing. The services can be accessed through either Racing's Support Line or Racing's Occupational Health Service. Our welfare officers have formed links and partnerships with local drug & alcohol services and refer beneficiaries to these specialists where appropriate. We continue to deliver awareness-raising efforts for employers and managers around the critical incident support service that is available through Racing's Support Line. This is for any event in the workplace that is not normal or expected, for example an accident or death. By accessing the critical incident support the workplace has instant access to counsellors over the telephone and the option for a workplace visit by a counselling team 48hrs or more after the event.

All welfare officers receive Mental Health First Aid England (MHFA) training every three years and during 2023 we trained a new welfare officer as well as our Regional Community Executive (South) and our Head of Marketing and Communications.

We continued to support national mental health campaigns to raise awareness such as Mental Health Awareness Week and World Mental Health Day. We created a high impact film to promote the week which has gone on to win runner up in the finals of the 2024 Charity Film Awards. The film has had a significant impact on our beneficiary base, particularly amongst trainers and senior managers.

We continued to deliver Mental Health First Aid training in 2023. 87 delegates attended Mental Health First Aid training in classroom settings throughout the year, with attendees coming from a wide range of racing organisations. 9 delegates attended the online Mental Health Aware course (a shorter, half-day course). To date Racing Welfare has trained over 638 people to be Mental Health First Aiders across the horseracing industry.

Financial Assistance and grants

During the course of its work, the charity makes grants in accordance with its objectives on the basis of agreed criteria. Grants are mostly made to individuals (usually paid directly to a service / product supplier to improve wellbeing). A small number of grants are provided to other charitable organisations that offer services to people who work in, or are retired from, horseracing. For the second year we were able to provide a significant number of targeted grants due to the ongoing support of the John Pearce Foundation. We are extremely grateful to the trust which enabled us to grant £57,700 in funds to those who needed it most (2022: £134,170).

In addition to the targeted grants, £76k in general grants were awarded (2022: £111k) with the most common reason for applying for grants being hardship/debts.

Information, Advice & Guidance

The charity offers a comprehensive Information, Advice and Guidance (IAG) service to its beneficiaries, primarily through a nationwide team of frontline welfare officers and regional welfare managers.

The team are either trained, or in training, to support beneficiaries with welfare rights issues such as;

- Benefits advice, including challenging benefits decisions
- Dealing with debt
- Housing and homelessness issues

A large part of the welfare team's role is to support beneficiaries to maximise all statutory entitlements and help people navigate what can often be complex organisational systems. During 2023 we secured £113,750 (2022: £126,488) of statutory entitlements for our beneficiaries. A welfare officer can act as an advocate wherever necessary. At other times they may provide a listening ear in times of crisis. The team are also trained Mental Health First Aiders and many hold qualifications in counselling skills and suicide awareness, or will be working towards them. Racing Welfare has three designated safeguarding leads, a designated safeguarding management representative and two trustees who are designated safeguarding representatives on the board. All staff are trained to recognise and refer any safeguarding concerns. In 2022 Racing Welfare's IAG service gained the Matrix accreditation, an international quality standard for organisations that deliver information, advice and guidance.

Services for the retired community

Racing Welfare supports horseracing's retired community in a variety of ways. In addition 70% of Racing Homes' housing portfolio is dedicated to retirement housing. The two charities work closely together to support those who have given a lifetime to the sport, and their close dependants. Research has shown that loneliness and lacking social connections is harmful to our health and can increase the likelihood of mortality by 26%. In a typical year we provide social events and outings for retired, injured and incapacitated staff in order to alleviate the risk of loneliness and isolation. Most often, this is done through coffee mornings and horseracing reminiscence groups across the country as well as outings and trips, Christmas lunches and a beneficiary holiday.

In 2023:

- There were 2,659 attendees (2022: 2,233) at 101 in-person coffee mornings and reminiscence events held in 11 different areas.
- A further 1,372 (2022: 1,488) attendees at 25 retired beneficiary trips and outings, including 7 Christmas lunches and 3 combined working staff and retired staff events.
- The 'Check-in and Chat' telephone befriending service continued to be delivered by a team of 20 volunteers who regularly call a total of 39 vulnerable and isolated beneficiaries (2022: 50).

Services for young people

The charity works closely with all industry training providers. The welfare team provide talks to young learners who are about to enter the workplace for the first time. Talks focus on raising awareness of Racing Welfare's support as well as how to prevent problems when transitioning into the workplace. This is followed up by welfare visits in the workplace to offer support on life issues and to help prevent loneliness and isolation for people who may be away from home and family networks. A gym membership scheme is offered to all young people in the first year of their work placement to help them maintain their health and well-being. Racing Welfare also contributes funds towards a programme of life skills with the industry training providers and an addiction education programme at the National Horseracing College.

For those young people who live in one of our Racing Homes properties, our dedicated Housing Support Officer works alongside them to help develop their life skills. This is described in more detail in the "Housing" section of this report.

Community engagement and education

Community outreach work has been a core function of Racing Welfare for several years now carried out, in the main, by our welfare teams on the ground. Our pro-active outreach work has been a key contributor towards our continued growth, with the number of individuals being supported increasing by almost 10% on average each year since 2016 (excluding statistics during 2020/21 due to the Covid-19 pandemic). However, as the number of individuals needing expert wellbeing support has increased, the capacity of the welfare teams to deliver the community programme has declined, creating an opportunity to develop a new Community Engagement department in 2023.

Thanks to generous funding from the John Pearce Foundation, we have been able to develop a dedicated Community Engagement department consisting of five individuals: the Head of Community Engagement, two Regional Community Executives, one Outreach and Engagement Officer (Thoroughbred Stud and Breeding) and a Volunteer Co-Ordinator. The department supports the welfare, fundraising and communications teams in raising awareness of our services amongst racing's people. A focus for the team is targeting hard-to-reach areas and sectors that are underrepresented in our current beneficiary statistics. Even in these early stages we can see this more targeted focus is beginning to generate results with a 24% increase in the number of racecourse staff supported by Racing Welfare in 2023 and staff from this sector making up a total of 7.2% of all individuals supported by our charity (2022: 3.8%). There has also been progress with the stud and breeding community, with our dedicated Outreach and Engagement Officer raising awareness amongst stud staff and employers though increased workplace visits and presence at the sales. In total there were 72 visits to studs, sales areas and pre-training yards in 2023 (2022: 29).

During 2023 the Community Engagement team supported the frontline welfare officers to conduct workplace visits, delivering presentations to staff teams and attending industry events such as the RCA Showcase and Awards. In addition to the stud visits mentioned above, there were 588 visits to racehorse training yards and racecourses (2022: 632).

Racing Welfare's community engagement activity is far-reaching and currently includes a significant portfolio of regional events. Most of the events are targeted towards either 'working-aged' or 'retired' racing staff. However, we are finding several examples where there is crossover of the target audience, with members from across racing's community coming together to enjoy some of our events. For example, at rounders events in both the north and south there were members of our retired racing community spectating or even umpiring a game or two. We've seen whole families supporting our community sporting events, as well as some younger working age staff turning up at coffee mornings or bingo events targeted towards the retired community.

- There were 2,659 attendees (2022: 2,233) at 101 in-person coffee mornings and reminiscence events held in 11 different areas.
- A further 1,359 (2022: 1,488) attendees at 25 retired beneficiary trips and outings, including 7 Christmas lunches.
- There were 1,372 attendees at 33 (2022: 24) events for working age staff.

A long-term community engagement strategy is currently being developed to tackle ongoing challenges in raising awareness of Racing Welfare in hard-to-reach areas and sectors, as well as ensuring our services remain accessible to all of racing's people.

The charity continues to fund the community work of The Racing Centre and a grant of £44k was made to the Centre in 2023 (2022: £44k) to enable them to deliver social and sporting activities to racing's people. Racing Welfare utilised The Racing Centre as office space for the East region welfare team, allowing them to work closely and collaboratively with The Racing Centre staff. However, due to the funding challenges we face, in December 2023 we relocated the East region welfare team to Racing Welfare's head office.

Regrettably, due to funding constraints, the decision has been taken not to renew the contract in its current form with Sports Chaplaincy UK (SCUK) – who provide chaplaincy services to the industry – beyond 2024. However, the Charity and SCUK are working together to consider alternative ways in which the service could be provided as it delivers important pastoral care, support and counselling. Volunteer chaplains cover the South and North, assisting the National Chaplain by providing localised pastoral support.

SPOTLIGHT: VOLUNTEER WORK

Within the Community Department exists an exciting opportunity to expand Racing Welfare's capacity through greater utilisation of our volunteers. During 2023, thanks to a concentrated effort and a recruitment drive led by Volunteer Co-Ordinator, Katie Panagarry, our volunteer portfolio rose to a peak of 172 volunteers in July. Through an increased use of our digital volunteer management platform, Volunteero, we were able to engage more volunteers than ever and our portfolio remained stable, ending the year with 169 volunteers on our database (2022: 140). Not only does Volunteero facilitate improved communication between us and our volunteers, it helps us to collect more specific data around volunteering, such as the time donated which exceeded 540 hours for volunteers directly supporting welfare activity in Q3 and Q4 2023.

Tasks that volunteers carry out range from bucket collections at racecourses and fundraising event support, through to support with organising our community events and, of course, facilitating calls through our telephone 'Check-In and Chat' service. During 2024 we will be developing a strategy to further engage our existing volunteers, ensuring we are utilising their skills and knowledge to best effect and exploring new roles for volunteers that will further support our staff teams and increase our overall capacity.

Research

Research is a charitable objective of Racing Welfare. It is an important element of Racing Welfare's work, in that it informs the development of services which are high quality, relevant and based on the evidence of need. It also informs policy in the wider industry, promoting the health and well-being of the workforce of British Racing. Importantly, research contributes to the knowledge and expertise of Racing Welfare's staff, which again enhances the experience of beneficiaries who access our services. Adam Ferguson, our former Head of Community Engagement, completed the Thoroughbred Horseracing Industry's MBA during the year, his research topic 'Investigating the disparity of uptake of welfare support provision within the British horseracing industry' has helped shape the strategy of our new Community Engagement department. We also assisted an external PhD student in her research topic, Racing Welfare Injury Data Report.

Fundraising

None of the above could be achieved without the generosity of donors and supporters of Racing Welfare. In 2023, the group raised £3.6m, (2022: £3.3m) from donations, grants and fundraising events, and we are extremely grateful to those who made those contributions. Highlights from our fundraising campaign included:

- Kind and continued support from companies such as Betfair, The Jockey Club, York Racecourse, Godolphin, Racehorse Lotto, Rewards4Racing, Arena Racing Company, Tote, Racehorse Owners Association, Juddmonte Farms, Tweenhills, At The Races, Betway and Bedmax.
- Generous support from trusts and foundations including; The Childwick Trust, The Thompson Family, The John Pearce Foundation, EBM Charitable Trust, The Sir Peter O'Sullevan Trust, The Racing Foundation, Anne Duchess of Westminster Fund, The Gerald Leigh Charitable Trust, Cottesbrooke/McDonald Buchanan, The Wates Foundation, Lord Leverhulme's Charitable Trust, The Langton Trust and The Dalby Charitable Trust.
- Delviering a number of fundraising events, headlined by the Great Racing Welfare Boat Race at Windsor Racecourse. Other events included the Yorkshire Three Peaks Challenge, Woburn Golf Day, Aintree Grand National Lunch, the Epsom Owners & Trainers Ball and the Northern Racing Awards, Haydock Charity Raceday, Racing Staff Week, the Newmarket Heath Ride and the Tattersalls Carol Concert.
- Our Middleham Open Day continued to grow, with record numbers in attendance once more, whilst our Malton Open Day also returned, following its cancellation in 2022 due to the sad passing of The Queen.
- New support from corporate partners such as Bet Goodwin, M1 Agency, British Horseracing Officials Association and Goodwood Racecourse.
- Our supporters continuing to raise funds through their own initiatives, with Catch Us If You Can Racing, Middleham Park Racing, Hambleton Racing, Henrietta Knight Racing Club and Mills Racing.
- Continued support by generous individuals through personal donations, which included four members of our brand new Platinum Club, which launched in 2023.

SPOTLIGHT: FUNDRAISING

A brand new event for 2023 was the inaugural Great Racing Welfare Boat Race, kindly hosted by Windsor Racecourse on Wednesday 6th September. On a beautiful sunny day, we were joined by 16 teams from the world of racing, with teams entered by the likes of Ben Pauling, Dan Skelton, Fergal O'Brien and Andrew Balding, whilst there were also two teams entered by jockeys, with a total of 176 taking part. The day raised over £20,000 (gross) for Racing Welfare, whilst the PR generated from the day was far-reaching, with a number of enquiries being made following the event to ask when the next Great Racing Welfare Boat Race would take place. The event was generously supported by Windsor Racecourse/Arena Racing Company and Qatar Bloodstock, and we are delighted to be returning to Windsor for the second Great Racing Welfare Boat Race this year on 4th September 2024.

Our Fundraising Standards

We are registered with the Fundraising Regulator.

The board of trustees, our management executive and staff are focused and committed to ensuring we build the best possible relationships with our donors, relationships built on trust and respectful fundraising practices.

We strive to ensure giving to charity is the positive experience we believe it should be. We take our responsibilities to our supporters very seriously. With the help of our valued fundraising volunteers, we undertake a diverse range of income generation activities, and our fundraising programme includes trust fundraising, corporate fundraising with businesses and organisations, community fundraising with individuals and groups and our own programme of events.

We inform our commercial partners of their obligations to ensure fundraising, where our name is being used, is conducted to the highest possible standards.

We have developed quality assurance mechanisms to monitor activities undertaken by and on behalf of Racing Welfare, including supporter feedback and regular activity reviews.

We regularly evaluate our policies and procedures. Our overarching corporate policy and processes based on best practice identify, respect and protect vulnerable supporters and other members of the public from undue pressure, unreasonable intrusion and unreasonably persistent behaviour in connection with our fundraising activity.

Guidance for fundraising on protecting vulnerable supporters is followed across all our fundraising activities. This is monitored closely alongside our other policies to ensure we are operating the best fundraising standards.

Housing

In 2023 the 165 (2022: 165) units in the portfolio housed 173 (2022: 171) tenants. There were 55 (2022: 41) new lets in the year. Four units of accommodation were substantially or fully refurbished, of which two were older person accommodation and two were working staff. Seven of our younger licensees' rooms were redecorated prior to re-let. Whilst we continue with a refurbishment programme when our homes are re-let, full elemental upgrades such as kitchen, bathroom and heating systems have been carried out only where the condition is beyond economic repair, or it has reached the end of its lifecycle. This is so available funds can be fairly distributed to the maintenance and upgrade of our homes, including those already tenanted in alignment with our new asset investment strategy and planned programmes. All other properties which became empty were re-let at a good standard which included all appropriate repairs, maintenance and partial elemental replacements where needed.

DAVID'S STORY

Anyone visiting Newmarket's Jim Joel Court can expect to be greeted by the sound of a radio and whistling emanating from the shared greenhouse situated on the communal lawn. Most likely you'll be greeted by a beaming Racing Homes tenant, David Brooks, whose love of gardening sees him spending most of the daylight hours tending to the flowerbeds or vegetables growing around the housing scheme.
David, a former racing employee for over 40 years, has lived at Jim Joel Court since 2017, but he explains how this hasn't always been smooth sailing.

"I went through a relationship breakdown and spent time in hospital – I was really unwell. When I came out I had nowhere to go. I was homeless and I spent around two years sofa surfing. I put my name down on the Racing Homes wait list and they managed to find me accommodation, initially at Jack Jarvis Close, then moving here [Jim Joel Court] in 2017."

During this time, David was battling a serious drug addiction which led to him falling into significant rent arrears.

He said: "I'd get money in one hand then out the other on drugs."

Racing Welfare's team supported David to overcome his addiction and worked hand-in-hand with Racing Homes to set up ongoing support and a repayment plan to clear his rent arrears.

He said: "I went to Racing Welfare and asked if they could get me some help with counselling. They got a counsellor for me which helped out amazingly.

"Over the last 18 months I've kept off [the drugs]. Slowly, slowly, over a few years, with the help of Racing Welfare and Racing Homes, I've managed to get the arrears right down."

David continues to receive ongoing support from the Racing Homes team and reflects on how this support affects his day-to-day life:

"Living here benefits me tremendously. Living somewhere where you know you can get support rather than just being left out to dry - I feel a lot better in myself now, more confident. It's very hard to ask for help sometimes but Racing Welfare seem to sense things and just when I do need help, when I feel like I'm going under again, they ring me up!"

Middleham

We continue to pursue an option for increasing the housing provision in Middleham. Hill House in Middleham is a grade two listed property set in the centre of the town. Racing Welfare purchased the property in 2018 in order to develop it to create a multi-purpose offering for the town. The project planned to feature young people's accommodation, a community space, an IT suite, a gym and physio treatment room plus office space for Racing Welfare's staff who are based in the town. During 2021 an opportunity arose to explore the potential for developing a piece of land in the centre of Middleham. The trustees have secured this land with the completion of the purchase completed in early 2024. This site will provide more flexibility in terms of build specification than Hill House and it would allow the charity to consider the environmental impact of the build in a way that is not possible with the development of a listed property. For this reason Hill House is being sold.

Lambourn

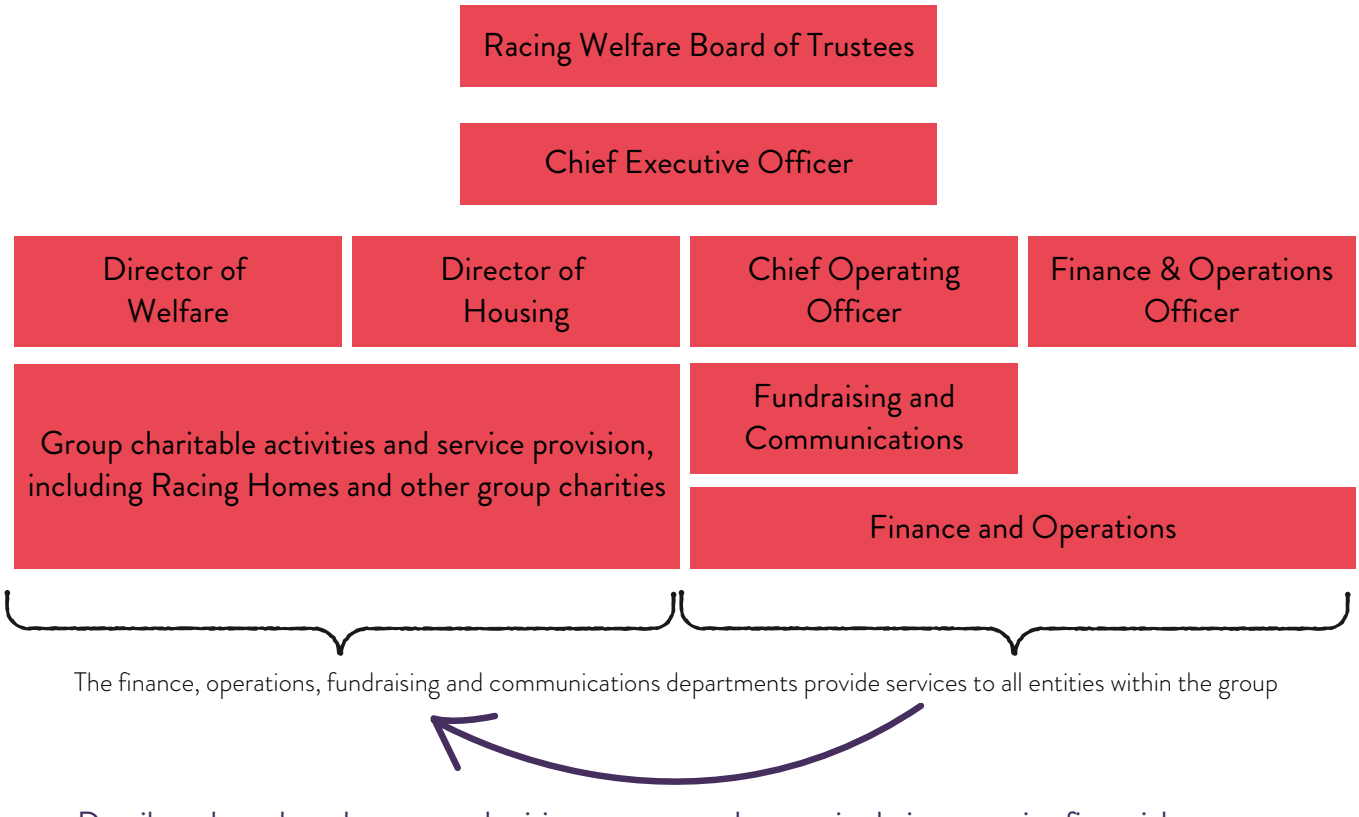
In line with the Growth Strategy produced by Savills in 2020, Racing Homes continue to consider development opportunities in areas with the greatest housing need. Research identified that Lambourn has a significant shortage of racing staff accommodation, and this is a limiting factor for the success of training businesses in the area. Racing Homes acquired an agreement to purchase a property with a parcel of land in the centre of the village, conditional on achieving planning. The planning process has been very challenging and long. The latest issue to be presented was the moratorium on decisions imposed on 42 councils across the country in March of 2022. The new rules imposed in relation to nutrient neutrality meant that Berkshire County Council would spend the next 12 months recruiting an in-house expert to assess planning applications and the council would inform us that no applications would be processed until later in 2023. These further delays, the significant rise in build costs since we embarked on the project, and the associated impact on land prices has seen the Racing Homes trustees make the decision to look at other housing options in the area. Capitalised planning costs of £167k for the proposed site have been disposed in 2023 (2022: £nil).

HOW WE ACHIEVED IT

2023 was a very tough year. The ongoing battle to achieve funding for the Workforce Wellbeing Programme meant we decided to not replace any staff who left through natural attrition, unless their roles were deemed essential and could not be absorbed elsewhere. This was part of a defence strategy to limit our forecast loss for the year through a rigorous cost-cutting exercise. The result was a drop in headcount from 50 at the start of the year to 44 by the end of the year, with a further 3 contracts ending on 31st December. In addition, we have one team member on maternity leave and we have not taken on any maternity cover for this role. In order to continue to deliver our welfare services we streamlined our processes where possible and reduced outputs in marketing and communications. Investment in training and systems was temporarily paused with only essential training taking place. We also closed our Welfare Team office in The Racing Centre in Newmarket, relocating our staff back to our head office in Newmarket.

The charity is very fortunate to benefit from donated services from The Jockey Club group including IT support, HR and payroll services, Health and Safety Support and support for our capital projects from The Jockey Club Group Property team.

The trustees have delegated the day-to-day management of the charity to the Chief Executive Officer who in turn delegates areas of the business to the Senior Leadership Team comprising the Chief Operating Officer, Director of Welfare Programmes, the Director of Housing and the Finance & Operations Director. The Operational Management Team is made up of the Head of Fundraising, Head of Communications, Head of Community Engagement, Head of Housing and the two Regional Welfare Managers.



Details on how the other group charities operate can be seen in their respective financial statements.

WHAT WE PLAN TO DO NEXT

Our main focus for 2024 is to work with the industry to secure long-term sustainable funding for a Workforce Wellbeing Programme. This will require working closely with the Industry People Board who are working towards delivering a strategy by June 2024. This strategy will provide much needed clarity on their recommendations in terms of provision for the people working in horseracing.

We will continue to deliver our Community Engagement strategy which gives a more co-ordinated programme of community events aimed at improving awareness of our services, increase community fundraising, deliver activities aimed at preventing loneliness and isolation as well as manage and build our volunteer network. Our priority in the early part of 2024 is to secure multi-year funding for this workstream so that we can fulfil the strategy developed in 2023.

With our newly appointed Director of Welfare Programmes we will undergo a full review of our welfare provision to ensure that we are delivering a high quality service in the most cost-effective way.
We will deliver a full programme of fundraising events, working to improve our return from each event and further develop our newer funding streams.

We will complete our environmental impact work within Racing Homes, giving us an accurate measure of our carbon footprint. This will enable us to prioritise areas to improve and adjust our asset management programme accordingly. Our environmental impact assessment on Racing Welfare will be reviewed once we are on a more secure funding footing.

Racing Homes will carry out a number of strategy sessions to review the long term sustainability of the housing association against the backdrop of a sizeable asset management plan, increased compliance and environmental impact pressures. The team will also mobilise a Middleham Committee to refine the plans for our new capital project in the town and develop a fundraising strategy to fund the development.

OUR FINANCIAL PERFORMANCE

As a result of continuing challenges facing the industry, charitable organisations and wider economy, the Racing Welfare group saw net deficit of £329k before gains and losses on investments (2022: 683k).

The group's investment portfolio saw fair value gains of £558k, in contrast to the fair value losses of £1,599k in 2022 which were impacted by uncertainty caused by the conflict in the Ukraine. The group therefore saw net income after investment gains of £229k (2022: net losses after investment gains of £2,282k).

Our Income

The charities raised £4.0m (2022: £3.3m) from fundraising activity, including income from grants. Of this, £1.1m (2022: £nil) related to the one-off transfer of restricted assets from Epsom Racing Staff Welfare, a small charity based in Epsom. It comprised two residential properties with a combined value of £850k in addition to £258k restricted cash. We achieved a return on fundraising of 80% (2022 – 76%).

Investments generated £0.3m (2022: £0.3m) of income and £1.0m (2022: £0.9m) was raised from housing rents.

Our Expenditure

Total expenditure increased with £4.6m (2022: £4.2m) being spent on charitable activities, primarily welfare advice, grants and projects (including the Workforce Wellbeing Programme) £2.0m (2022: £2.5m) and housing expenditure of £1.8m (2022: £1.2m). The cost of fundraising remained steady at £0.7m (2022 – £0.7m).

Balance Sheet

The group saw a decrease in net current assets, a result of accrued income and cash at bank falling in comparison to 2022. Liquidation of investments to the value of £493k (2022: £nil) offset the fair value gains meaning the value at the end of the year remained steady at £14.9m (2022: £14.9m).

Managing our reserves

Racing Welfare holds liquid reserves for three purposes: to develop a source of revenue to support annual expenditure on (principally) welfare services; to sustain the charity over the longer term and to enable capital expenditure on schemes which meet Racing Welfare's charitable objectives including supporting schemes proposed by other charities which sit under the Racing Welfare umbrella.

Annually, the Trustees will agree:

- The level of income required from the Income Fund to support Racing Welfare's operational activity; and where the actual income received is less than the requirement, that the balance can be drawn from the capital held in the Income Fund.
- The level of drawdown required to support capital expenditure on projects and the apportionment of that drawdown between the three investment funds.

Managing our reserves continued

Racing Welfare adopts the Group reserves policy to hold general reserves equivalent to at least six months' forward expenditure, estimated at £1.1m (group: £1.5m). Free reserves of the charity are £10.8m (2022: £12.0m) and of the group are £11.9m (2022: £12.6m) as they include unrestricted investments of £12.0m (group: £13.1m) which is held at this level to provide the required return to fund running costs.

The overall level of liquid unrestricted funds held in the general fund is sufficient to ensure that Racing Welfare and the group can survive any short-term unforeseen fall in income. The total reserves held at 31 December 2023 in the Charity was £16.6m (2022: £16.2m), of which £3.7m was in restricted funds (2022: £2.4m). The total reserves held at 31 December 2023 in the Group was £30.0m (2022: £29.8m), of which £11.1m was in restricted funds and endowment funds (2022: £10.5m).

Investment powers and policy

The charity's investment policy is directed by the Finance, Investment and Audit (F, I & A) subcommittee of the Board and investments are managed by Troy Asset Management and Liontrust Investment Partners LLP. The majority of investments are held to fund the charities' activities. The portfolio's objectives require a balance of income and capital growth, with the group adopting a total return policy, and no specific investment restrictions or ethical requirements have been set.

The F, I & A Committee use total return % benchmarked against the FTSE All-share as one performance measurement.

Total returns – positive/(negative)	2023	2022
Trojan Income Fund	5.4%	(12.3)%
Trojan Fund	3.0%	(3.6)%
Liontrust UK Equity Fund	10.5%	(9.9)%
FTSE All-share (benchmark)	7.9%	(0.3)%

Both investment managers have ESG policies in place but the charity does not hold investments in ESG funds. The balance of the charities' cash is held in Active Saver accounts. The investment managers are assessed against an industry benchmark and are asked to present to the board in person once a year but provide verbal reports for every F, I & A meeting. A review of fund managers will be undertaken in 2024 in conjunction with an independent external consultant.

Going concern

The trustees have considered whether there are any material uncertainties about the charity and group's ability to continue as a going concern. At the balance sheet date, the free reserves of the charity are £10.8m with £14.9m in equity investments (including those in restricted funds). The trustees continue to review all risks regularly.

The loss of core funding for the Workforce Wellbeing Programme is a big challenge for the charity. Dividend income is still below pre-pandemic levels, partly the result of adopting a total returns policy across the group's investment portfolio. A full calendar of fundraising events is expected to take place in 2024, further developing our strategy to attract major donors.

We continue to see high demand for financial assistance grants with targeted grants, funded by the John Pearce Foundation and administered by Racing Welfare, being made available to those working in horse racing facing financial hardship. This mitigates the risk of Racing Welfare having increased costs associated with financial assistance grants. The charity continues to reap the rewards of efficiencies made, the effect of new working practices reducing travel and office costs.

The net effect of this is an anticipated deficit for 2024. The Finance, Investment and Audit Committee has indicated its willingness to drawdown against the cumulative gains made since adopting a total returns policy to ensure services are maintained whilst additional funding is sought.

Based on this information the trustees are satisfied that no issues were identified that would give rise to a going concern risk.

Principal risks and uncertainties

Racing Welfare is responsible for ensuring that effective and adequate risk management and internal control systems are in place to manage the major risks to which the charity is exposed. A formal risk management process to assess business risks and implement risk management strategies is in place. This involves identifying the types of risks the charity faces, prioritising them in terms of potential impact and likelihood of occurrence, and identifying means of mitigating the risks. As part of this process the trustees keep under constant review the adequacy of the charity's internal control systems including a proactive 'stress test' prior to each main board meeting. The Finance, Investment & Audit Committee review the risk register annually and the senior management team review the risk register quarterly.

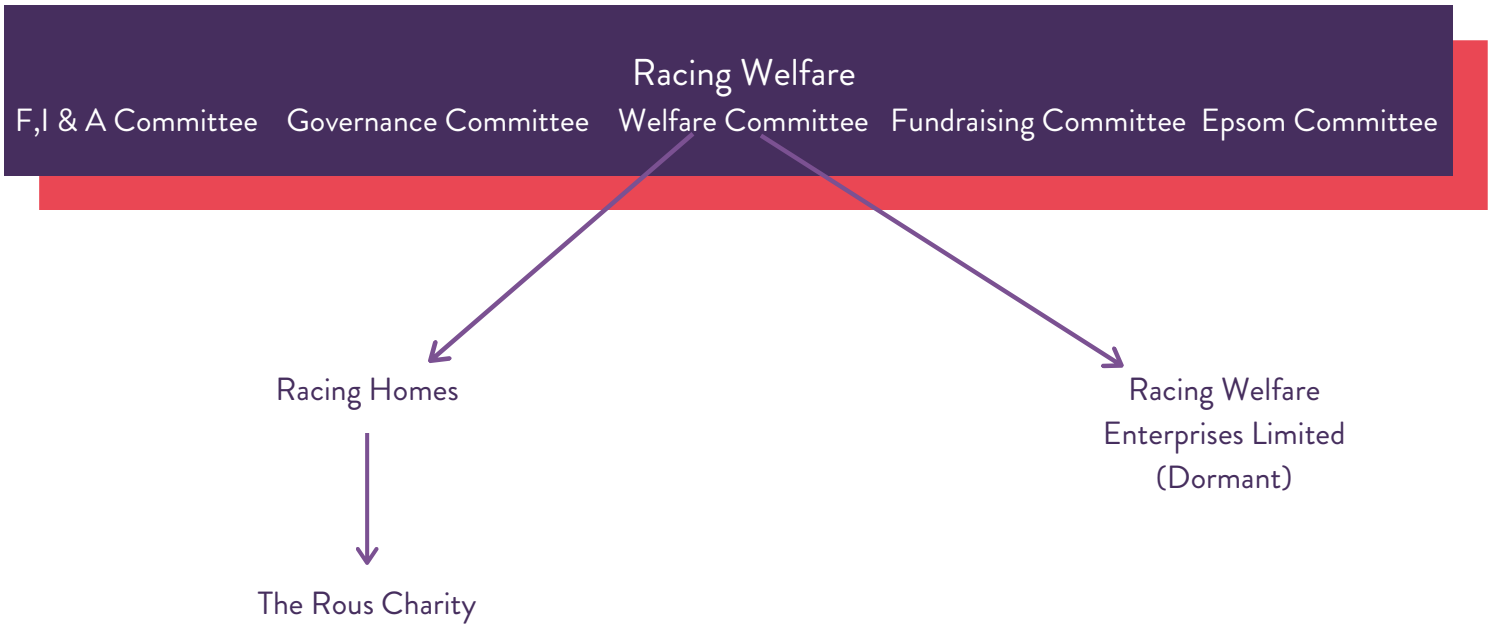
The principal risks are identified as those with the highest likelihood of occurrence together with the highest potential impact. Also included are those risks that score highly and are fundamentally key to what we do and how we operate.

Set out in the table below are the principal risks that are specific to Racing Welfare and actions taken to mitigate the risks. The trustees acknowledge that there are further, more generic risks, which are included on the charity's risk register and may score highly. However, these risks are not listed here due to their generic nature or because they, by nature, are not within our power to control or mitigate e.g. changes in the economy:

Principal Risks and Uncertainties (continued)

Risk Description	Risk Mitigation
Failure to protect vulnerable adults and young people This is included due to the inherent risk associated with dealing with vulnerable adults and young people	All staff are appropriately vetted in accordance with law and current regulations. The charity has a robust safeguarding policy which is regularly reviewed by dedicated safeguarding staff and is the recipient of the SafeCic Safe Award recognising excellence in safeguarding standards. Safeguarding training is undertaken by all staff. DBS checks are carried out on all trustees. All line managers and Jockey Club HR staff that work closely with the Racing Welfare group undergo Safer Recruitment training.
Reliance on a small number of key funders This is included as core funding for key services has recently come to an end	The fundraising committee has prepared a diversification strategy to decrease reliance on particular income streams. Plans are in place to ensure funding for key projects and programmes is sought from a significantly wider pool of donors and funders.
Failure to comply with GDPR This is included as the charity holds a significant amount of very sensitive data. Any breach would result in significant reputational damage	The charity has ensured all policies and procedures are updated regularly. IT security is maintained by The Jockey Club's skilled IT professionals with all sensitive data stored and transmitted securely with firewalls and antivirus software updated regularly. Operations Manager completed DPO training and works closely with the Jockey Club's DPO. All staff undertake comprehensive training on an annual basis with new staff undertaking this as part of their induction. A cyber insurance policy in place.
Loss of key staff This is included due to the unique sets of experience and skills of our key employees, illustrated by the progress the charity has made under their guidance	Sufficient notice periods are in place for key personnel. Remuneration packages are benchmarked and reviewed annually to ensure they remain competitive. The executive team has created a positive culture and workplace with importance placed on maintaining staff wellbeing and work-life balance.
Breach of Health and Safety Regulations This is included due to potentially significant reputational damage and financial losses in the event of injury or death of a tenant, beneficiary, employee or volunteer	The charity sits within the Jockey Club's Health and Safety Management System. The Head of Housing holds H&S qualifications and all staff undertake comprehensive training on an annual basis with new staff undertaking this as part of their induction. Key staff are given responsibility for identifying and reporting H&S issues. Racing Homes Health & Safety compliance is managed by our experienced housing team. Group H&S is overseen by NEBOSH-qualified staff member. CEO and COO are IOSH qualified.
Service provision – customer satisfaction This is included due to the importance of having high quality services that are valued and easily accessible to all beneficiaries	Our services are benchmarked against other providers and we undertake internal and external evaluations. Welfare Officers are provided with a handbook to ensure consistency of service. A complaints procedure is in place and a PR response plan is ready should any adverse publicity arise.

Our Governance, Structure and Management Group Structure



Racing Welfare is constituted as a company limited by guarantee, with governance arrangements set out in a Memorandum and Articles of Association. The Jockey Club is the sole member.
Racing Welfare is the sole shareholder of Racing Welfare (Enterprises) Limited (which is currently dormant)

Racing Welfare is also the sole member of Racing Homes. Racing Homes is the sole trustee of the Rous Charity.

'The Group' is the Racing Welfare group of Companies including Racing Welfare, Racing Homes, The Rous Charity and Racing Welfare (Enterprises) Ltd.

The Board of Trustees administers the charity. The board meets at least three times a year for a full board meeting and sub-committees are used to concentrate on key projects to bring value to the development of the organisation and support the full board. Each body comprises at least three trustees. The committee members have been selected on the basis of their particular interest and skills in the business of the respective committee. Each committee has been assigned specific terms of reference, with decisions on policy and strategy being referred to the main Board of Trustees for approval. During the year we welcomed five new committee members who brought with them a wealth of experience and expertise to complement the existing committee members and trustees.

Finance, Investment & Audit Committee
The committee is responsible for the review of the operational plans and budgets, the setting and monitoring of investment policy, reviewing the effectiveness of internal controls and risk management systems, remuneration, the monitoring and oversight of external auditors and the integrity of the internal financial reporting and the group's consolidated financial statements.

Welfare Committee
The committee is responsible for the review of welfare policy, plans and budgets, the monitoring of welfare trends, the balance of skills and resources needed to implement the plans and policy and for reviewing complex cases.

Fundraising Committee
The committee is responsible for the review of income generation policy, plans and budgets and the oversight of the fundraising and communications programme. In particular, it provides a means of mobilising support for events and establishing effective links with potential donors.

Governance Committee
The committee is responsible for assisting the board of trustees in meeting its responsibilities in relation to the governance of the organisation, compliance with company and charity law and good practice. In particular, the committee is tasked with enacting practical and meaningful adoption of the Charity Governance Code, monitoring changes to the recommendations from the Charity Commission and setting best practice in governance.

Epsom Committee
The committee was formed in 2023 as a result of the transfer of assets from Epsom Racing Staff Welfare (ERSW) to Racing Welfare. The committee is responsible for considering the assets held in Epsom (currently two properties), any residual funds from ERSW and future funding generated in Epsom restricted for use in Epsom. The committee meets twice a year and is made up of five trustees, three who were formerly trustees of ERSW.

Governance

Racing Welfare is constituted as a company limited by guarantee, with governance arrangements set out in a Memorandum and Articles of Association. The Jockey Club is the sole member.

The Trustees have fully adopted the Charity Governance Code. One of the outcomes of the adoption of the code was the creation of the Governance Committee in 2019, and since then numerous improvements have been implemented as a result of the work generated by the new committee. The initial review of the charity's performance against the Charity Governance Code provided a score given for each of the seven principles and identified priorities in relation to improving diversity and inclusion, board effectiveness and improving the way in which we communicate our governance to the public. The impact of the work carried out by the committee and the executive has seen a significant increase in the diversity of thought on the various committees across the group. In 2023 we prepared for the next recruitment drive for the various committees which involved reviewing our board skills audit and identifying the skills gaps. In addition, we undertook the recruitment process for replacing our Racing Welfare Chairman. The new Chair, Nick Bannister, will be officially appointed in June 2024. He is undergoing an extensive induction period to ensure that there is a smooth handover from our outgoing Chair.

We held three trustee strategy days in 2023 covering environmental strategy, the evaluation of our services and a revisit of our three-year strategy given the significant changes in the economic environment since it was developed. These strategy days are incredibly useful and provide time and head space to consider the more strategic priorities of the charity outside of the time pressures and regular essential topics that have to be covered in board meetings.

Trustees

The Articles of Association stipulate that the charity should have between nine and twelve trustees, although this may be otherwise determined by passing an Ordinary Resolution. One-third of the board retires by rotation each year. The Member appoints trustees solely on the recommendation of the board. All members of the board have given their time voluntarily and receive no benefits from the charity. The board is charged to use its best endeavours to ensure the composition of the board at any time represents an appropriate balance of skills, including knowledge and experience of housing matters as well as activities within the horseracing industry. The trustee recruitment process requires any trustee to join firstly as a committee member and serve at least 12 months prior to being considered by the board for trusteeship. New committee members are recruited according to any gaps identified by the trustee skills audit and a recruitment process is followed involving extensive advertising via internal and external channels. Each position's recruitment strategy is developed according to the specialism required and is signed off by the Chief Operating Officer who sits on the Governance Committee. The process has been designed to improve diversity on the board. All new committee members and trustees are provided with an induction programme so that they can fulfil their role on the Board. Trustees are DBS checked and are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role. A number of trustees take on additional key responsibilities on the board and receive any subsequent training if required. This includes having trustees with delegated board level responsibility for safeguarding and health and safety.

Related parties and co-operation with other organisations

No trustees receive remuneration or other benefits from their work with the charity. Relationships between the charity and related parties, including its subsidiary undertakings, and with any other charities and organisations with which it cooperates in the pursuit of its charitable objectives, must be disclosed. In the current year the charity co-operated with the following organisations in the pursuit of its charitable objectives:

- The Racing Centre – this charity provides leisure facilities for the horseracing community and as such Racing Welfare provides a grant in support of this work. The Newmarket-based welfare officers occupied offices within their building until they were relocated to Racing Welfare's head office in December 2023.
- Epsom Racing Staff Welfare – this charity provided housing for working staff in the racing centre of Epsom. Racing Welfare provided fundraising services, property management services and finance and administration services free of charge due to the aligned objectives of the charity with both Racing Homes and Racing Welfare. The net assets of ERSW were transferred to Racing Welfare during 2023.
- NTFCT Charitable Trust – this charity provides grants to individuals from the horse racing industry for career development. Racing Welfare provides the financial management of this charity at a small fee and administers the grants via our welfare team free of charge due to the aligned objectives with Racing Welfare.

Grant Making

Racing Welfare is a grant-making charity and awards grants to both beneficiaries and in some circumstances other organisations, in pursuit of delivering its objectives. The charity has a rigorous grant-making policy which is updated regularly and covers priorities and purpose of grants, principles in determining grant decisions, grant application process, due diligence, administration and decision making. Strong internal controls around grant giving are in place and sufficient segregation of duties, coupled with specially designed processes, limit the opportunity for fraud.

Volunteers

The charity has a team of volunteers who are tasked with assisting the fundraising team at events. The number of active volunteers by the end of 2023 was 169 (2022: 140). In 2023 these volunteers were involved in 5 different fundraising events (2022: 7) and 20 volunteers were actively involved in the continued success of our telephone befriending service (2022: 20).

Fundraising

The fundraising strategy of the charity is to develop each individual channel of income whether it be from individual giving, corporate fundraising, trusts and foundations, events or community fundraising. The fundraising team manages and delivers this strategy on a day to day basis, under the guidance of the Head of Fundraising who in turn reports to the COO and the Fundraising and Communications Committee.

- The individual giving channel seeks to secure one-off and regular gifts as well as legacies.
- The charity has established working relationships with a number of corporate supporters to deliver income from different companies and their customers. These include racecourses, studs and auction houses as well as bookmakers and retailers.
- Trusts and foundations provide the charity with a major source of income.
- The charity runs its own diverse calendar of events around the country which includes race days, open days, golf events and awards dinners.
- Community fundraising brings together the charity's supporters and volunteers across the country. This is through activities like challenge events, including the London Marathon, bucket collections and third-party events run by individuals or groups looking to support the charity.
-

The charity prides itself on its high standard of stewardship of its supporters. We have adopted an opt-in policy, with regard to communications, to comply with current regulations and are a member of the Institute of Fundraising. There have been no complaints received in the year.

The charity communicates with its supporters via e-mail as far as possible. It has not undertaken any direct mail campaigns, to protect vulnerable people and ensure no one feels under any pressure to give money. Corporate agreements are entered into where required to provide clarity and enable progress and outcomes to be monitored.

The charity's fundraising performance is monitored by its trustees through quarterly management accounts which include a return on investment calculation to show the overall effectiveness of the fundraising team.

Employment Practices and Pay

Racing Welfare is developing its Diversity, Inclusion and Equality agenda. Our Diversity and Inclusion (D&I) champion is actively working with the senior management team to help ensure that nurturing a diverse and inclusive working environment, where we attract the full range of talent and everyone can be themselves, is embedded within all processes and policies within the charities. The D & I Champion is also a member of the Jockey Club's Equality, Diversity and Inclusion Group.

The charity has adopted a salary review process, salary structure and remuneration packages which are internally consistent, comparable with other charities in the sector and which recognise performance. The Finance, Investment and Audit Committee is responsible for the remuneration terms and conditions of the Senior Leadership Team and general pay and remuneration terms of all employees. When setting pay and annual pay awards, reference is made to salary surveys and industry benchmarks. Subject to affordability, the charity's policy has been to award an annual pay rise consistent with increases in cost of living indices and having regard to the level of pay award agreed by the Jockey Club. Day to day recruitment and pay for staff is delegated to the Chief Executive.

The Racing Welfare group is passionate about promoting positive mental health and wellbeing across the racing industry but also within its own walls. The group provides flexible working options to help promote a good work/life balance and to support those with families and caring responsibilities. The senior management has an ongoing agenda of reviewing the wellbeing of the workforce, introducing new initiatives, consulting with employees and undertaking specific training to improve leadership. This is all with the aim of maximising employee potential and satisfaction. In 2023 we undertook another staff survey via the Jockey Club. The results were excellent showing that we have very high engagement and that people felt they knew what they needed to do to be successful in their role, they were given the right access to learning and development to be successful and understood how their work contributes to Racing Welfare's goals. There is work to do on internal communications and there is concern over there being uneven workloads which we are now addressing with our improvements in 2024.

An extensive learning and training programme is afforded to every employee with a mixture of online learning opportunities as well as traditional courses and qualifications. Each year the Racing Welfare group hosts two staff forums for a programme of training and strategy setting. Employee Health and Safety is maintained via use of the Jockey Club's Health and Safety online training programme, iHasco. This provides high quality training and efficient monitoring and relevant modules are mandatory for all staff.

TRUSTEES' REPORT

Governance and Structure continued

Environmental

The Racing Welfare group is committed to improving its impact on the environment and is part way through developing a strategy and a commitment. Between 2021 and 2022 the focus was on delivering quick wins. We have a green champion that sits on the Jockey Club's Green Champion Board and the charities have made improvements in energy usage, waste disposal, travel-green initiatives to staff meetings, hybrid or electric company cars, salary sacrifice for the leasing of electric cars, Ride to Work scheme, paperless office, 95% of meetings held online and constant collation of energy data. In the last quarter of 2022 the group engaged with an external consultant to measure the group's carbon footprint and to give the board the information it needs to develop an appropriate commitment and subsequent strategy. Racing Homes has legislative demands, in particular around EPC ratings, that will affect the commitment it makes. It will also require significant investment in our properties. This has been a significant part of the large programme of works that has been developed by the housing team and will see Racing Homes invest over £1.5m in its existing portfolio over the next three years. The trustees undertook a strategy day in 2023 with our external consultant, the outcome of which was to request that the consultant complete a more detailed analysis of our carbon footprint across both organisations. Due to our funding challenges this has been put on hold for 2023 and we have commissioned the review to take place for Racing Homes in 2024 with Racing Welfare's work on hold until funding of the WWP is clearer.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group and Charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy the financial position of the Group and Charity and enable it to ensure that the financial statements comply with the Companies Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the Trust Deed. They are also responsible for safeguarding the assets of the Group and Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.
The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Racing Welfare website.

Statement as disclosure to our auditors
In accordance with company law, the trustees, as the company's directors, certify that

- So far as each person who was a director at the date of approving this report is aware, there is no relevant audit information of which the company's auditor is unaware.
- Each director has taken all the necessary steps that they ought to have taken as a director in order to make themselves aware of all relevant audit information and to establish that the company's auditor is aware of that information.

Auditors
The Auditors, Price Bailey, have expressed their willingness to continue in office. A resolution to reappoint them will be proposed at the forthcoming Annual General Meeting.

The trustees' report was approved on 23 July 2024 and signed on its behalf:

Sir William Barlow, Chairman

INDEPENDENT AUDITOR'S REPORT

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RACING WELFARE FOR THE YEAR ENDED 31 DECEMBER 2023

Opinion

We have audited the financial statements of Racing Welfare (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2023 which comprise of the Group Statement of Financial Activities, the Consolidated and Parent Charitable Company Statement of Financial Position, the Statement of Financial Cashflows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- Give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 December 2023, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the group financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the group financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 32 the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the Charitable Group and the sector in which it operates and considered the risk of the Charitable Group not complying with the applicable laws and regulations including fraud in particular those that could have a material impact on the financial statements.This included those regulations directly related to the financial statements, including financial reporting, and tax legislation. In relation to the operations of the Charitable Group this included data protection, employment law and financial reporting.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified. These included the following:

- Management override: We reviewed systems and procedures to identify potential areas of management override risk. In particular, we carried out testing of journal entries and other adjustments for appropriateness.
- Reviewing minutes of Trustee Board meetings, minutes of Finance, Investment & Audit Committee meetings and correspondence with the Charity Commission, agreeing the financial statement disclosures to underlying supporting documentation, enquiries of management including those responsible for the key regulations and a review of the risk management processes and procedures in place.We have also reviewed the procedures in place for the reporting of any incidents to the Trustee Board including serious incident reporting of these matters as necessary with the Charity Commission.
- Assessing management bias in relation to the accounting policies adopted and in determining significant accounting estimates, including treatment of legacies and grant income, and the valuation of investments.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the parent charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the parent charitable company's trustees, as a body, in accordance with the act. Our audit work has been undertaken so that we might state to the parent charitable company's members and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the parent charitable company and the parent charitable company's members as a body and the parent charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

S. Jordan

Shaun Jordan ACA (Senior Statutory Auditor)
For and on behalf of Price Bailey LLP
Chartered Accountants
Statutory Auditors
Tennyson House
Cambridge
CB4 0WZ

Date: 24 July 2024

RACING WELFARE
(A company limited by guarantee)
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income & expenditure account)
YEAR ENDED 31 DECEMBER 2023

	Note	Unrestricted funds 2023 £'000	Restricted funds 2023 £'000	Endowment funds 2023 £'000	Total funds 2023 £'000	Total funds 2022 £'000 (Note 25)
INCOME FROM:						
Donations and legacies	2					
Received in the usual course of fundraising activities		810	1,052	-	1,862	2,274
Exceptional and one-off items		-	1,108		1,108	-
Charitable activities		1,001	-	-	1,001	960
Other trading activities:						
Fundraising events		706	36	-	742	772
Investments	3	309	-	-	309	259
Other income		9	-	-	9	4
TOTAL INCOME		2,835	2,196	-	5,031	4,269
EXPENDITURE ON:						
Raising funds		725	-	-	725	735
Charitable activities		3,524	1,094	18	4,636	4,217
TOTAL EXPENDITURE	4	4,248	1,094	18	5,360	4,952
NET (EXPENDITURE)/INCOME BEFORE GAINS AND LOSSES ON INVESTMENTS		(1,413)	1,102	(18)	(329)	(683)
Net (losses)/gains on investments	10	514	44	-	558	(1,599)
NET (EXPENDITURE)/INCOME FOR THE YEAR		(899)	1,146	(18)	229	(2,282)
Transfers between funds		521	(521)	-	-	-
NET MOVEMENTS IN FUNDS		(378)	625	(18)	229	(2,282)
Reconciliation of funds:						
Balances brought forward		19,252	9,693	830	29,775	32,057
Balances carried forward		18,874	10,318	812	30,004	29,775

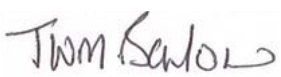
RACING WELFARE
(A company limited by guarantee)
CONSOLIDATED AND CHARITY STATEMENT OF FINANCIAL POSITION
YEAR ENDED 31 DECEMBER 2023

Company Number: 04116279

	Note	2023 Group £'000	2023 Charity £'000	2022 Group £'000	2022 Charity £'000
FIXED ASSETS					
Intangible fixed assets	8	158	-	159	-
Tangible fixed assets	9	15,564	2,180	15,343	1,772
Investments:					
Investments	10	14,997	13,935	14,932	14,545
Programme related investments	11	-	-	60	60
		30,719	16,115	30,494	16,377
CURRENT ASSETS					
Debtors	12	753	599	964	739
Cash at bank and in hand		818	386	974	203
		1,571	985	1,938	942
LIABILITIES					
CREDITORS: amounts falling due within one year	13	(675)	(469)	(1,005)	(1,091)
NET CURRENT ASSETS		896	516	933	(149)
TOTAL ASSETS LESS CURRENT LIABILITIES		31,615	16,631	31,427	16,228
CREDITORS: amounts falling due after more than one year	14	(1,611)	-	(1,652)	-
NET ASSETS		30,004	16,631	29,775	16,228
THE FUNDS OF THE CHARITY:					
Unrestricted funds:					
General fund		1,075	997	1,538	882
Designated funds:					
Other designated funds		17,799	11,970	17,714	12,951
Total unrestricted funds		18,874	12,967	19,252	13,833
Restricted funds:					
Other restricted funds		10,318	3,664	9,693	2,395
Total restricted funds		10,318	3,664	9,693	2,395
Endowment funds		812	-	830	-
TOTAL FUNDS	15/16	30,004	16,631	29,775	16,228

A separate SOFA has not been presented for the Charity as permitted by section 408 of the Companies Act 2006 and paragraph 397 of the SORP. The charity reported net expenditure before investment gains and losses of £128k (2022: £682k), with investment gains of £531k (2022: investment losses of £1,554k).

The financial statements of Racing Welfare were approved by the Board of Trustees and authorised for issue on 23 July 2024 and signed on its behalf by



Sir William Barlow (Chair)

The notes on pages 40 to 64 form part of these financial statements.

	Note	2023 £'000	2022 £'000
Cash (used)/provided by operating activities	18	(522)	(45)
Cash flows from investing activities:			
Purchase of tangible fixed assets		(146)	(102)
Proceeds from sale of investments		493	-
Repayment of programme related investments		60	-
Net cash used in investing activities		407	(102)
Cash flows from financing activities			
Repayment of loans		(41)	(41)
Net (decrease) / increase in cash and cash equivalents		(156)	(188)
Cash and cash equivalents at 1 January	18	974	1,162
Cash and cash equivalents at 31 December	18	818	974

1. ACCOUNTING POLICIES

Racing Welfare is a charitable company, limited by guarantee, registered in England and Wales. The company's registered number and registered address can be found on the Company Information page.

Basis of preparation

The financial statements have been prepared under the historical cost convention, with the exception of certain fixed assets and investments which are included at market value or deemed cost. The financial statements have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland- (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Racing Welfare meets the definition of a public benefit entity under FRS 102. The financial statements are presented in sterling, which is the functional currency of the charity and rounded to the nearest £100.

Going Concern

The trustees have identified no material uncertainties and have a reasonable expectation that the charitable company and the group have adequate resources to continue in operational existence for the foreseeable future and the company is well placed to manage its business risks successfully despite the current uncertain economic outlook. Accordingly, they continue to adopt the going concern basis in preparing the annual report and accounts.

Consolidated Accounts

The statement of financial activities (SOFA) and statement of financial position consolidate the financial statements of the Charity, its subsidiary undertaking and entities of which it has control. The results of the subsidiaries are consolidated on a line by line basis.

A separate SOFA has not been presented for the Charity as permitted by section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

The Charity has taken advantage of the exemption from disclosing the following information, as permitted by the reduced disclosure regime within FRS 102:

' - • Section 7 'Statement of Cash Flows' – Presentation of a Statement of Cash Flow and related notes and disclosures

1. ACCOUNTING POLICIES (continued)

Income
All income is included in the SOFA when the Charity is legally entitled to the income, it is probable that it will be received and the amount can be quantified with reasonable accuracy. For legacies, entitlement is the earlier of the Charity being notified of an impending distribution or the legacy being received. Where there is a life interest, the donated asset is excluded until the life interest expires.

Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income from fundraising events is recognised when the charity is legally entitled to the income. Entitlement is the earlier of the date of the event or the date on which a non-refundable booking is made.

Expenditure
All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Expenditure on charitable activities includes costs directly incurred in undertaking these activities. Where costs cannot be directly attributed to a particular category they have been allocated to activities on a basis consistent with use of the resources.

Grants payable are payments made to third parties in the furtherance of the charitable objectives of the Charity. Single or multi year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the Trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and any condition attaching to the grant is outside of the control of the Charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Support costs are those functions that assist the work of the Charity but do not directly constitute charitable activities. Support costs include office costs, finance, personnel, payroll, and governance costs which support the charity's activities. These costs have been allocated between costs of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in the notes.

Fund Accounting
General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the note 15 to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund.

Endowment funds held in The Rous Charity represent funds received in the past where the donors have stipulated that the income may be used for general purposes, but the capital must be retained.

1.ACCOUNTING POLICIES (continued)

Irrecoverable VAT
All expenditure is classified under activity headings that aggregate all costs related to the category. Irrecoverable VAT is charged against the category of expense for which it was incurred.

Intangible Fixed Assets
Nomination rights cover the right to nominate 6 residents to Childwick House, Newmarket. They are depreciated in equal amounts over a period of 125 years.

Tangible Fixed Assets and Depreciation
Freehold and leasehold land and buildings are stated at cost and deemed cost, the company having taken advantage of the exemption in Paragraph 35.10(d) of FRS 102 to use the valuation at the date of transition as deemed cost.

Tangible fixed assets costing more than £1,000 are capitalised and included at cost including any incidental expenses of acquisition.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost on a straight line basis over their expected useful economic lives as follows:

Freehold land	nil
Freehold and long leasehold buildings	2% per annum or over the lease term
Housing property improvements	5%-25% per annum
Housing property fixtures and fittings	10%-25% per annum
IT equipment	33% per annum

No depreciation is charged on assets in the course of construction.

Investments
Investments in subsidiaries and Trophies are stated at cost less provision for any impairment. Investments listed at the stock exchange are stated at market value at the balance sheet date. The SOFA includes the net gains and losses arising on revaluations and disposals throughout the year.

Programme related investments and concessionary loans
In accordance with 21.26 of the Charities SORP (FRS 102) the Charity has opted to recognise and measure the loans at the amount paid, with the carrying amount adjusted in subsequent years to reflect repayments and any accrued interest and adjusted if necessary for any impairment.

1.ACCOUNTING POLICIES (continued)

Leases
Operating lease rentals are charged to expenditure in equal annual amounts over the lease term.

Pensions
Pension costs disclosed in the accounts relate to employer contributions towards employees' stakeholder and personal pension schemes. The Charity does not operate its own pension scheme.

Judgements and estimates
The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities at the balance sheet date and the amounts reported for income and expenditure during the period. However, the nature of the estimation means that actual outcomes could differ from those estimates. The following judgements have had the most significant effect on the amounts recognised in the financial statements:

Tangible fixed assets:
Tangible fixed assets are depreciated over their useful lives, taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. Residual value assessments consider issues such as the remaining life of the asset and projected disposal value.

2. DONATIONS, LEGACIES AND GRANTS

	2023 £'000	2022 £'000
Donations - in the usual course of fundraising activities	381	440
Donations - exceptional and one-off	1,108	-
Legacies	174	39
Grants	1,307	1,795
	2,970	2,274

During the year the net assets of Epsom Racing Staff Welfare (ERSW), comprising two properties with a combined value of £850k and cash of £258k (total: £1,108, disclosed as exceptional and one-off donations above), were transferred to Racing Welfare. The asset transfer was the natural progression for the relationship between the two charities which has seen Racing Welfare's Welfare, Fundraising, Finance and Operations teams, as well as Racing Homes's housing team, provide services on behalf of ERSW free of charge for a number of years. These are restricted for use in the Epsom area.

Restricted donations amounted to £1,160k (2022: £80k). Restricted grants amount to £1,000k (2022: £1,345k). All legacy income was unrestricted in both 2023 and 2022.

3. INVESTMENT INCOME

	2023 £'000	2022 £'000
Interest receivable	3	2
Dividends received from investment and unit trusts	306	257
	309	259

4. TOTAL EXPENDITURE

	Activities undertaken directly 2023 £'000	Grant funding of activities 2023 £'000	Support costs 2023 £'000	Total 2023 £'000
Cost of raising funds				
Fundraising	160	-	83	243
Fundraising events:	398	-	84	482
	558	-	167	725
Charitable activities				
Advice and Guidance	526	72	208	806
Financial assistance	3	134	-	137
Welfare Projects	895	-	181	1,076
Community activities	336	44	148	528
Housing	1,698	-	140	1,838
Communications and advocacy	189	-	62	251
	3,647	250	739	4,636
TOTAL EXPENDITURE	4,205	250	905	5,360

	Activities undertaken directly 2022 £'000	Grant funding of activities 2022 £'000	Support costs 2022 £'000	Total 2022 £'000
Cost of raising funds				
Fundraising	124	-	79	203
Fundraising events:	452	-	80	532
	576	-	159	735
Investment management costs	-	-	-	-
Charitable activities				
Advice and Guidance	513	70	257	840
Financial assistance	13	245	-	258
Welfare Projects	1,183	-	254	1,437
Healthy living & well-being	98	81	-	179
Community	46	-	-	46
Housing	1,126	-	130	1,256
Communications and advocacy	140	-	61	201
	3,119	396	702	4,217
TOTAL EXPENDITURE	3,695	396	861	4,952

Included within support costs are audit fees, payable to Price Bailey LLP, of £19,750, of which £11,000 relates to the charity (2022: £16,650; £9,900 relate to the charity).

4. TOTAL EXPENDITURE (continued)

Grant funding of activities is analysed as follows:

	Grants to individuals 2023 £'000	Grants to institutions 2023 £'000	Total 2023 £'000
Advice & guidance	-	72	72
Financial assistance	134	-	134
Healthy living and well-being	-	44	44
	134	116	250

	Grants to individuals 2022 £'000	Grants to institutions 2022 £'000	Total 2022 £'000
Advice & guidance	-	70	70
Financial assistance	245	-	245
Healthy living and well-being	-	81	81
	245	151	396

	2023 £'000	2022 £'000
Payments to individuals	134	227
Racing Centre	44	44
Life Skills	19	37
Sports Chaplaincy UK	72	69
	269	377

Grants were awarded to 542 individuals in 2023 (2022: 425).

4. TOTAL EXPENDITURE (continued)

Support costs allocation	Human Resources 2023 £'000	Admin Costs 2023 £'000	Premises Costs 2023 £'000	IT Costs 2023 £'000	Governance Costs 2023 £'000	Total 2023 £'000
Cost of raising funds						
Cost of fundraising, fundraising events and trading	102	33	11	2	19	167
Charitable activities						
Advice & guidance	128	41	14	2	23	208
Welfare Projects	125	40	14	2	-	181
Community Engagement	90	29	10	2	16	147
Housing	77	25	8	1	29	140
Communications and advocacy	38	12	4	1	7	62
TOTAL SUPPORT COSTS	560	180	61	10	94	904

Support costs allocation	Human Resources 2022 £'000	Admin Costs 2022 £'000	Premises Costs 2022 £'000	IT Costs 2022 £'000	Governance Costs 2022 £'000	Total 2022 £'000
Cost of raising funds						
Cost of fundraising, fundraising events and trading	96	29	13	3	18	159
Charitable activities						
Advice & guidance	159	46	20	4	28	257
Welfare Projects	175	52	22	5	-	254
Housing	73	21	9	2	25	130
Communications and advocacy	37	11	5	1	7	61
TOTAL SUPPORT COSTS	540	159	69	15	78	861

Support costs are allocated on the basis of the number of staff working directly on charitable activities and cost of raising funds.

5. TRUSTEES' REMUNERATION

No remuneration was paid to trustees during the year or the preceeding year. During the year, travel expenses totalling £577 were claimed (2022: £nil), £3,000 (2022: £500) of donations were received from trustees and £1,500 was received from Majedie Investments PLC (of which William Barlow, Chair, is CEO) for a team entry at a fundraising event (an arms length transaction).

6. STAFF COSTS

	2023 £'000	2022 £'000
Wages and salaries	1,853	1,753
Social security costs	185	181
Pension costs	188	173
	2,226	2,107

The number of employees who received total employee benefits (excluding pension contributions) of more than £60,000 was as follows:

	2023	2022
£60,000 - £70,000	2	1
£100,000 - £110,000	1	1
£110,000 - £120,000	-	1
£120,000 - £130,000	1	-

The average number of employees, analysed by function, was:

	2023 No	2022 No
Charitable activities	39	42
Fundraising	8	7
Management and administration of the Charity	8	8
	55	57

During the year remuneration received by key management personnel totalled £407k (2022: £369k). Key management personnel are the Chief Executive, Chief Operating Officer, Director of Welfare, Director of Housing and Finance and Operations Director.

During the year one member of staff (2022: nil) was made redundant as a result of the CATS service being removed from the WWP and subsequently closed. The charity incurred redundancy costs of £4k (2022: £nil), of which £4k (2022: £nil) was statutory redundancy pay. No amounts were outstanding at the end of the year.

7. PENSION COSTS

The Charity contributes to various money purchase pension schemes, including a stakeholder pension scheme operated by an independent organisation. The cost for the year was £188k (2022 - £173k). At the year end the amount due in creditors in respect of pension contributions was £21k (2022 - £22k).

8. INTANGIBLE FIXED ASSETS

Group	Nomination Rights £'000
Cost	
At 1 January 2023 and at 31 December 2023	198
Amortisation	
At 1 January 2023	39
Charge for the year	1
At 31 December 2023	40
Net book value	
At 31 December 2023	158
At 31 December 2022	159

9. TANGIBLE FIXED ASSETS

Group	Assets under development	Freehold land and buildings £'000	Leasehold buildings £'000	Equipment and motor vehicles £'000	Total £'000
Cost or deemed cost					
At 1 January 2023	35	15,755	341	1,510	17,641
Additions	9	874	-	114	997
Disposals	-	(169)	-	(31)	(200)
At 31 December 2023	44	16,460	341	1,593	18,438
Depreciation					
At 1 January 2023	-	1,635	70	593	2,298
Charge for the year	-	229	7	110	346
Impairment of fixed assets	-	274	-	-	274
Disposals	-	(13)	-	(31)	(44)
At 31 December 2023	-	2,125	77	672	2,874
Net book value					
At 31 December 2023	44	14,335	264	921	15,564
At 31 December 2022	35	14,120	271	917	15,343

Freehold land and buildings includes freehold land of £4,007k (2022: £3,837k) that is not depreciated.

Freehold land and buildings are included at deemed cost, the group having taken advantage of the exemption in Paragraph 35.10(d) of FRS 102 to use the valuation at the date of transition as deemed cost.

The net book value of long leasehold land and buildings at the balance sheet date was £264k (2022: £271k).

9. TANGIBLE FIXED ASSETS (continued)

Charity	Freehold land and buildings £'000	Equipment and motor vehicles £'000	Total £'000
Cost or deemed cost			
At 1 January 2023	1,784	349	2,133
Additions	874	-	874
Disposals	(168)	(31)	(199)
At 31 December 2023	2,490	318	2,808
Depreciation			
At 1 January 2023	90	271	361
Charge for the year	15	36	51
Impairment of fixed assets	247	-	247
Disposals	-	(31)	(31)
At 31 December 2023	352	276	628
Net book value			
At 31 December 2023	2,138	42	2,180
At 31 December 2022	1,694	78	1,772

Freehold land and buildings are included at deemed cost, the company having taken advantage of the exemption in Paragraph 35.10(d) of FRS 102 to use the valuation at the date of transition as deemed cost.

Freehold land and buildings includes freehold land of £653k (2022: £483k) that is not depreciated.

Historic cost	2023 £'000	2022 £'000
Group		
Gross cost	15,310	14,756
Accumulated depreciation on historic cost	(3,071)	(3,056)
	12,239	11,700
Charity		
Gross cost	2,243	1,784
Accumulated depreciation on historic cost	(105)	(90)
	2,138	1,694

10. INVESTMENTS HELD AS FIXED ASSETS

	Group 2023 £'000	Charity 2023 £'000	Group 2022 £'000	Charity 2022 £'000
Listed securities:				
Market value at 1 January	14,917	14,531	16,516	16,086
Additions	-	-	-	-
Disposals	(493)	(493)	-	-
Disposal - Transfer to Racing Homes	-	(649)	-	-
Net investment gains/(losses)	557	531	(1,599)	(1,555)
Market value at 31 December	14,981	13,920	14,917	14,531
Historic cost at 31 December	12,279	9,775	12,772	10,917
Listed investments are represented by:				
Trojan Income Fund (S Income)	5,345	4,504	5,280	5,061
Trojan Fund (S Income)	6,252	5,992	6,252	6,084
Liontrust UK Equity Fund X Income Shares	3,385	3,424	3,385	3,385
	14,982	13,920	14,917	14,530
Trophies	15	15	15	15
	14,997	13,935	14,932	14,545

Investments in subsidiaries:
The company holds all the share capital of the following company:

- Racing Welfare (Enterprises) Limited (company number 02948569)

The company is registered in England and Wales, has a co-terminus year end and is dormant.

Racing Homes (a charitable company limited by guarantee, company number 06489067, charity number 1122961) and The Rous Charity (a registered charity number 1068581) are subsidiaries of Racing Welfare.

11. PROGRAMME RELATED INVESTMENTS

	Group 2023 £'000	Charity 2023 £'000	Group 2022 £'000	Charity 2022 £'000
At 1 January 2023	60	60	59	59
Interest charged	-	-	1	1
Repayment	(60)	(60)	-	-
At 31 December 2023	-	-	60	60

The programme related investments are loans made to Epsom Racing Staff Welfare (ERSW) to facilitate the provision of affordable housing to racing staff in Epsom. The first loan was made in 2006 with a loan term of 25 years and interest is accruing at the Bank of England base rate plus 0.1%. A second loan was made in 2009 with a loan term of 25 years and interest accruing at the Bank of England base rate plus 0.1% and subject to a minimum rate of 2.5%. Repayment of these loans was frozen during the year pending further consideration of the relationship with the charity, ERSW. In December 2023 the assets of ERSW were gifted to Racing Welfare and the loan balance repaid.

12. DEBTORS

	Group 2023 £'000	Charity 2023 £'000	Group 2022 £'000	Charity 2022 £'000
Due within one year				
Trade debtors	53	28	78	54
Sundry debtors	11	6	22	-
Due from group charities	-	3	-	1
Due from connected charities	-	-	55	55
Prepayments and accrued income	668	540	787	607
	732	577	942	717
Sundry debtors due after more than one year	22	22	22	22
	754	599	964	739

Sundry debtors due after more than one year consist of secured loans of £22k (2022: £22k). These loans, made for charitable purposes, are secured by legal charges over property.

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group 2023 £'000	Charity 2023 £'000	Group 2022 £'000	Charity 2022 £'000
Trade creditors	269	186	432	263
Taxation and social security costs	63	51	60	51
Sundry creditors	34	28	52	51
Accruals and deferred income	254	178	406	265
Pension contributions	15	13	15	13
Due to group charities	-	13	-	448
Mortgages for housing due within 1 year	40	-	40	-
	675	469	1,005	1,091

14. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	Group 2023 £'000	Charity 2023 £'000	Group 2022 £'000	Charity 2022 £'000
Mortgage on Jack Jarvis Close	91	-	92	-
Loan on Summerhill House	1,520	-	1,560	-
	1,611	-	1,652	-
Analysis of mortgage repayable by instalments:				
In less than one year	40		40	
Between one and two years	41	-	41	-
Between two and five years	124	-	122	-
After five years	1,487	-	1,489	-
	1,692	-	1,692	-

The mortgage on Jack Jarvis Close is secured on those properties, bears interest at 15% per annum and is repayable over a period of 60 years from 1980.

A new loan was taken out in 2018, secured against Summerhill House, Howard de Walden Way, Newmarket. The loan bore interest of 3.55% up to July 2023 and subsequently bears interest at 2.35%above Bank of England base rate. It is repayable over a period of 10 years from 2018 at £40k p.a.

15.STATEMENT OF FUNDS

GROUP	At 1 January 2023 £'000	Income £'000	Expenditure £'000	Gains / (losses) £'000	Transfers £'000	At 31 December 2023 £'000
General reserve	1,538	2,835	(3,415)	9	108	1,075
Designated funds:						
Income fund	11,292	-	-	505	(250)	11,547
Fixed asset fund	4,103	-	(666)	-	163	3,600
Fixed asset revaluation reserve	2,133	-	(21)	-	-	2,112
Repairs and maintenance fund	146	-	(146)	-	500	500
Extraordinary repairs fund	40	-	-	-	-	40
Total unrestricted funds	19,252	2,835	(4,248)	514	521	18,874
Restricted funds						
Workforce Wellbeing Programme	-	398	(398)	-	-	-
Chaplaincy	-	6	(6)	-	-	-
Middleham	850	-	-	-	(500)	350
CATS	5	-	(5)	-	-	-
Beneficiaries holiday fund	50	30	(50)	-	-	30
YP Housing in Newmarket	69	-	(26)	-	-	43
Henry Cecil Open Weekend	-	35	-	-	-	35
IMO Tim Jones MHFA	2	-	-	-	-	2
Epsom Racing Staff Welfare	32	36	(23)	-	(45)	-
Life Skills for the Young	-	29	(19)	-	(10)	-
Bloodstock Outreach	-	43	(29)	-	-	14
JPF targeted grants	-	56	(56)	-	-	-
JPF Community Engagement	-	442	(334)	-	-	108
Youg Person Support Officer	-	25	-	-	-	25
2024 Malton OD	-	5	-	-	-	5
Beneficiaries in Berkshire	-	6	-	-	-	6
Sustainability	-	5	(3)	-	-	2
Epsom Fund	-	1,080	(2)	-	-	1,078
BBR assets fund	1,876	-	-	44	-	1,920
Housing for racing people	6,429	-	(143)	-	37	6,323
HfRP Revaluation Reserve	380	-	-	-	(3)	377
Total restricted fund	9,693	2,196	(1,094)	44	(521)	10,318
Endowment Funds						
Housing for racing people	830	-	(18)	-	-	812
	830	-	(18)	-	-	812
Total funds	29,775	5,031	(5,360)	558	-	30,004

15.STATEMENT OF FUNDS: CONTINUED

GROUP	At 1 January 2022 £'000	Income £'000	Expenditure £'000	Investment gains / losses £'000	Transfers £'000	At 31 December 2022 £'000
General reserve	2,112	2,804	(2,908)	(44)	(426)	1,538
Designated funds:						
Income fund	12,634	-	-	(1,342)	-	11,292
Fixed asset fund	4,069	-	(229)	-	263	4,103
Fixed asset revaluation reserve	2,161	-	(28)	-	-	2,133
Repairs and maintenance fund	46	-	(29)	-	129	146
Extraordinary repairs fund	40	-	-	-	-	40
Total unrestricted funds	21,062	2,804	(3,194)	(1,386)	(34)	19,252
Restricted funds						
Mental Health & Addiction support	2	258	(260)	-	-	-
Chaplaincy	-	10	(10)	-	-	-
Racing Support Line	7	229	(236)	-	-	-
Middleham	850	-	-	-	-	850
CATS	35	215	(245)	-	-	5
Beneficiaries holiday fund	50	50	(50)	-	-	50
YP Housing in Newmarket	77	-	(8)	-	-	69
IMO Time Jones MHFA	7	2	(7)	-	-	2
Occupational Health	58	390	(448)	-	-	-
Wellbeing Programme Management	-	47	(47)	-	-	-
Epsom Racing Staff Welfare	32	40	(40)	-	-	32
Life Skills for the Young	-	34	(34)	-	-	-
Mental Health Industry Lead	-	6	(6)	-	-	-
JPF targeted grants	-	134	(134)	-	-	-
Christmas events	12	-	(12)	-	-	-
Welfare Support Officer Newmarket	-	27	(27)	-	-	-
Malton office	-	1	(1)	-	-	-
Rank Foundation	-	20	(20)	-	-	-
Beneficiaries in Berkshire	2	-	(2)	-	-	-
Elderly in Yorkshire	2	2	(4)	-	-	-
BBR assets fund	2,089	-	-	(213)	-	1,876
Housing for racing people	6,540	-	(148)	-	37	6,429
HfRP Revaluation Reserve	383	-	-	-	(3)	380
Total restricted fund	10,146	1,465	(1,739)	(213)	34	9,693
Endowment Funds						
Housing for racing people	849	-	(19)	-	-	830
	849	-	(19)	-	-	830
Total funds	32,057	4,269	(4,952)	(1,599)	-	29,775

15.STATEMENT OF FUNDS: CONTINUED

CHARITY	At 1 January 2023 £'000	Income £'000	Expend-iture £'000	Gains / losses £'000	Transfers £'000	At 31 December 2023 £'000
General reserve	882	1,302	(2,200)	-	1,013	997
Designated funds:						
Income fund	11,119	-	-	487	(967)	10,639
Fixed asset fund	1,832	-	(465)	-	(36)	1,331
Total unrestricted funds	13,833	1,302	(2,665)	487	10	12,967
Restricted funds						
CATS	5	-	(5)	-	-	-
Workforce Wellbeing Programme	-	398	(398)		-	-
Chaplaincy	-	6	(6)	-	-	-
Beneficiaries holiday fund	50	30	(50)	-	-	30
YP in Newmarket	69	-	(26)	-	-	43
Henry Cecil Open Weekend	-	35	-			35
IMO Tim Jones MHFA	2	-	-	-	-	2
Middleham	350	-	-	-	-	350
Epsom Racing Staff Welfare	32	36	(23)	-	(45)	-
Life Skills for the Young	-	29	(19)	-	(10)	-
Young Person Support Officer	-	25	-	-	-	25
Bloodstock Outreach grant	-	43	(29)	-	-	14
JPF targeted grants fund	-	56	(56)	-	-	-
JPF Community Engagement	-	442	(334)	-	-	108
Welfare Officer North West	10	-	(10)	-	-	-
Beneficiaries in Berkshire	-	6	-	-	-	6
Sustainability	-	5	(3)	-	-	2
2024 Malton Open Day	-	5	-	-	-	5
Epsom fund	-	1,080	(2)	-	45	1,123
BBR assets fund	1,877	-	-	44	-	1,921
	2,395	2,196	(961)	44	(10)	3,664
Total funds	16,228	3,498	(3,626)	531	-	16,631

15.STATEMENT OF FUNDS: CONTINUED

CHARITY	At 1 January 2022 £'000	Income £'000	Expend-iture £'000	Investment gains / losses £'000	Transfers £'000	At 31 December 2022 £'000
General reserve	1,329	1,741	(2,087)	-	(101)	882
Designated funds:						
Income fund	12,634	-	(173)	(1,342)	-	11,119
Fixed asset fund	1,779	-	(48)	-	101	1,832
Housing development fund	-	-	-	-	-	-
Total unrestricted funds	15,742	1,741	(2,308)	(1,342)	-	13,833
Restricted funds						
Mental Health & Addiction support	2	258	(260)	-	-	-
Racing Support Line	7	229	(236)	-	-	-
CATS	35	215	(245)	-	-	5
Occupational Health	58	390	(448)	-	-	-
WWP Porgramme Management	-	47	(47)	-	-	-
Workforce Wellbeing Programme	-	44	(44)	-	-	-
Chaplaincy	-	10	(10)	-	-	-
Beneficiaries holiday fund	50	50	(50)	-	-	50
YP Housing in Newmarket	77	-	(8)	-	-	69
IMO Tim Jones MHFA	7	2	(7)	-	-	2
Middleham	350	-	-	-	-	350
Epsom Racing Staff Welfare	32	40	(40)	-	-	32
Life Skills for the Young	-	34	(34)	-	-	-
Welfare Support Officer Newmarket	-	27	(27)	-	-	-
Mental Health Industry Lead	-	6	(6)	-	-	-
JPF targeted grants	-	134	(134)	-	-	-
Christmas events	12	-	(12)	-	-	-
Malton office	-	1	(1)	-	-	-
Lambourn office	-	1	(1)	-	-	-
Working staff in Lambourn	-	1	(1)	-	-	-
Welfare Officer North West	-	20	(10)	-	-	10
Beneficiaries in Berkshire	2	-	(2)	-	-	-
Elderly in Yorkshire	2	2	(4)	-	-	-
Rank Foundation	-	20	(20)	-	-	-
WWP Marketing fund	-	16	(16)	-	-	-
Replacement household items	-	5	(5)	-	-	-
BBR assets fund	2,090	-		(213)	-	1,877
	2,724	1,552	(1,668)	(213)	-	2,395
Total funds	18,466	3,293	(3,976)	(1,555)	-	16,228

General reserve
The general reserve represents the free funds of the Charity and Group which are not designated for particular purposes; however, the designated income fund contains the major proportion of the Charity and Group's liquid reserves which if necessary can be accessed on a daily basis.

Income fund
The income fund represents unrestricted investment funds the purpose of which is either to sustain the stability of the Charity and support (through the medium of investment income) its day-to-day operations: or to enable drawdown for the purpose of financing longer term investment.

Fixed asset fund
The fixed asset fund sets aside funds equivalent to the net book value of both tangible and intangible fixed assets and programme related investments, and is intended to highlight the reserves allocated for such use.

Housing development fund
The housing development fund sets aside funds for capital housing development projects. A programme of renovating units at the groups older schemes as they become vacant is underway, in order to ensure all accommodation is fit for purpose.

Repairs and maintenance fund
The designated repairs and maintenance fund represents the LHA Subsidy grant paid from Racing Welfare to Racing Homes to be used for significant repairs, maintenance and refurbishment of Racing Homes property.

Extraordinary repairs fund
The extraordinary repairs fund is held by the Rous Charity for exceptional repairs and maintenance costs.

Workforce Wellbeing Programme
This restructed fund is for grants and donations towards the Workforce Wellbeing Programme.

Chaplaincy Fund
The restricted Chaplaincy fund is for donations to the Chaplaincy project.

Middleham
The Middleham restricted fund is to be used towards the development of a community resource centre linked to young persons' accommodation in Middleham.

C.A.T.S
This is the Racing Foundation contribution to the Careers Advice Training Scheme for racing people.

Beneficiaries holiday fund
This fund is restricted to major holidays.

Young People in Newmarket
This fund is restricted for use supporting young people in racing in Newmarket.

IMO Tim Jones MHFA
The fund was set up by the father of Tim Jones, following his tragic death, in order to subsidise Mental Health First Aid training in the Racing industry.

Epsom Racing Staff Welfare
Funds raised towards the Epsom Racing Staff Welfare Charity.

Life Skills for the Young
A grant received to be used towards the Life Skills programme that Racing Welfare contributes towards and held at the British Racing School and National Racing College.

Bloostock Outreach
A grant from the Gerald Leigh Charitable Trust to fund the new position of Engagement and Outreach Officer (Bloodstock and Breeding Industry).

Targeted grants fund
Funded by the John Pearce Foudnation to provide grants to those working in racing that continue to be financially affected by the effects of the Covid-19 pandemic and the increased cost of living.

Community Engagement
The John Pearce Foundation has provided funding to establish and grow Racing Welfare's Community Engagement team. This includes activities with working staff and retired staff as well as increasing participation and engagement within racing communities and growing our volunteer base.

Young Person Support Officer
A grant from MacDonald Buchanan Charitable Trust contributing towards the Young Person Support Officer role that supports young people living in MacDonald Buchanan House, Newmarket - a Racing Homes property.

Malton Open Day
Donations towards the running of the 2024 Malton Open Day.

Beneficiaries in Berkshire
A grant to fund activities with beneficiaries based in Berkshire.

Sustainability
A grant to be used towards the costs associated with reaching our environmental goals.

Epsom Fund
This represents the assets received from Epsom Racing Staff Welfare in December 2023 to be used in the Epsom area.

BBR assets fund
Assets transferred from the Bentinck, Beresford and Rendlesham Charity (BBR) in 2021 held as restricted funds in furtherance of BBR's objects.

Housing for Racing People
These assets were transferred to from Racing Welfare to Racing Homes with a restriction that they are used to house individuals working in or retired from the horseracing and thoroughbred breeding industry. The value of the reserve equates to the net book value of the assets transferred less any liability secured against the asset.

Endowment funds - Rous

The endowment funds were established when the Rous Memorial and Almshouses charity and the Rous Memorial Fund were combined to form the Rous Charity and represents the net book value of the properties.

Endowment funds - BBR

The endowment fund has historically resided in the Bentinck, Beresford and Rendlesham Charity which was established when the Bentinck Benevolent Fund and the Beresford Trust were combined. Excess income of BBR is paid to Racing Welfare and these funds are used to finance grants to beneficiaries of Racing Welfare in accordance with the objects of BBR. In 2021 the Charity Commission approved the release of the permanent endowment and the assets were transferred to Racing Welfare.

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

GROUP	Endowment & Restricted Funds £'000	Designated Funds £'000	General Funds £'000	Total Funds 2023 £'000
Fixed assets	9,055	16,798	4,866	30,719
Net current assets	2,075	146	(1,325)	896
Long-term liabilities	-	(1,611)	-	(1,611)
	11,130	15,333	3,541	30,004
CHARITY				
Fixed assets	1,921	11,970	2,224	16,115
Net current assets	1,743	-	(1,227)	516
Long-term liabilities	-	-	-	-
	3,664	11,970	997	16,631

GROUP	Endowment & Restricted Funds £'000	Designated Funds £'000	General Funds £'000	Total Funds 2022 £'000
Fixed assets	9,135	17,087	4,272	30,494
Net current assets	1,388	46	(501)	933
Long-term liabilities	-	(1,652)	-	(1,652)
	10,523	15,481	3,771	29,775
CHARITY				
Fixed assets	1,877	12,951	1,549	16,377
Net current assets	518	-	(667)	(149)
Long-term liabilities	-	-	-	-
	2,395	12,951	882	16,228

17. SUBSIDIARY UNDERTAKINGS

Racing Welfare presents a SOFA (incorporating an income and expenditure account) in which the results of its subsidiary undertakings are consolidated on a line by line basis. All of its subsidiary undertakings have activities or charitable objectives in line with those of Racing Welfare, and are all managed with the purpose of serving jockeys, horseracing stable staff, racehorse trainers, those associated with the horseracing and thoroughbred breeding industries, their employees and dependents. All subsidiaries share the registered office address with the group.

	Racing Welfare (Enterprises) Limited		Racing Homes	
Basis of consolidation	100% share capital owned by Racing Welfare.		Controlled by Charity as sole trustee.	
Activities and objectives	Commercial trading in line with the objects of the Charity.		Provision of housing.	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Income	-	-	1,058	1,118
Expenditure	-	-	(1,263)	(1,102)
Investment gains			18	-
Net (loss) / profit	-	-	(187)	16
Fixed assets	-	-	13,649	13,153
Current assets	5	5	383	1,241
Liabilities	-	-	(1,825)	(2,001)
Net assets	5	5	12,207	12,393
Funds/capital and reserves:				
Unrestricted funds	5	5	5,256	4,703
Restricted funds	-	-	6,951	7,704
	5	5	12,207	12,407

	The Rous Charity	
Basis of consolidation	Controlled by Racing Homes as sole trustee.	
Activities and objectives	Provision of almshouses.	
	2023 £'000	2022 £'000
Total income	86	68
Total expenditure on charitable activities	(84)	(85)
Investment (losses)/gains	9	(44)
Net movement in funds	11	(61)
Fixed assets	1,205	1,216
Current assets	218	211
Liabilities	(15)	(30)
Net assets	1,408	1,397
Funds/capital and reserves:		
Unrestricted funds	600	569
Endowment funds	808	828
	1,408	1,397

18. CASH FLOW INFORMATION

a) Reconciliation of net income for the year to net cash flow from operating activities

	2023 £'000	2022 £'000
Net income / (expenditure) for the year	229	(2,282)
Donated assets from Epsom Racing Staff Welfare	(850)	-
(Gains) / losses on investments	(558)	1,599
Depreciation and amortisation	346	353
Loss on disposal of fixed assets	156	-
Impairment of fixed assets	274	-
Decrease / (Increase) in debtors	211	(3)
(Decrease) / Increase in creditors	(330)	288
Net cash inflow from operating activities	(522)	(45)

b) Analysis of net debt

	At 1 January 2023 £'000	Cash flow £'000	Non-cas flows £'000	At 31 December 2023 £'000
Bank	974	(155)	-	819
Bank loans	(1,692)	41	-	(1,651)
	(718)	(114)	-	(832)
Borrowings				
Debt due within one year	(40)	41	(41)	(40)
Debt due after one year	(1,652)	-	41	(1,611)
	(1,692)	41	-	(1,651)

19. CONTINGENT LIABILITIES

In the event of housing schemes at Howard de Walden Way, Newmarket, Suffolk (formerly Phantom and Moreton Stud) being sold for a commercial use, other than the housing of stable staff, an amount of £444,476 becomes payable to the Horserace Betting Levy Board.

Social Housing Grant (SHG) is subordinated to the repayment of loans by agreement with the Homes and Communities Ageancy (HCA). SHG released on sale of a property may be repayable, but is normally available to be recycled and is credited to a recycled capital grant fund and included in the balance sheet within creditors.

SHG is repayable under certain circumstances such as where a property is sold. The SHG at the date of transition to FRS 102 of £397.5k and previously shown as a reduction of the housing property value has, in accordance with the performance model, been written off to reserves.

20. OPERATING LEASE COMMITMENTS

The total minimum lease payments under non-cancellable operating leases are as follows:

	Group		Charity	
Leases which expire:	2023 £'000	2021 £'000	2023 £'000	2022 £'000
Within one year	33	48	28	40
Within two - five years	9	41	9	36
More than five years	-	1	-	1

During the year £46k (2022: £52k) lease payments were expensed to the SOFA.

21. SUBSEQUENT EVENTS

In 2023 the charity entered into an argeement to purchase a plot of bare land in the town of Middleham, Yorkshire, for £150k. The transaction completed on 22 February 2024.

In April 2024 the charity agreed to the sale of Hill House in Middleham. The sale completed on 8 July 2024 for £680k (£670k net of fees and disbursements).

22. CONNECTED CHARITIES

During the year Racing Welfare made the following allocation of costs for the use of common facilities and administration to the following companies and charities that have the same directors and trustees.

	2023 £'000	2022 £'000
Racing Homes	46	46
The Rous Charity	4	4
	50	50

During the year Racing Welfare paid grants to Racing Homes totalling £26k (2022: £208k).

The Jockey Club provides HR, payroll and IT support and the serivces of its group property team pro bono, as well as hospitalilty for fundraising events at a discounted cost. The total value to the Group of the gift-in-kind is £78k (2022: £88k). The value to the Charity is £63k (2022: £61k).

Jockey Club Estates Limited (JCE), a Jockey Club group company, provided maintenance and repairs services to Racing Homes during the year. Payments made to JCE in the year amounted to £443.4k (2022: £191k).

22. CONNECTED CHARITIES (continued)

The following amounts were owed from/(to) connected companies and charities:

	2023 £'000	2022 £'000
Racing Welfare (Enterprises) Limited	(5)	(5)
Racing Homes	(8)	(443)
The Rous Charity	3	1
The Jockey Club	(39)	(86)
Jockey Club Estates	(23)	(135)

23. ULTIMATE CONTROLLING PARTY

The Ultimate Controlling Party is The Jockey Club, Company Registration Number RC000287, governed by Royal Charter, whose address is 75 High Holborn, London, WC1V 6LS by virtue of being the sole member of Racing Welfare.

24. FINANCIAL INSTRUMENTS

	2023		2022	
	Group £'000 £	Charity £'000 £	Group £'000 £	Charity £'000 £
Financial assets:				
Equity instruments measured at fair value	14,981	13,920	14,917	14,531

25. CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES DETAIL FOR YEAR ENDED 31st DECEMBER 2022

	Unrestricted funds 2022 £'000	Restricted funds 2022 £'000	Endowment funds 2022 £'000	Total funds 2022 £'000
INCOME FROM:				
Donations and legacies	930	1,644	-	2,574
Charitable activities	905	-	-	905
Other trading activities:				
Fundraising trading	881	79	-	960
Investments	226	-	-	226
Other income	4	-	-	4
TOTAL INCOME	2,946	1,723	-	4,669
EXPENDITURE ON:				
Raising funds	762	-	-	762
Charitable activities	1,903	1,734	19	3,656
TOTAL EXPENDITURE	2,665	1,734	19	4,418
NET (EXPENDITURE) FOR THE YEAR	281	(11)	(19)	251
Net gains/(losses) on investments	1,742	-	216	1,958
NET INCOME FOR THE YEAR	2,023	(11)	197	2,209
Transfers between funds	147	1,924	(2,071)	-
NET MOVEMENTS IN FUNDS	2,170	1,913	(1,874)	2,209
Balance brought forward	18,910	8,215	2,723	29,848
Balances carried forward	21,080	10,128	849	32,057

RACING WELFARE

England & Wales - Charity number 1084042

Accounts

RACING WELFARE

Report and Financial Statements

31 December 2022

Registered charity number: 1084042
Company registration number: 04116279

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LEGAL AND ADMINISTRATIVE DETAILS

RACING WELFARE
Charity Number: 1084042
Company Number: 04116279

PRESIDENT
Her Royal Highness The Princess Royal

TRUSTEES AND DIRECTORS:
William Barlow – Chairman
Colonel Toby Browne
Olivia Broderick (Appointed June 2022)
Lady Celina Carter
Jonathan Eddis
Richard Farquhar
Morag Gray (Retired June 2023)
Simon Hope
Nicky Lyon (Retired June 2022)
Patrick Russell (Retired June 2023)
Nick Mcleod-Clarke (Appointed June 2022)
Rod Street
Paul Swain (Appointed June 2023)
Venetia Wrigley

KEY MANAGEMENT:
Chief Executive Officer - Dawn Goodfellow
Chief Operating Officer - Gemma Waterhouse
Director of Welfare - Simone Sear
Director of Housing - Wendy Botterill
Finance and Operations Director - Matthew Cawkwell

REGISTERED OFFICE
Robin McAlpine House
20B Park Lane
Newmarket
Suffolk
CB8 8QD

INVESTMENT MANAGERS
Troy Asset Management Limited
Brookfield House
44 Davies Street
London
W1K 5JA

Liontrust Investment Partners LLP
2 Savoy Court
London
WC2R 0EZ

BANKERS
Barclays Bank Plc
58 High Street
Newmarket
Suffolk
CB8 8NM

SOLICITORS
Taylor Vinters
Merlin Place
Milton Road
Cambridge
CB4 0PD

AUDITORS
Price Bailey LLP
Tennyson House
Cambridge Business Park
Cambridge
CB4 0WZ

CHAIR'S STATEMENT

Our Chair, William Barlow, reflects on 2022

2022 has in many ways felt like a normal year, a very welcome feeling after the disruptive past two. A full year of in-person activity with welfare officers back on the front line, fundraising activities back to pre-COVID levels and our support staff enjoying seeing each other back within an office environment. There is however lasting impact from the pandemic. Our office workers are able to utilise hybrid working effectively due to our investment in IT and paperless systems. Our beneficiaries, residents, staff and trustees are more comfortable with online communications, saving time and travel costs, as well as improving our environmental impact. The negative is the continued adverse impact on our beneficiaries. We supported over 2,700 beneficiaries in 2022, an increase of 8% on the prior year, and we continue to be presented with more complex cases. Physical health (Occupational Health) again dominates the issues most presented, followed closely by financial hardship and mental health issues. The support we have received from the John Pearce Foundation has been key to us being able to provide financial assistance grants to those that need it most during a time of fuel poverty and inflation.

The largest part of our service delivery, the Workforce Wellbeing Programme, was part-funded for the year by the Racing Foundation, with the target of 15% of the cost to be met by employer contributions. We continue to be immensely grateful for the support that the Foundation have provided us over the last five years. The Racing Foundation's investment in this programme allowed us to develop an initial pilot scheme, into a full, proven Employee Assistance Programme available to the 20,000 working in the industry. It remains the only major programme directly targeting the retention issue in horseracing and is a good example of the Foundation funding industry-changing initiatives. The intention of the Foundation, over time, was to encourage the industry to take ownership of the scheme and fund it. Despite our best efforts, reaching employers in the industry to explain the change in funding and the need to contribute to the programme has been extremely challenging and we were unable to achieve the target of 15%. This meant that the programme has been part-funded from Racing Welfare's reserves in 2022 which has continued through 2023 at a much higher, unsustainable rate due to the withdrawal of funding. Although progress has been made with industry leaders, we are yet to secure a funding model. Progressing this model continues to be high priority for the executive team but in the immediate term the team may be forced to scale down the programme, reducing the service in some areas, due to the lack of funding.

The core costs of the charity run at £2.3m per year, these are met in part by our investment income but to a much greater extent, the generosity of our supporters, through grants, donations and via our fundraising activities. The new event for 2022 was a 24 hour gruelling cycle around Cheltenham. Over 80 people took part, including many high-profile racing names, raising not only the profile of Racing Welfare but also £150,000 in much needed funds. I am humbled and eternally grateful to all those who take part in challenge events or give their time to hold fundraisers for the charity. We still do not receive any industry funding for the work we do and we remain reliant on voluntary support in order to deliver the vital services to the industry.

The trustees' report gives a detailed view of our work across the different workstreams, from housing to mental health services, fundraising to financial performance. What it doesn't do is measure the true impact of our work. We can measure the impact it has on the individual, but for every one person we support, their wellbeing impacts their colleagues, their employer, their family and friends and of course the wider community. There is a ripple effect that is hard to quantify but there is no doubt that the positive impact of our work goes well beyond the 2,700 supported this year.

William Barlow
Chair

TRUSTEES' REPORT

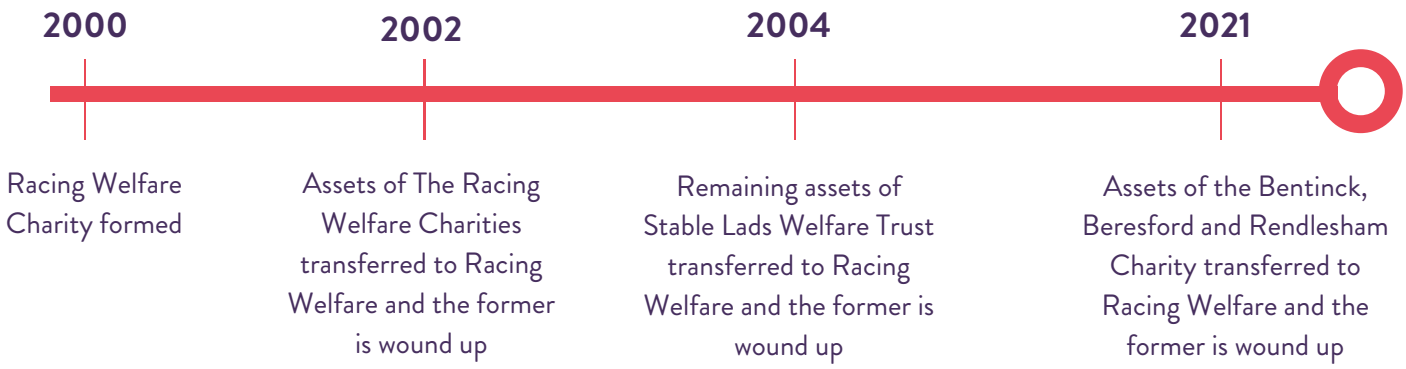
Objectives and Activities (Including the Strategic Report)

The trustees present their annual report, incorporating the strategic report, and the audited financial statements of the charity and group for the year ended 31 December 2022 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

OBJECTIVES AND ACTIVITIES

WHO WE ARE

Racing Welfare is a charity that supports British horseracing's workforce. We offer professional guidance and practical help to all of racing's people – including stud, stable and racecourse staff, alongside those working in associated professions – whose dedication is vital for the wellbeing of racing. Our work aims to enable people, from recruitment to retirement, to thrive in day to day life and through a range of challenges specific to a career in racing.



WHAT WE DO

The principal activity of the charity is enhancing the wellbeing of people from the thoroughbred racing and breeding community by providing comprehensive and individual support throughout and after their working lives.

Racing Welfare's objects, as described formally in its governing document, are:

- To relieve poverty and sickness and injury amongst persons employed or formerly employed or otherwise engaged or formerly engaged in or in connection with the horseracing and thoroughbred breeding industry and their dependants ('the Beneficiaries');

WHAT WE DO (continued)

- The advancement of education among any of the Beneficiaries who are in need;
- The provision of facilities for recreation or other leisure time occupation in the interest of social welfare primarily for the benefit of Beneficiaries having need of such facilities by reason of youth or infirmity or disablement as specified in Section 5 (1) of the Charities Act 2011; and,
- The advancement of education for the public benefit by the promotion of research into, and of public awareness of, methods of prevention and treatment of sickness among, and of injuries sustained by, jockeys, stable staff, apprentices and others licensed by the British Horseracing Authority while riding or attending horses and by persons attending horse races or thoroughbred breeding establishments and by the publication of the useful results thereof.

The vision that shapes our annual activities is to ensure that no one from the thoroughbred racing and breeding community is left unsupported and that everyone has the opportunity to thrive. The charity aims to contribute to the quality of life of racing's people through its extensive range of services and activities.

These include:

- Financial Assistance and grants
- Information, Advice & Guidance
- Services for the retired community
- Services for young people
- Workforce Wellbeing Programme being:
  - Occupational Health Service
  - Mental Health Services
  - Careers Advice Training Service
  - Racing's 24/7 Support Line
- Community and education
- Research
- Housing

WHERE WE DO IT

The charity's objects limit the services provided to those working in, or retired from, the horseracing and thoroughbred breeding industry. The number of people engaged in the horseracing industry (current and retirees) is estimated at some 30,000. There is a concentration of racing staff in the main horseracing training centres shown on the map. Four of these areas are supported by a Racing Welfare office and we have a strong presence in Epsom with a dedicated welfare officer. Roving welfare officers are located all around the country, covering each region and supporting all those outside of the racing centres. The collaboration between Racing Welfare and Racing Homes, who have properties in each of the training centres, enables the group to deliver housing and welfare support where it is needed most.

The charity referred to the guidance contained in the Charity Commission's general guidance on the public benefit requirement under the Charities Act 2011 when reviewing its aims and objectives and in planning future activities. In particular, the Trustees considered how planned activities will contribute to the aims and objectives and remain confident that they continue to satisfy the statutory requirements, albeit that the charity limits the services it provides to those working in, or retired from, the horseracing and thoroughbred breeding industry. Our achievements and performance section provides more detail on how we have delivered our charitable services.

The majority of the charity's services are provided free of charge to beneficiaries. Where the charity does charge for services, these are set at a level that is affordable to all. In those instances where individuals cannot afford these low charges, the charity will make an appropriate grant to ensure that access to the services is not denied through lack of financial resource.

TRUSTEES' REPORT

(Including the Strategic Report)

ACHIEVEMENTS AND PERFORMANCE

Financially and operationally Racing Welfare have had a good year, consistent in most areas with 2021. Income levels remained similar with some increases in spend across housing and welfare projects. The result is a £683k deficit in the year, using up the £251k surplus made in 2021. A more fluid year with less disruption has meant a more manageable year for our staff.

In 2022 the charity has used its reserves to continue to deliver the Workforce Wellbeing Programme (WWP) at the same level as the previous three years, as well as to fund the first of a five-year programme of essential capital improvement works to our housing stock. This use of charity reserves is expected and appropriate where surplus reserves are held, but on-going use of these reserves has to be closely monitored to ensure that the medium to long term strategy for the charity can be delivered. The trustees continue to monitor our reserves, most of which are invested and professionally managed, in income producing or total return investments or in our fixed assets in Racing Homes.

Racing Homes had a successful year with an expanded team and KPI reporting showed positive results across the board. Of particular note are the improvements in all areas of compliance.

Expenditure on welfare projects increased due to expenditure on the WWP and the reintroduction of the beneficiaries' holiday which had been put on hold in 2020 and 2021 because of the pandemic.

Our future funding model continues to be the biggest challenge facing the charity. Over 50% of the welfare spend is attributable to the Workforce Wellbeing Programme, the Employee Assistance Programme available to all those who work in horseracing. The programme has been funded up until now in the most part by the Racing Foundation, and thus employers and employees have had free access to the service. In the past three years over 5,000 people have accessed support via the programme, which represents over 25% of the workforce. If this programme is to continue it is imperative that a sustainable funding model, which sees employers contribute to the programme, is established. Despite our best efforts this has not been achieved and it is felt responsibility for the funding should sit with the industry.

WHAT WE HAVE ACHIEVED (continued)

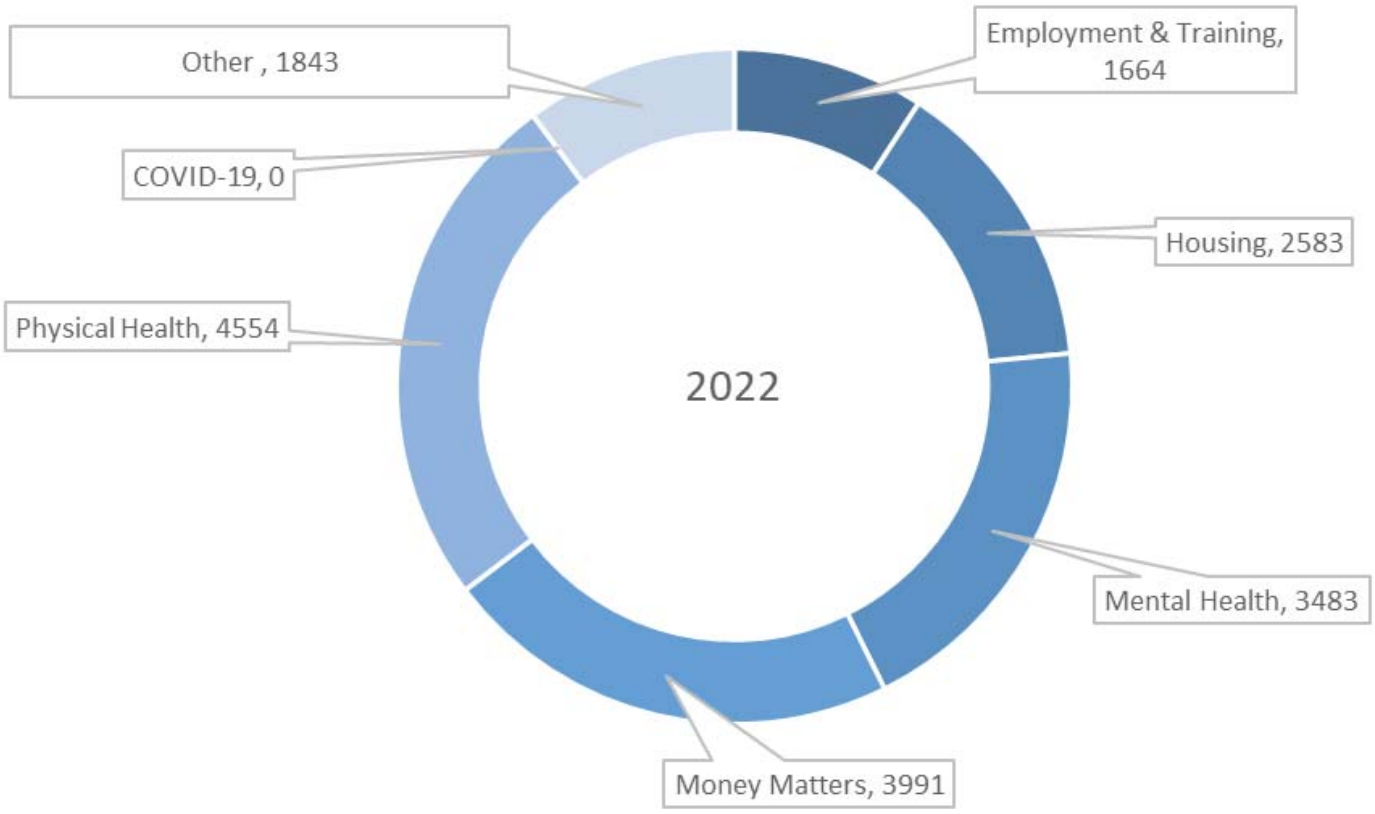
Focus on:

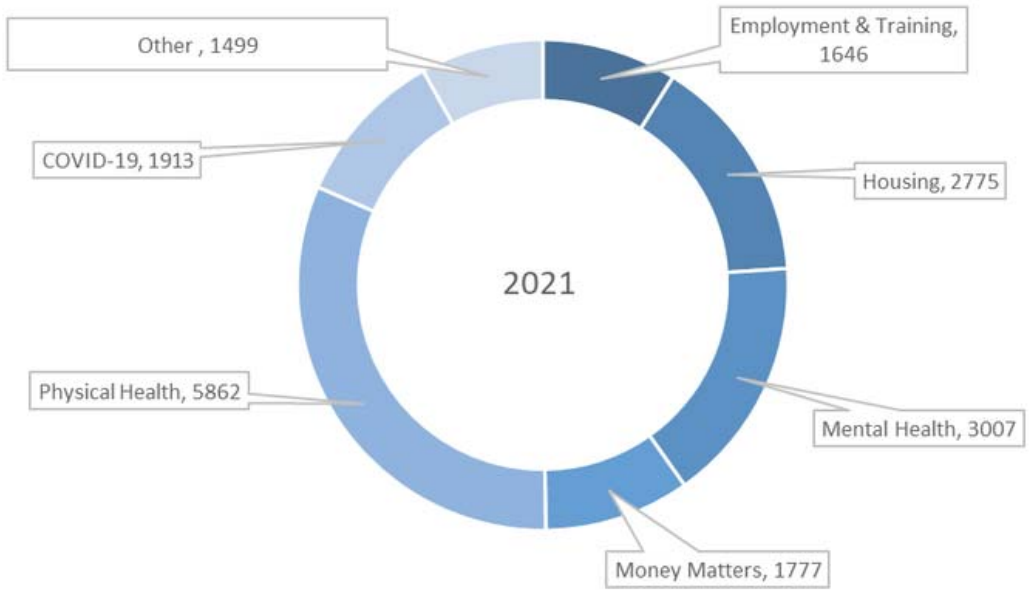
Welfare Services

In total, 2,740 (2021: 2,405) individuals sought Racing Welfare's help in 2022. This represents a 13.9% increase on 2021 statistics, which was largely expected as a combination of the start of the cost-of-living crisis and a lifting of all COVID restrictions occurred during 2022. A total of 18,118 (2021: 18,479) instances of support were provided across a wide range of issues. This is a 2% decrease, which might seem unexpected given the increase in unique beneficiaries supported this year compared to last year, however two significant changes in the way we work, both introduced last year, will account for this drop:

- Introduction of a new online grants portal to digitalise grant applications making the process more accessible and removing barriers for beneficiaries.
- Changes to our Occupational Health process to make it easier to access for beneficiaries and to reduce the administrative burden for our welfare team. For context, last year we recorded 4,154 instances of support against OH and this year only 2,078, but use of OH has in fact increased.

Physical health issues (including Occupational Health support), money matters and mental health related issues were the most common reasons for seeking support.





Workforce Wellbeing Programme:
This programme is made up of Racing's Support Line, Racing's Occupational Health Service, the Careers Advice and Training Service and Mental Health Services and is funded by a grant from the Racing Foundation.

Racing's Support Line
Racing's Support Line (RSL) provides 24 hour, 365 days a year service via telephone and online chat. The service can help with a whole range of issues, from emotional support through to debt and benefits advice and wider consumer rights. The service also provides structured, solution focussed counselling for individuals with BACP accredited counsellors. In 2022, 1,232 individuals contacted Racing's Support Line (an increase of 27% from 2021) and the online self-help digital pages achieved 19,376 views (down from 28,680 in 2021). The decrease in digital views is a reduction in people seeking Covid 19 related information, in addition to the increase in calls made directly to Racing's Support Line.

Top page views, related to financial support available via Racing Welfare's grants (e.g. Home Energy Grant) and were driven by the cost of living crisis.

Racing's Occupational Health Service
Racing's Occupational Health Service (ROHS) provides support to people working in the horseracing industry around a range of physical and mental health issues which include musculoskeletal disorders, accident & injury, disability, illness, stress, depression and anxiety. We moved to a new provider of Occupational Health services in April 2022; Healthwork Ltd. In 2022 we referred 386 new people through ROHS, an increase of 34% from 2021.

Grants totalling £176,256 (2021: £85,542) were awarded for treatment. The service was promoted via online campaigns, webinars and by raising awareness with other industry bodies and employers.

Careers Advice Training Service

CATS is an industry-specific careers development service aimed at improving industry staff retention by supporting people to develop throughout their careers in the horseracing industry. The service supports people in 5 main ways: personal development, career change (within industry), job-seeking skills, return to work and employer support. Following the launch of our dedicated CATS website in March 2020, CATS digital content remains very popular, with 9,239 views of CATS digital material in 2022 (2021: 10,174). CATS support remained static, with 126 (2021: 126) people receiving careers support via the bespoke telephone careers coaching service, accessed through Racing's Support Line. Career development grants totalling £47,934 (2021: £52,264) were awarded in 2022 through CATS. In addition, £9,604 (2021: £12,777) funding was awarded via the National Trainers Federation Charitable Trust, which Racing Welfare administer on their behalf. Career development grants are for a range of industry training courses. In October 2022, the second annual CATS Personal Development Awards, sponsored by Hartpury University, were held. The three finalists were invited to an awards lunch at Newmarket racecourse where the winner was announced.

CATS CASE STUDY - DAVID KILLAHENA

Fergal O'Brien's assistant trainer, David, had only just taken on new responsibilities at work when he suffered a severe multiple fracture to his leg and ankle. He explains how, without Racing Welfare's help, he'd have been facing an extended period off work.

David said: "You couldn't write it, I jumped down from the horsebox onto the road and my leg and ankle snapped! In almost twenty years of riding racehorses, I'd never broken anything, then I had a break like this from such a simple accident."

He recalls: "As the realisation set in about how bad a break this really was, all I could think was 'how am I actually going to do this?'. Due to needing surgery, having a plate and 14 screws fitted, I had no choice but to take four weeks off. I was very keen to get back… It was a massive inconvenience.
"Coping with that was quite hard, especially at a time when I was moving into a new role and taking on a new challenge in my career."

Feeling frustrated at not being able to carry out his normal duties, David contacted Racing Welfare for help with his post-op rehabilitation.

He said: "It became apparent quite soon after my surgery that I was going to need intense physio, which was going to cost a lot of money and time. I spoke to our secretary at work who suggested I give Racing Welfare a bell. It was a massive help, they quickly organised treatment for me at the Injured Jockeys Fund's Oaksey House in Lambourn. I will always be grateful for that, not only organising that but paying for it - without them it would have cost me a lot of money and going through the NHS would have taken a lot longer."

He explains that now, just over one year on from the accident, he still has good days and bad days: "If I do a lot of walking, I still feel the pain the following day. It gets quite tight, and I still have a bit of a limp, I probably always will have. The metalwork is going directly across my ankle, so that does still limit me. But I'm back riding out - it's not stopping me! I can't thank Racing Welfare enough."

CATS
Careers Advice & Training Service

Mental Health Services

Racing Welfare continues to support beneficiaries seeking help with mental health and addiction issues. We continue to provide telephone, online and face-to-face counselling programmes free of charge to beneficiaries seeking support with emotional wellbeing. The services can be accessed through either Racing's Support Line or Racing's Occupational Health Service. Our welfare officers have formed links and partnerships with local drug & alcohol services and refer beneficiaries to these specialists where appropriate. We continue to deliver awareness-raising efforts for employers and managers around the critical incident support service that is available through Racing's Support Line. This is for any event in the workplace that is not normal or expected, for example an accident or death. By accessing the critical incident support the workplace has instant access to counsellors over the telephone and the option for a workplace visit by a counselling team 48hrs or more after the event.

To date, 212 people have downloaded and used Woebot, the mental health and wellbeing app we provide, with the occasional trigger of an SOS word, meaning a counsellor from Care First has responded to the individual.

All welfare officers receive Mental Health First Aid England (MHFA) training and during 2022 we trained another welfare officer to be a qualified MHFA instructor, taking our total instructor team to 5. We continued to support national mental health campaigns to raise awareness such as Mental Health Awareness Week and World Mental Health Day.

We continued to deliver Mental Health First Aid training in 2022. 41 delegates attended Mental Health First Aid training in classroom settings throughout the year, with attendees coming from a wide range of racing organisations. 25 delegates were trained online in Mental Health First Aid, and 9 delegates attended the online Mental Health Aware course (a shorter, half-day course). Racing Welfare's preventative programme of mental health education to the horseracing industry was highly commended in the third-party influencer category at the Inside Out Mental Health awards 2022.This category recognised organisations who had best influenced beyond their own walls. To date, Racing Welfare has trained over 550 people to be Mental Health First Aiders across the horseracing industry.

Financial Assistance and grants

During the course of its work, the charity makes grants in accordance with its objectives on the basis of agreed criteria. Grants are mostly made to individuals (usually paid directly for a service / product supplier to improve wellbeing). A small number of grants are provided to other charitable organisations that offer services to people who work in, or are retired from, horseracing. During 2022, we received funding from the John Pearce Foundation to offer targeted grants, paid directly to individuals and which amounted to £134k (2021: £123k).

During the year £245k in grants were awarded (2021: £227k) with the most common reason for applying for grants being hardship/debts.

Information, Advice & Guidance

The charity offers a comprehensive Information, Advice and Guidance (IAG) service to its beneficiaries, primarily through a nationwide team of frontline welfare officers and regional welfare managers.

The team are either trained, or in training, to support beneficiaries with welfare rights issues such as;

- Benefits advice, including challenging benefits decisions
- Dealing with debt
- Housing and homelessness issues

A large part of the welfare team's role is to support beneficiaries to maximise all statutory entitlements and help people navigate what can often be complex organisational systems. During 2022 we secured at least £126,488 (2021: £73,359) of statutory entitlements for our beneficiaries. A welfare officer can act as an advocate wherever necessary. At other times they may provide a listening ear in times of crisis. The team are also trained Mental Health First Aiders and many hold qualifications in counselling skills and suicide awareness, or will be working towards them. Racing Welfare has three designated safeguarding leads and all staff are trained to recognise and refer any safeguarding concerns. In 2022 Racing Welfare's IAG service gained the Matrix accreditation, an international quality standard for organisations that deliver information, advice and guidance.

Services for the retired community

Racing Welfare supports horseracing's retired community in a variety of ways. In addition 70% of Racing Homes' housing portfolio is dedicated to retirement housing. The two charities work closely together to support those who have given a lifetime to the sport, and their close dependants. Research has shown that loneliness and lacking social connections is harmful to our health and can increase the likelihood of mortality by 26%. In a typical year we provide social events and outings for retired, injured and incapacitated staff in order to alleviate the risk of loneliness and isolation. Most often, this is done through coffee mornings and horseracing reminiscence groups across the country as well as outings and trips, Christmas lunches and a beneficiary holiday.

In 2022:

- There were 2,233 attendees (2021: 714) at 77 in-person coffee mornings and reminiscence events held in 10 different areas.
- A further 1,488 (2021: 1,050) attendances at 31 retired beneficiary trips and outings, including 4 Christmas lunches and 3 combined working staff and retired staff events.
- The 'Check-in and Chat' telephone befriending service continued to be delivered by a team of 20 volunteers who regularly call a total of 50 vulnerable and isolated beneficiaries.

Services for young people

The charity works closely with all industry training providers. The welfare team provide talks to young learners who are about to enter the workplace for the first time. Talks focus on raising awareness of Racing Welfare's support as well as how to prevent problems when transitioning into the workplace. This is followed up by welfare visits in the workplace to offer support on life issues and to help prevent loneliness and isolation for people who may be away from home and family networks. A gym membership scheme is offered to all young people in the first year of their work placement to help them maintain their health and well-being. Racing Welfare also funds a programme of life skills with the industry training providers and an addiction education programme at the National Horseracing College.

For those young people who live in one of our Racing Homes properties, our dedicated Housing Support Officer works alongside them to help develop their life skills. This is described in more detail in the "Housing" section of this report.

Community engagement and education

Our frontline welfare teams continue to visit horseracing workplaces to raise awareness of our services and build relationships. During 2022 the team conducted 689 (2021: 632) visits to racehorse training yards, racecourses visits and thoroughbred studs.

As a business we also made the decision, in late 2022, to address a known lack of awareness within the industry, and that a new community engagement department was necessary.

Racing Welfare delivered an inaugural Health & Wellbeing across the Horseracing Industry conference in November 2022. The conference focussed on healthy people and healthy organisations with 7 expert speakers covering topics including: occupational health, mental health, the psychological impact of occupational injury, health and wellbeing in small businesses and gambling harm prevention. The virtual conference was attended by 79 people from a wide variety of horseracing industry sectors. Its aim was to provide preventative education to the industry, awareness raising of industry related issues and networking opportunities.

The charity continues to fund the community work of The Racing Centre and a grant of £44k (2021: £44K) was made to the Centre in 2022 to enable them to deliver social and sporting activities to racing's people. Racing Welfare utilise The Racing Centre as office space for the East region welfare team, allowing them to work closely and collaboratively with The Racing Centre staff.

Racing Welfare continues to fund the work of The National Chaplain to Horseracing via Sports Chaplaincy UK. The National Chaplain is well established in the racing community and provides pastoral care, support and counselling. In addition, he has been working to increase the Chaplaincy service around the UK by forming partnerships in other areas. Volunteer Chaplains cover the South and North, assisting the National Chaplain by providing localised pastoral support. Racing's Chaplain plays a vital role in raising the profile of our work and also provides specialist advice and support with bereavement and relationship issues.

Spotlight on Grants

Lightning Reach - an award-winning social impact start up - has developed a one-stop portal which enables people to find and apply for grants and other support from multiple organisations easily, using secure technology to streamline the process for both individuals and support providers. Co-developed with multiple charities and local authorities, Racing Welfare was part of the first tranche of organisations to use and feedback on the portal.

We first introduced the portal to beneficiaries in March 2022, for core grants applications only. After a period of review and some modifications to both the portal itself and our internal processes, we moved our targeted grants over to the portal in August 2022. Whilst we occasionally still process a grant on a paper form where there is a barrier to access online, the vast majority of grants now come through this portal. There are multiple benefits to both Racing Welfare and the beneficiary of using this platform, including:

- *Ability to directly link bank accounts, thereby speeding up both the application process for the beneficiary and the ease of assessment for our welfare officers.*
- *Ability within the portal for an automatic identity check to take place, reducing the risk of fraud and saving both the beneficiary and organisation time in checking ID etc.*

Research

Research is a charitable objective of Racing Welfare. It is an important element of Racing Welfare's work, in that it informs the development of services which are high quality, relevant and based on the evidence of need. It also informs policy in the wider industry, promoting the health and well-being of the workforce of British Racing. Importantly, research contributes to the knowledge and expertise of Racing Welfare's staff, which again enhances the experience of beneficiaries who access our services. The Director of Welfare, Simone Sear, is in the third year of a four-year PhD in Organisational Health and Wellbeing. Her research will focus on the evaluation of the impact of the investment racing is making on human wellbeing. Adam Ferguson, the Regional Community Executive in the North, completed the Thoroughbred Horseracing Industry's MBA during the year. His research topic will focus on stakeholders' perspectives on community engagement within racing's workforce.

Fundraising

None of the above could be achieved without the generosity of donors and supporters of Racing Welfare. In 2022 the group raised £3.3m (2021 - £3.5m) from donations, grants and fundraising events and we are extremely grateful to those who made those contributions. Highlights from our fundraising campaign included:

- Generous support from trusts & foundations including; The Childwick Trust, The Thompson Family, The John Pearce Foundation, EBM Charitable Trust, The Bamford Charitable Foundation, The Sir Peter O'Sullevan Trust, The Racing Foundation, Anne Duchess of Westminster Fund, Lord Leverhulme's Charitable Trust, The Gerald Leigh Charitable Trust and The Rank Foundation.
- Continued support from companies such as the Jockey Club, Betfair, York Racecourse, Racehorse Lotto, Rewards4Racing, Arena Racing Company, Tote, Racehorse Owners Association, Juddmonte Farms, Sporting Life, William Hill and Godolphin.
- New support from corporate partners such as SBK, Vickers Bet, The Good Racing Co.
- We delivered a range of fundraising events, headlined by The Great Racing Welfare Cycle at Cheltenham Racecourse. Other events included The Aintree Lunch, Woburn Golf Day, Close House Golf Day, both the Epsom and Northern Racing Awards, Haydock Charity Raceday, Racing Staff Week, the Tattersalls Carol Concert and the Newmarket Heath Ride.
- Our Middleham Open Day returned for the first time since 2019, with record numbers in attendance. Due to the passing of The Queen, our Malton and Epsom Open Days were cancelled.
- Our supporters continued to raise funds through their own initiativies, with Hambleton Racing, Middleham Park Racing, Hot to Trot and Henrietta Knight Racing Club all providing support.
- We continue to be supported by generous individuals through personal donations.

Spotlight on Fundraising

The largest fundraising event in 2022 was the Great Racing Welfare Cycle.A move away from the previous year's week-long event saw teams of four take on a 24-hour cycle challenge around the undulating hills of Cheltenham. Using the racecourse as base-camp teams took on the gruelling challenge through one of the hottest days of the year and raised an incredible £150,000 from the event.The PR impact was far reaching with many high profile racing personalities taking part including Sir Anthony McCoy, Richard Johnson, Ben Pauling, Harry Skelton, Rosie Tapner, Marcus Armytage, Oisin Murphy, Sean Boyce, Vanessa Ryle, Khadija Mellah and Harry Fry.

The fundraiser could not have been run without support from the sponsors Unibet, Racehorse Lotto, Tattersalls and The Jockey Club, as well as Jockey Club Catering.

Our Fundraising Standards

We are registered with the Fundraising Regulator.

The Board of Trustees, our Management Executive and staff are focused and committed to ensuring we build the best possible relationships with our donors, relationships built on trust and respectful fundraising practices.

We strive to ensure giving to charity is the great experience we believe it should be.

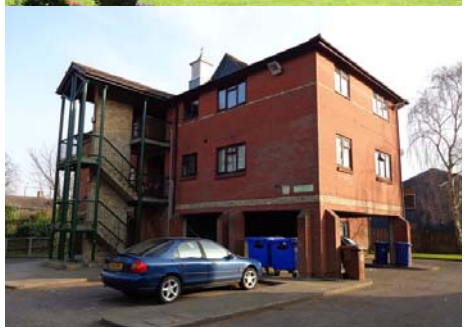
We take our responsibilities to our supporters very seriously. With the help of our valued fundraising volunteers, we undertake a diverse range of income generation activities and our fundraising programme includes: Trust fundraising, corporate fundraising with businesses and organisations, community fundraising with individuals and groups and our own programme of events.

We inform our commercial partners of their obligations to ensure fundraising where our name is being used is conducted to the highest possible standards.

We have developed quality assurance mechanisms to monitor activities undertaken by and on behalf of Racing Welfare, including supporter feedback and regular activity reviews.

We regularly evaluate our policies and procedures. Our overarching corporate policy and processes based on best practice identify, respect and protect vulnerable supporters and other members of the public from undue pressure, unreasonable intrusion and unreasonably persistent behaviour in connection with our fundraising activity.

Guidance for fundraising on protecting vulnerable supporters is followed across all our fundraising activities. This is monitored closely alongside our other policies to ensure we are operating the best fundraising standards.



Housing

In 2022 the 165 (2021: 165) units in the portfolio housed 171 (2021: 174) tenants. There were 41 (2021:51) new lets in the year. Four units of accommodation were substantially or fully refurbished, of which three were our older person accommodations and one working staff. Whilst we continue with a refurbishment programme when our homes are relet, full elemental upgrades such as kitchen, bathroom and heating systems have been carried out only where the condition is beyond economic repair, or it has reached the end of its lifecycle. This is so available funds can be fairly distributed to the maintenance and upgrade of our homes, including those already tenanted in alignment with our new asset investment strategy and planned programs. All other properties which became empty were let to a good standard which included all appropriate repairs, maintenance and partial elemental replacements where needed.

Case Study: Beth

Beth, 19, moved into Racing Welfare's accommodation after completing the five-week Equine Student Progression Programme at the British Racing School. She held her tenancy for almost two years before moving into private accommodation at the end of 2022.

Beth began working for a trainer in Newmarket and got to know some of the other tenants at the recently renovated MacDonald Buchanan house. She put her name onto the Racing Homes waiting list, and within a few months she was moving into one of the 18 self-contained units within the building.

The Racing Homes initiative offers accommodation with the benefit of a project worker who supports young people with life skills to prepare for moving into private accommodation at the end of their stay. Recalling her enjoyable experience, she said:

"It was nice to have people around you of similar ages. You had your own space so could spend time on your own if you wanted to, or you could all chill together and socialise. In the summer we'd do loads of things together. I enjoyed [my time there]."

A real benefit to Beth during her tenancy was the affordability of the accommodation, when compared with previous living arrangements that saw her lodging with a local family.

She said: "You're able to save whilst you're living there. I was learning to drive, and I passed my test during those two years. So, as well as being able to afford the accommodation, I managed to pay for my lessons and save for a car. After [passing my test] I was saving for a deposit so that I could eventually move on. It was good that it was an affordable price, which allowed me to do that."

Hill House

Hill House in Middleham is a grade two listed property set in the centre of the town. Racing Welfare purchased the property in 2018 in order to develop it to create a multi-purpose offering for the town. The project planned to feature young people's accommodation, a community space, an IT suite, a gym and physio treatment room plus office space for Racing Welfare's staff who are based in the town. During 2021 an opportunity arose to explore the potential for developing a piece of land in the centre of Middleham. The trustees have secured this land with an option to purchase if planning consent can be achieved. This site, if successful, would provide more flexibility in terms of build specification than Hill House and it would allow the charity to consider the environmental impact of the build in a way that is not possible with the development of a listed property. For this reason the development of Hill House is on hold whilst planning permission is applied for on the new site.

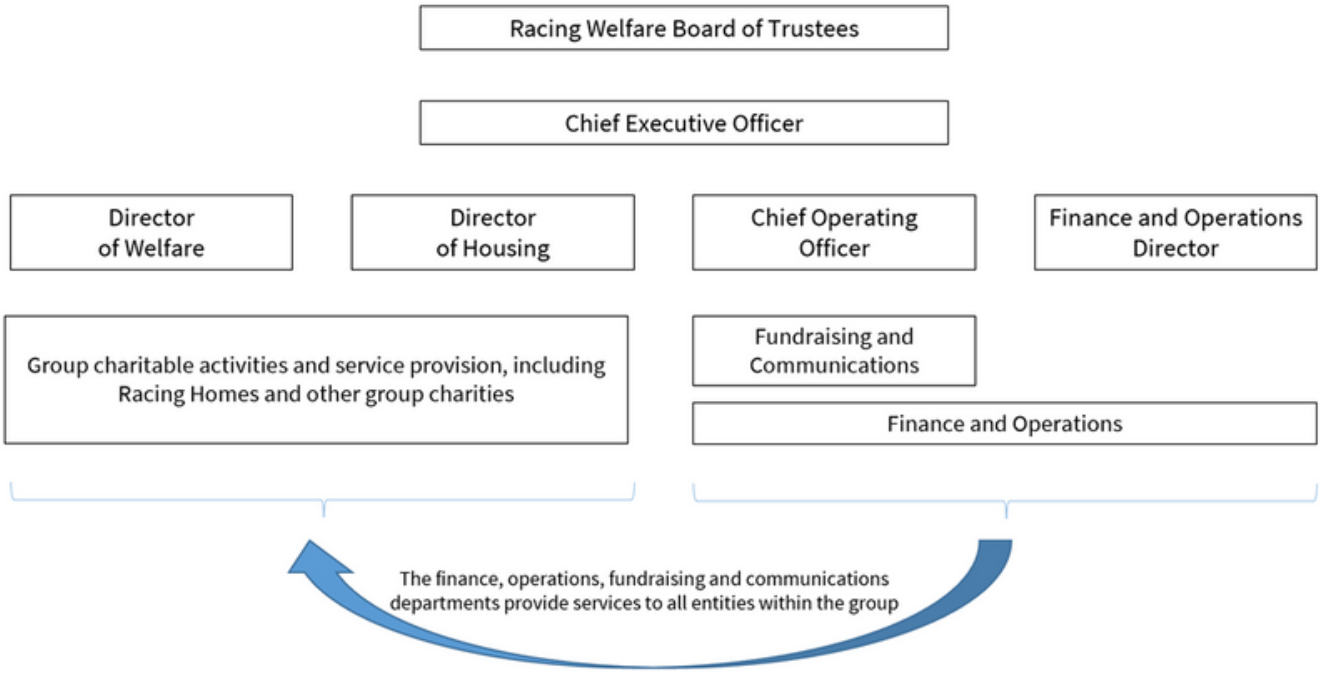
Lambourn

In line with the Growth Strategy produced by Savills in 2020, Racing Homes continue to consider development opportunities in areas with the greatest housing need. Research identified that Lambourn has a significant shortage of racing staff accommodation, and this is a limiting factor for the success of training businesses in the area. Racing Homes acquired an agreement to purchase a property with a parcel of land in the centre of the village, conditional on achieving planning. The planning process has been very challenging and long, the latest issue to be presented was the moratorium on decisions imposed on 42 councils across the country in March of 2022. The new rules imposed in relation to nutrient neutrality meant that Berkshire County Council would spend the next 12 months recruiting an inhouse expert to assess planning applications and the council would inform us that no applications would be processed until later in 2023. These further delays, the significant rise in build costs since we embarked on the project and the associated impact on land prices has seen the Racing Homes trustees make the decision to look at other housing options in the area. As a number of years have passed since we started this journey, the executive will also conduct another housing needs survey in 2023.

HOW WE ACHIEVED IT

We achieved another excellent year for Racing Welfare because of the exceptional team of people employed by the charity. 2021 saw the team expand from 50 to 51, with two maternity covers in place and an additional welfare officer. Loss of project funding saw one role disappear and a temporary vacancy in the welfare team. In addition, the charity benefits from donated services from The Jockey Club group including IT support, HR and payroll services and support for our capital projects from The Jockey Club Group Property team.

The trustees have delegated the day-to-day management of the charity to the Chief Executive Officer who in turn delegates areas of the business to the Senior Leadership Team comprising the Chief Operating Officer, Director of Welfare, the Director of Housing and the Finance & Operations Director. The Operational Management Team is made up of the Head of Fundraising, Head of Communications, Head of Programmes, Head of Housing and Deputy-Director of Welfare.



Details on how the other group charities operate can be seen in their respective financial statements.

WHAT WE PLAN TO DO NEXT

During the year we have started a number of projects which will be finalised or delivered in 2023.

The next service evaluation project will be completed. This will help us to continually improve and develop our services in line with the industry needs.

We will complete our environmental impact work, giving us an accurate measure of our carbon footprint. This will enable us to prioritise areas to improve and develop a commitment that aligns with our charitable objectives and is on a timescale realistic with the charities' operating and financial resource.

We will work with industry leaders to encourage them to develop a funding model for the WWP.

We will improve communications with our beneficiaries via a beneficiary APP which was developed throughout the end of 2022 and beginning of 2023. It will be rolled out throughout 2023 enabling targeted, relevant messaging which aims to ease reliance on social media channels and welfare officer time.

We will deliver a full programme of fundraising events, working to improve our return from each event.

Racing Homes will refine the five-year asset management plan, working with the board to consider each scheme in the portfolio in relation to future environmental impact legislation. The housing team, with the assistance of the Fundraising Team, will develop a fundraising campaign for those capital projects which progress to the next stage of planning.

We will deliver our Community Engagement strategy with a new Head of Community Engagement. The aim of this workstream is to have a more co-ordinated programme of community events which will improve awareness of our services, increase community fundraising, deliver activities aimed at preventing loneliness and isolation as well as manage and build our volunteer network.

OUR FINANCIAL PERFORMANCE

As a result of continuing challenges facing the industry, charitable organisations and wider economy, the Racing Welfare group saw net expenditure before gains and losses of £683k (2021- net income before gains and losses of £251k).

The group's investments saw losses in 2022 – impacted by the Ukraine conflict - with the portfolio reporting losses of £1,599k (2021 – gains of £1,958k) contributing to a net deficit including investment losses of £1,991k (2021 – net surplus including investment gains of £2,209k).

Our Income

The charities raised £3.0m (2021 - £3.5m) from fundraising activity, including income from grants. The majority of the decrease was a result of income from fundraising events where we start to favour a strategy of fewer, higher margin events which we will see the results of in 2023.

Fundraising achieved a return on fundraising of 82% (2021 – 82%).

Investments generated £0.2m (2021 - £0.2m) of income and £0.9m (2021 - £0.9m) was raised from housing rents.

Our Expenditure

Total expenditure increased with £4.2m (2021 - £3.7m) being spent on charitable activities, primarily welfare advice, grants and projects (including the Workforce Wellbeing Programme) £2.5m (2021 - £2.3m) and housing expenditure of £1.2m (2021 - £1m). The cost of fundraising remained steady at £0.7m (2021 – £0.8m).

Balance Sheet

The group saw an increase of debtors, a result of entitlement to grants that are yet to be received. Fair value losses on investments saw investments reduce from £16.5m to £14.9m.

Managing our reserves

Racing Welfare holds liquid reserves for three purposes: to develop a source of revenue to support annual expenditure on (principally) welfare services; to sustain the charity over the longer term and to enable capital expenditure on schemes which meet Racing Welfare's charitable objectives including supporting schemes proposed by other charities which sit under the Racing Welfare umbrella.

Annually, the Trustees will agree:

- The level of income required from the Income Fund to support Racing Welfare's operational activity; and where the actual income received is less than the requirement, the balance can be drawn from the capital held in the Income Fund.
- The level of drawdown required to support capital expenditure on projects and the apportionment of that drawdown between the three investment funds.

Managing our reserves continued

Racing Welfare adopts the Group reserves policy to hold general reserves equivalent to at least six months' forward expenditure, estimated at £1.5m (group: £1.5m). Free reserves of the charity are £12.0m (2021 £13.9m) and of the group are £12.9m (2021: £14.8m) as they include unrestricted investments of £12.6m (group: £13.1m) which is held at this level to provide the required return to fund running costs.

The overall level of liquid unrestricted funds held in the general fund is sufficient to ensure that Racing Welfare and the group can survive any short-term unforeseen fall in income. The total reserves held at 31 December 2022 in the Charity was £16.2m (2021 - £18.5m), of which £2.4m was in restricted funds (2021 - £2.7m). The total reserves held at 31 December 2022 in the Group was £29.8m (2021 - £32.1m), of which £10.5m was in restricted funds and endowment funds (2021 - £11.0m).

Investment powers and policy

The charity's investment policy is directed by the Finance, Investment and Audit (F,I & A) subcommittee of the Board and investments are managed by Troy Asset Management and Majedie Asset Management Limited (Liontrust Investment Partners LLP from 1st April 2022). The majority of investments are held to fund the charities' activities. For the main investment, portfolio objectives require a balance of income and capital growth, with the group adopting a total return policy, and no specific investment restrictions or ethical requirements have been set. We do however require our managers to be signatories to the United Nations Principles for Responsible Investment.

The FI&A Committee use total return % benchmarked against the FTSE All-Share Index as a key performance measure.

Total returns	2022	2021
Trojan Income Fund	(12.3)%	15.8%
Trojan Fund	(3.6)%	12.4%
Liontrust UK Equity Fund	(9.9)%	18.5%
FTSE All-share (benchmark)	(0.3)%	18.3%

Both investment managers have ESG policies in place but the charity does not hold investments in ESG funds. The balance of the charities' cash is held in the main Active Saver accounts. The investment managers are assessed against an industry benchmark and are asked to present to the board in person once a year but provide verbal reports for every F, I & A meeting.

Going concern

The trustees have considered whether there are any material uncertainties about the charity and group's ability to continue as a going concern. At the balance sheet date, the free reserves of the charity are £12.0m with £14.9m in equity investments (including those in restricted funds). The trustees continue to review all risks regularly.

The loss of core funding for the Workforce Wellbeing Programme is a big challenge for the charity. Dividend income is still below pre-pandemic levels, partly the result of adopting a total returns policy across the group's investment portfolio. A full calendar of fundraising events is expected to take place in 2023 along with a new strategy to attract major donors.

We continue to see high demand for financial assistance grants with targeted grants, funded by the John Pearce Foundation and administered by Racing Welfare, being made available to those working in horse racing facing financial hardship. This mitigates the risk of Racing Welfare having increased costs associated with financial assistance grants. The charity continues to reap the rewards of efficiencies made, the effect of new working practices reducing travel and office costs.

The net effect of this is an anticipated deficit for 2023. The Finance, Investment and Audit Committee has indicated its willingness to drawdown against the cumulative gains made since adopting a total returns policy to ensure services are maintained whilst additional funding is sought.

Based on this information the trustees are satisfied that no issues were identified that would give rise to a going concern risk.

Principal risks and uncertainties

Racing Welfare is responsible for ensuring that effective and adequate risk management and internal control systems are in place to manage the major risks to which the charity is exposed. A formal risk management process to assess business risks and implement risk management strategies is in place. This involves identifying the types of risks the charity faces, prioritising them in terms of potential impact and likelihood of occurrence, and identifying means of mitigating the risks. As part of this process the trustees keep under constant review the adequacy of the charity's internal control systems including a proactive 'stress test' prior to each main board meeting. The Finance, Investment & Audit Committee review the risk register annually and the senior management team review the risk register quarterly.

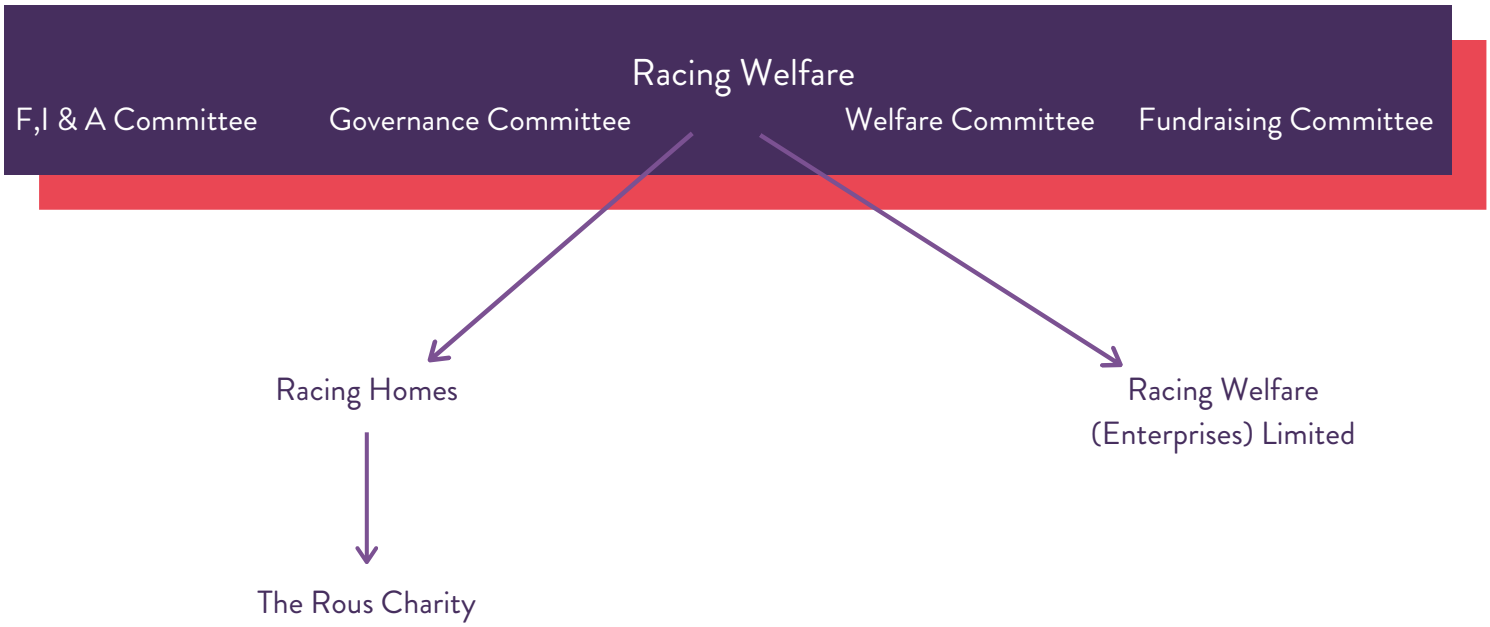
The principal risks are identified as those with the highest likelihood of occurrence together with the highest potential impact. Also included are those risks that score highly and are fundamentally key to what we do and how we operate.

Set out in the table below are the principal risks that are specific to Racing Welfare and actions taken to mitigate the risks. The trustees acknowledge that there are further, more generic risks, which are included on the charity's risk register and may score highly. However, these risks are not listed here due to their generic nature or because they, by nature, are not within our power to control or mitigate e.g. changes in the economy:

Principal Risks and Uncertainties (continued)

Risk Description	Risk Mitigation
Failure to protect vulnerable adults and young people This is included due to the inherent risk associated with dealing with vulnerable adults and young people	All staff are appropriately vetted in accordance with law and current regulations. The charity has a robust safeguarding policy which is regularly reviewed by dedicated safeguarding staff and is the recipient of the SafeCic Safe Award recognising excellence in safeguarding standards. Safeguarding training is undertaken by all staff. DBS checks are carried out on all trustees. All line managers and Jockey Club HR staff that work closely with the Racing Welfare group undergo Safer Recruitment training.
Reliance on a small number of key funders This is included as core funding for key services has recently come to an end	The fundraising committee has prepared a diversification strategy to decrease reliance on particular income streams. Plans are in place to ensure funding for key projects and programmes is sought from a significantly wider pool of donors and funders.
Failure to comply with GDPR This is included as the charity holds a significant amount of very sensitive data. Any breach would result in significant reputational damage	The charity has ensured all policies and procedures are updated regularly. IT security is maintained by The Jockey Club's skilled IT professionals with all sensitive data stored and transmitted securely with firewalls and antivirus software updated regularly. Operations Manager completed DPO training and works closely with the Jockey Club's DPO. All staff undertake comprehensive training on an annual basis with new staff undertaking this as part of their induction. A cyber insurance policy in place.
Loss of key staff This is included due to the unique sets of experience and skills of our key employees, illustrated by the progress the charity has made under their guidance	Sufficient notice periods are in place for key personnel. Remuneration packages are benchmarked and reviewed annually to ensure they remain competitive. The executive team have created a positive culture and workplace with importance placed on maintaining staff wellbeing and work-life balance.
Breach of Health and Safety Regulations This is included due to potentially significant reputational damage and financial losses in the event of injury or death of a tenant, beneficiary, employee or volunteer	The charity sits within the Jockey Club's Health and Safety Management System. The Head of Housing holds H&S qualifications and all staff undertake comprehensive training on an annual basis with new staff undertaking this as part of their induction. Key staff are given responsibility for identifying and reporting H&S issues. Racing Homes Health & Safety compliance is managed by our experienced housing team. Group H&S is overseen by NEBOSH-qualified staff member. CEO and COO are IOSH qualified.
Service provision – customer satisfaction This is included due to the importance of having high quality services that are valued and easily accessible to all beneficiaries	Our services are benchmarked against other providers and we undertake internal and external evaluations. Welfare Officers are provided with a handbook to ensure consistency of service. A complaints procedure is in place and a PR response plan is ready should any adverse publicity arise.

Our Governance, Structure and Management Group Structure



Racing Welfare is constituted as a company limited by guarantee, with governance arrangements set out in a Memorandum and Articles of Association. The Jockey Club is the sole member.
Racing Welfare is the sole shareholder of Racing Welfare (Enterprises) Limited (which is currently dormant)

Racing Welfare is also the sole member of Racing Homes. Racing Homes is the sole trustee of the Rous Charity.

'The Group' is the Racing Welfare group of Companies including Racing Welfare, Racing Homes, The Rous Charity and Racing Welfare (Enterprises) Ltd.

The Board of Trustees administers the charity. The board meets at least three times a year for a full board meeting and sub-committees are used to concentrate on key projects to bring value to the development of the organisation and support the full board. Each body comprises at least three trustees. The committee members have been selected on the basis of their particular interest and skills in the business of the respective committee. Each committee has been assigned specific terms of reference, with decisions on policy and strategy being referred to the main Board of Trustees for approval. During the year we welcomed five new committee members who brought with them a wealth of experience and expertise to complement the existing committee members and trustees.

Finance, Investment & Audit Committee
The committee is responsible for the review of the operational plans and budgets, the setting and monitoring of investment policy, reviewing the effectiveness of internal controls and risk management systems, remuneration, the monitoring and oversight of external auditors and the integrity of the internal financial reporting and the group's consolidated financial statements.

Welfare Committee
The committee is responsible for the review of welfare policy, plans and budgets, the monitoring of welfare trends, the balance of skills and resources needed to implement the plans and policy and for reviewing complex cases.

Fundraising Committee
The committee is responsible for the review of income generation policy, plans and budgets and the oversight of the fundraising and communications programme. In particular, it provides a means of mobilising support for events and establishing effective links with potential donors.

Governance Committee
The committee is responsible for assisting the board of trustees in meeting its responsibilities in relation to the governance of the organisation, compliance with company and charity law and good practice. In particular, the committee is tasked with enacting practical and meaningful adoption of the Charity Governance Code, monitoring changes to the recommendations from the Charity Commission and setting best practice in governance.

Governance
Racing Welfare is constituted as a company limited by guarantee, with governance arrangements set out in a Memorandum and Articles of Association. The Jockey Club is the sole member.

The Trustees have fully adopted the Charity Governance Code. One of the outcomes of the adoption of the code was the creation of the Governance Committee in 2019, and since then numerous improvements have been implemented as a result of the work generated by the new committee. The initial review of the charity's performance against the Charity Governance Code provided a score given for each of the seven principles and identified priorities in relation to improving diversity and inclusion, board effectiveness and improving the way in which we communicate our governance to the public. The impact of the work carried out by the committee and the executive has seen a significant increase in the diversity of thought on the various committees across the group, with five new committee members joining in the year.

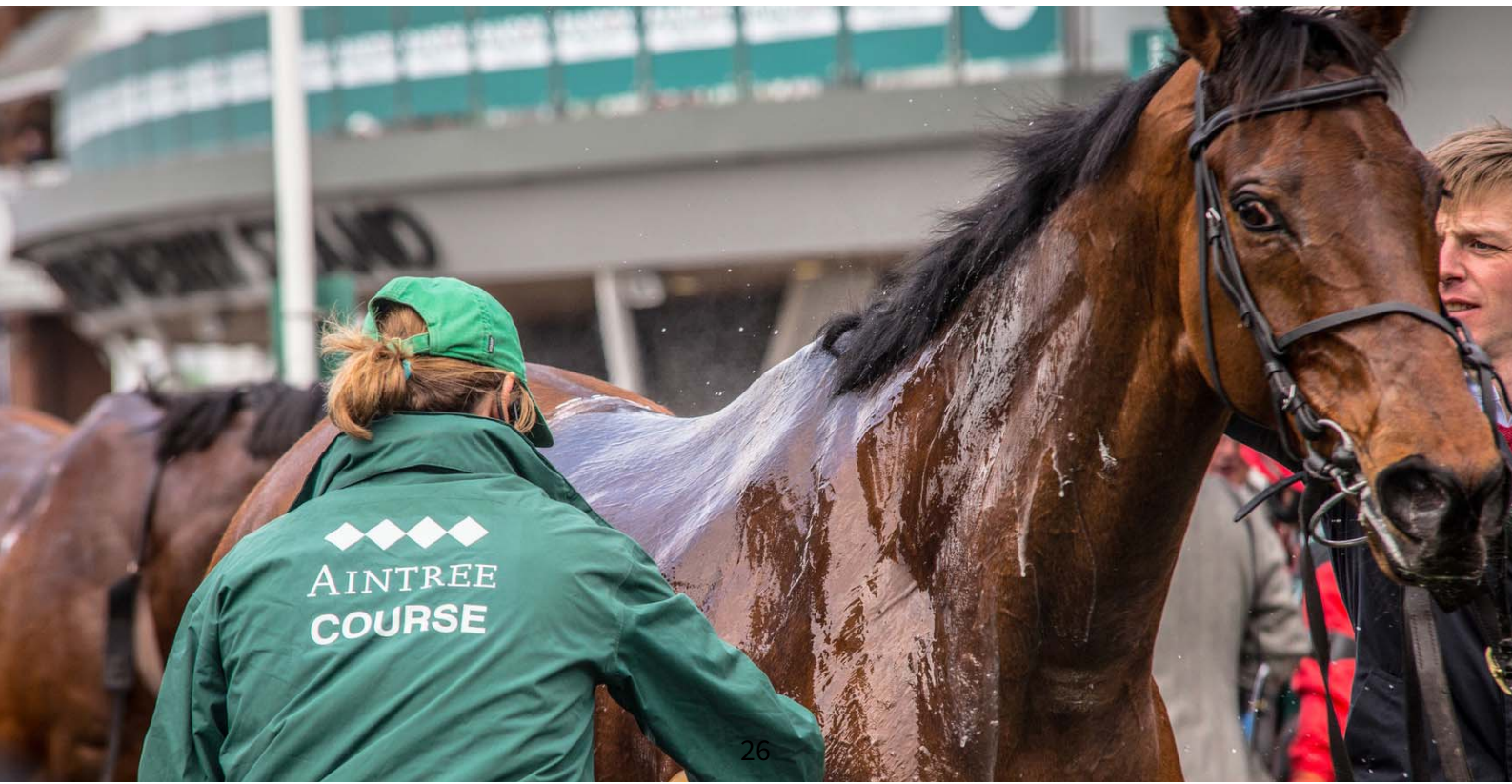
Governance (continued)

Improvements to our board effectiveness have been reviewed via our board member surveys and a trustee performance review process has been introduced.

Our trustee strategy days in 2022 were postponed to early 2023 and focused on the first stages agreeing our environmental commitment, the evaluation of our services and a revisit of our three-year strategy given the significant changes in the economic environment since it was developed.

Trustees

The Articles of Association stipulate that the charity should have between nine and twelve trustees, although this may be otherwise determined by passing an Ordinary Resolution. One-third of the board retires by rotation each year. The Member appoints trustees solely on the recommendation of the board. All members of the board have given their time voluntarily and receive no benefits from the charity. The board is charged to use its best endeavours to ensure the composition of the board at any time represents an appropriate balance of skills, including knowledge and experience of housing matters as well as activities within the horseracing industry. The newly implemented trustee recruitment process requires any trustee to join firstly as a committee member and serve at least 12 months prior to being considered by the board for trusteeship. New committee members are recruited according to any gaps identified by the trustee skills audit and a recruitment process is followed involving extensive advertising via internal and external channels. Each position's recruitment strategy is developed according to the specialism required and is signed off by the Chief Operating Officer who sits on the Governance Committee. The process has been designed to improve diversity on the board. All new committee members and trustees are provided with an induction programme so that they can fulfil their role on the Board. Trustees are DBS checked and encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.



Related parties and co-operation with other organisations

No trustees receive remuneration or other benefits from their work with the charity. Relationships between the charity and related parties, including its subsidiary undertakings, and with any other charities and organisations with which it cooperates in the pursuit of its charitable objectives, must be disclosed. In the current year the charity co-operated with the following organisations in the pursuit of its charitable objectives:

- The Racing Centre – this charity provides leisure facilities for the horseracing community and as such Racing Welfare provides a grant in support of this work. The Newmarket-based welfare officers occupy offices within their building to provide ease of access for beneficiaries and to improve promotion of our services.
- Epsom Racing Staff Welfare – this charity provides housing for working staff in the racing centre of Epsom. Racing Welfare provides fundraising services, property management services and finance and administration services free of charge due to the aligned objectives of the charity with both Racing Homes and Racing Welfare.
- NTFCT Charitable Trust – this charity provides grants to individuals from the horse racing industry for career development. Racing Welfare provides the financial management of this charity at a small fee and administers the grants via our welfare team free of charge due to the aligned objectives with Racing Welfare.

Grant Making

Racing Welfare is a grant-making charity and awards grants to both beneficiaries and in some circumstances other organisations, in pursuit of delivering its objectives. The charity has a rigorous grant-making policy which is updated regularly and covers priorities and purpose of grants, principles in determining grant decisions, grant application process, due diligence, administration and decision making. Strong internal controls around grant giving are in place and sufficient segregation of duties, coupled with specially designed processes, limit the opportunity for fraud.

Volunteers
The charity has a team of volunteers who are tasked with assisting the fundraising team at events. The number of active volunteers by the end of 2022 was 140 (2021 – 135). In 2022 these volunteers were involved in 7 different events (2021 – 8) and 20 volunteers were actively involved in the continued success of our telephone befriending service (2021 – 28).

Fundraising
The fundraising strategy of the charity is to develop each individual channel of income whether it be from individual giving, corporate fundraising, trusts and foundations, events or community fundraising. The Fundraising Team manages and delivers this strategy on a day to day basis, under the guidance of the Head of Fundraising who in turn reports to the COO and the Fundraising and Communications Committee.

- The individual giving channel seeks to secure one-off and regular gifts as well as legacies.
- The charity has established working relationships with a number of corporate supporters to deliver income from different companies and their customers. These include racecourses, studs and auction houses as well as bookmakers and retailers.
- Trusts and foundations provide the charity with a major source of income.
- The charity runs its own diverse calendar of events around the country which includes race days, open days, boxing and golf events and awards dinners.
- Community fundraising brings together the charity's supporters and volunteers across the country. This is through activities like challenge events, including the London Marathon, bucket collections and third-party events run by individuals or groups looking to support the charity.

The charity prides itself on its high standard of stewardship of its supporters. We have adopted an opt-in policy, with regard to communications, to comply with current regulations and are a member of the Institute of Fundraising. There have been no complaints received in the year.

The charity communicates with its supporters via e-mail as far as possible. It has not undertaken any direct mail campaigns to protect vulnerable people and ensure no one feels under any pressure to give money. Corporate agreements are entered into where required to provide clarity and enable progress and outcomes to be monitored.

The charity's fundraising performance is monitored by its trustees through quarterly management accounts which include a return on investment calculation to show the overall effectiveness of the fundraising team.

Employment Practices and Pay
Racing Welfare is developing its Diversity, Inclusion and Equality agenda. Our Diversity and Inclusion (D&I) champion is actively working with senior management team to help ensure that nurturing a diverse and inclusive working environment, where we attract the full range of talent and everyone can be themselves, is embedded within all processes and policies within the charities. The D & I Champion is also a member of the Jockey Club's Equality, Diversity and Inclusion Group.

The charity has adopted a salary review process, salary structure and remuneration packages which are internally consistent, comparable with other charities in the sector and which recognise performance.

The Finance, Investment and Audit Committee is responsible for the remuneration terms and conditions of the Chief Executive and general pay and remuneration terms of all employees, including the senior management team. When setting pay and annual pay awards, reference is made to salary surveys and industry benchmarks. Subject to affordability, the charity's policy has been to award an annual pay rise consistent with increases in cost of living indices and having regard to the level of pay award agreed by the Jockey Club. Day to day recruitment and pay for staff is delegated to the Chief Executive.

The Racing Welfare group is passionate about promoting positive mental health and wellbeing across the racing industry but also within its own walls. The group provides flexible working options to help promote a good work/life balance and to support those with families and caring responsibilities. The senior management has an ongoing agenda of reviewing the wellbeing of the workforce, introducing new initiatives, consulting with employees and undertaking specific training to improve leadership. This is all with the aim of maximising employee potential and satisfaction. In 2022 the organisation repeated a staff satisfaction survey first undertaken in 2020. The results reported that: 92% of staff felt the work they were doing was worthwhile; 70% believed that Racing Welfare promotes and supports and positive wellbeing culture; 68% felt able to switch off from work and take time for rest and 79% felt encouraged, supported to learn, and developed to be able to do my best work. A further survey will be undertaken in 2023.

An extensive learning and training programme is afforded to every employee with a mixture of online learning opportunities as well as traditional courses and qualifications. Each year the Racing Welfare group hosts two staff forums for a programme of training and strategy setting. Employee Health and Safety is maintained via use of the Jockey Club's Health and Safety online training programme, iHasco. This provides high quality training and efficient monitoring and relevant modules are mandatory for all staff.

Environmental

The Racing Welfare group is committed to improving its impact on the environment and is part way through developing a strategy and a commitment. Between 2021 and 2022 the focus was on delivering quick wins. We have a green champion that sits on the Jockey Club's Green Champion Board and the charities have made improvements in energy usage, waste disposal, travel-green initiatives to staff meetings, hybrid or electric company cars, paperless office, 95% of meetings held online and constant collation of energy data. In the last quarter of 2022, the group engaged with an external consultant to measure the group's carbon footprint and to give the board the information it needs to develop an appropriate commitment and subsequent strategy. Racing Homes has legislative demands, in particular around EPC ratings, that will affect the commitment it makes. It will also require significant investment in our properties. This has been a significant part of the large programme of works that has been developed by the housing team and will see Racing Homes invest over £1.5m in its existing portfolio over the next three years

The trustees will undertake a number of strategy days in 2023 with our external consultant, the outcome of which will be an announcement of our commitment and an outline strategy by the end of 2023.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of Racing Welfare for the purposes of company law) are responsible for preparing the annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently; Observe the methods and principles in the Charities SORP 2019 (FRS 102); Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group and Charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy the financial position of the Group and Charity and enable it to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Group and Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Racing Welfare website.

Statement as disclosure to our auditors

In accordance with company law, the trustees, as the company's directors, certify that

- So far as each person who was a director at the date of approving this report is aware, there is no relevant audit information of which the company's auditor is unaware.
- Each director has taken all the necessary steps that they ought to have taken as a director in order to make themselves aware of all relevant audit information and to establish that the company's auditor is aware of that information.

Auditors

Price Bailey were appointed as auditors during the year and have expressed their willingness to continue in office. A resolution to reappoint them will be proposed at the forthcoming Annual General Meeting.

The trustees' report was approved on 15 September 2023 and signed on its behalf:

William Barlow, Chairman

INDEPENDENT AUDITOR'S REPORT

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RACING WELFARE FOR THE YEAR ENDED 31 DECEMBER 2022

Opinion

We have audited the financial statements of Racing Welfare (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2022 which comprise of the Group Statement of Financial Activities, the Consolidated and Parent Charitable Company Statement of Financial Position, the Statement of Financial Cashflows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- Give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 December 2022, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the group financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the group financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 30, the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the Charitable Group and the sector in which it operates and considered the risk of the Charitable Group not complying with the applicable laws and regulations including fraud in particular those that could have a material impact on the financial statements.This included those regulations directly related to the financial statements, including financial reporting, and tax legislation. In relation to the operations of the Charitable Group this included data protection, employment law and financial reporting.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified. These included the following:

- Management override: We reviewed systems and procedures to identify potential areas of management override risk. In particular, we carried out testing of journal entries and other adjustments for appropriateness.
- Reviewing minutes of Trustee Board meetings, minutes of Finance, Investment & Audit Committee meetings and correspondence with the Charity Commission, agreeing the financial statement disclosures to underlying supporting documentation, enquiries of management including those responsible for the key regulations and a review of the risk management processes and procedures in place.We have also reviewed the procedures in place for the reporting of any incidents to the Trustee Board including serious incident reporting of these matters as necessary with the Charity Commission.
- Assessing management bias in relation to the accounting policies adopted and in determining significant accounting estimates, including treatment of legacies and grant income, and the valuation of investments.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the parent charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the parent charitable company's trustees, as a body, in accordance with the act. Our audit work has been undertaken so that we might state to the parent charitable company's members and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the parent charitable company and the parent charitable company's members as a body and the parent charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

HWilkinson

Helena Wilkinson BSc FCA DChA (Senior Statutory Auditor)
For and on behalf of Price Bailey LLP
Chartered Accountants
Statutory Auditors
Tennyson House
Cambridge
CB4 0WZ

Date: 19 September 2023

RACING WELFARE
(A company limited by guarantee)
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income & expenditure account)
YEAR ENDED 31 DECEMBER 2022

	Note	Unrestricted funds 2022 £'000	Restricted funds 2022 £'000	Endowment funds 2022 £'000	Total funds 2022 £'000	Total funds 2021 £'000 (Note 24)
INCOME FROM:						
Donations and legacies	2	849	1,425		2,274	2,574
Charitable activities		960	-	-	960	905
Other trading activities:						
Fundraising events		732	40	-	772	960
Investments	3	259	-	-	259	226
Other income		4	-	-	4	4
TOTAL INCOME		2,804	1,465	-	4,269	4,669
EXPENDITURE ON:						
Raising funds		735	-	-	735	762
Charitable activities		2,459	1,739	19	4,217	3,656
TOTAL EXPENDITURE	4	3,194	1,739	19	4,952	4,418
NET (EXPENDITURE)/INCOME BEFORE GAINS AND LOSSES ON INVESTMENTS		(390)	(274)	(19)	(683)	251
Net (losses)/gains on investments	10	(1,386)	(213)	-	(1,599)	1,958
NET (EXPENDITURE)/INCOME FOR THE YEAR		(1,776)	(487)	(19)	(2,282)	2,209
Transfers between funds		(34)	34	-	-	-
NET MOVEMENTS IN FUNDS		(1,810)	(453)	(19)	(2,282)	2,209
Reconciliation of funds:						
Balances brought forward		21,062	10,146	849	32,057	29,848
Balances carried forward		19,252	9,693	830	29,775	32,057

RACING WELFARE
(A company limited by guarantee)
CONSOLIDATED AND CHARITY STATEMENT OF FINANCIAL POSITION
YEAR ENDED 31 DECEMBER 2022

Company Number: 04116279

	Note	2022 Group £'000	2022 Charity £'000	2021 Group £'000	2021 Charity £'000
FIXED ASSETS					
Intangible fixed assets	8	159	-	160	-
Tangible fixed assets	9	15,343	1,772	15,522	1,720
Investments:					
Investments	10	14,932	14,545	16,531	16,100
Programme related investments	11	60	60	59	59
		30,494	16,377	32,272	17,879
CURRENT ASSETS					
Debtors	12	964	739	961	915
Cash at bank and in hand		974	203	1,162	222
		1,938	942	2,123	1,137
LIABILITIES					
CREDITORS: amounts falling due within one year	13	(1,005)	(1,091)	(645)	(550)
NET CURRENT ASSETS		933	(149)	1,478	587
TOTAL ASSETS LESS CURRENT LIABILITIES		31,427	16,228	33,750	18,466
CREDITORS: amounts falling due after more than one year	14	(1,652)	-	(1,693)	-
NET ASSETS		29,775	16,228	32,057	18,466
THE FUNDS OF THE CHARITY:					
Unrestricted funds:					
General fund		1,538	882	2,112	1,329
Designated funds:					
Other designated funds		17,714	12,951	18,950	14,413
Total unrestricted funds		19,252	13,833	21,062	15,742
Restricted funds:					
Other restricted funds		9,693	2,395	10,146	2,724
Total restricted funds		9,693	2,395	10,146	2,724
Endowment funds		830	-	849	-
TOTAL FUNDS	15/16	29,775	16,228	32,057	18,466

A separate SOFA has not been presented for the Charity as permitted by section 408 of the Companies Act 2006 and paragraph 397 of the SORP. The charity reported net expenditure before investment gains and losses of £682k (2021: net income of £2,105k), with investment losses of £1,554k (2021: gains of £1,695k). This includes gains of £nil (2021: £2,071) on the transfer of investments from a group charity.

The financial statements on pages 35 to 62 of Racing Welfare, were approved by the Board of Trustees and authorised for issue on 15 September 2023 and signed on its behalf by

J W M Barlow (Chairman)

	Note	2022 £'000	2021 £'000
Cash (used)/provided by operating activities	18	(45)	204
Cash flows from investing activities:			
Purchase of tangible fixed assets		(102)	(188)
Net cash used in investing activities		(102)	(188)
Cash flows from financing activities			
Repayment of loans		(41)	(40)
Net (decrease) / increase in cash and cash equivalents		(188)	(24)
Cash and cash equivalents at 1 January	18	1,162	1,186
Cash and cash equivalents at 31 December	18	974	1,162

1. ACCOUNTING POLICIES

Racing Welfare is a charitable company, limited by guarantee, registered in England and Wales. The company's registered number and registered address can be found on the Company Information page.

Basis of preparation

The financial statements have been prepared under the historical cost convention, with the exception of certain fixed assets and investments which are included at market value or deemed cost. The financial statements have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland- (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Racing Welfare meets the definition of a public benefit entity under FRS 102. The financial statements are presented in sterling, which is the functional currency of the charity and rounded to the nearest £1,000.

Going Concern

The Trustees have identified no material uncertainties and have a reasonable expectation that the charitable company and the group have adequate resources to continue in operational existence for the foreseeable future and the company is well placed to manage its business risks successfully despite the current uncertain economic outlook. Accordingly, they continue to adopt the going concern basis in preparing the annual report and accounts.

Consolidated Accounts

The statement of financial activities (SOFA) and statement of financial position consolidate the financial statements of the Charity, its subsidiary undertaking and entities of which it has control. The results of the subsidiaries are consolidated on a line by line basis.

A separate SOFA has not been presented for the Charity as permitted by section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

The Charity has taken advantage of the exemption from disclosing the following information, as permitted by the reduced disclosure regime within FRS 102:

' - • Section 7 'Statement of Cash Flows' – Presentation of a Statement of Cash Flow and related notes and disclosures

1. ACCOUNTING POLICIES (continued)

Income
All income is included in the SOFA when the Charity is legally entitled to the income, it is probable that it will be received and the amount can be quantified with reasonable accuracy. Legacies are recognised, following the granting of probate, at the earlier of actual receipt or on receipt of notification which confirm the charity's entitlement to receive the gifts, the probability of receipt and provide an accurate measure of the legacy. If the legacy is in the form of an asset other than cash or an asset listed on a recognised stock exchange, recognition is subject to the value of the asset being able to be reliably measured and title to the asset has passed to the charity.

Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income from fundraising events is recognised when the charity is legally entitled to the income. Entitlement is the earlier of the date of the event or the date on which a non-refundable booking is made.

Expenditure
All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Expenditure on charitable activities includes costs directly incurred in undertaking these activities. Where costs cannot be directly attributed to a particular category they have been allocated to activities on a basis consistent with use of the resources.

Grants payable are payments made to third parties in the furtherance of the charitable objectives of the Charity. Single or multi year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the Trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and any condition attaching to the grant is outside of the control of the Charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Support costs are those functions that assist the work of the Charity but do not directly constitute charitable activities. Support costs include office costs, finance, personnel, payroll, and governance costs which support the charity's activities. These costs have been allocated between costs of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in the notes.

Fund Accounting
General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the note 15 to the financial statements.

1.ACCOUNTING POLICIES (continued)

Fund Accounting (continued)
Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund.

Endowment funds held in The Rous Charity represent funds received in the past where the donors have stipulated that the income may be used for general purposes, but the capital must be retained.

Irrecoverable VAT
All expenditure is classified under activity headings that aggregate all costs related to the category. Irrecoverable VAT is charged against the category of expense for which it was incurred.

Intangible Fixed Assets
Nomination rights cover the right to nominate 6 residents to Childwick House, Newmarket. They are depreciated in equal amounts over a period of 125 years.

Tangible Fixed Assets and Depreciation
Freehold and leasehold land and buildings are stated at cost and deemed cost, the company having taken advantage of the exemption in Paragraph 35.10(d) of FRS 102 to use the valuation at the date of transition as deemed cost.

Tangible fixed assets costing more than £1,000 are capitalised and included at cost including any incidental expenses of acquisition.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost on a straight line basis over their expected useful economic lives as follows:

Freehold land	nil
Freehold and long leasehold buildings	over 50 years/life of the lease
Equipment and motor vehicles	over 3 to 4 years

No depreciation is charged on assets in the course of construction.

Investments
Investments in subsidiaries and Trophies are stated at cost less provision for any impairment. Investments listed at the stock exchange are stated at market value at the balance sheet date. The SOFA includes the net gains and losses arising on revaluations and disposals throughout the year.

1.ACCOUNTING POLICIES (continued)

Programme related investments and concessionary loans
In accordance with 21.26 of the Charities SORP (FRS 102) the Charity has opted to recognise and measure the loans at the amount paid, with the carrying amount adjusted in subsequent years to reflect repayments and any accrued interest and adjusted if necessary for any impairment.

Leases
Operating lease rentals are charged to expenditure in equal annual amounts over the lease term.

Pensions
Pension costs disclosed in the accounts relate to employer contributions towards employees' stakeholder and personal pension schemes. The Charity does not operate its own pension scheme.

Judgements and estimates
The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities at the balance sheet date and the amounts reported for income and expenditure during the period. However, the nature of the estimation means that actual outcomes could differ from those estimates. The following judgements have had the most significant effect on the amounts recognised in the financial statements:

Tangible fixed assets:
Tangible fixed assets are depreciated over their useful lives, taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. Residual value assessments consider issues such as the remaining life of the asset and projected disposal value.

2. DONATIONS, LEGACIES AND GRANTS

	2022 £'000	2021 £'000
Donations	440	377
Legacies	39	330
Grants	1,795	1,867
	2,274	2,574

Restricted donations amounted to £80k (2021: £86k). Restricted grants amount to £1,345k (2021: £1,558k). All legacy income was unrestricted in both 2022 and 2021.

3. INVESTMENT INCOME

	2022 £'000	2021 £'000
Interest receivable	2	1
Dividends received from investment and unit trusts	257	225
	259	226

4. TOTAL EXPENDITURE

	Activities undertaken directly 2022 £'000	Grant funding of activities 2022 £'000	Support costs 2022 £'000	Total 2022 £'000
Cost of raising funds				
Fundraising	124	-	80	204
Fundraising events:	452	-	80	532
	576	-	159	735
Charitable activities				
Advice and Guidance	513	70	257	840
Financial assistance	13	245	-	258
Welfare Projects	1,183	-	254	1,437
Healthy living & well-being	98	81	-	179
Community	46	-	-	46
Housing	1,126	-	130	1,256
Communications and Advocacy	140	-	61	201
	3,119	396	702	4,217
TOTAL EXPENDITURE	3,695	396	861	4,952

	Activities undertaken directly 2021 £'000	Grant funding of activities 2021 £'000	Support costs 2021 £'000	Total 2021 £'000
Cost of raising funds				
Fundraising	111	-	64	175
Fundraising events:	523	-	64	587
	634	-	128	762
Investment management costs	-	-	-	-
Charitable activities				
Advice and Guidance	481	69	237	787
Financial assistance	3	227	-	230
Welfare Projects	1,064	-	261	1,325
Healthy living & well-being	69	81	-	150
Community	1	-	-	1
Housing	889	-	112	1,001
Communications and advocacy	126	-	36	162
	2,633	377	646	3,656
TOTAL EXPENDITURE	3,267	377	774	4,418

Included within support costs are audit fees of £16,650, of which £9,900 relate to the charity (2021: £16,150; £9,650 relate to the charity).

4. TOTAL EXPENDITURE CONTINUED

Grant funding of activities is analysed as follows:

	Grants to individuals 2022 £'000	Grants to institutions 2022 £'000	Total 2022 £'000
Advice & guidance	-	70	70
Financial assistance	245	-	245
Healthy living and well-being	-	81	81
	245	151	396

	Grants to individuals 2021 £'000	Grants to institutions 2021 £'000	Total 2021 £'000
Advice & guidance	-	69	69
Financial assistance	227	-	227
Healthy living and well-being	-	81	81
	227	150	377

	2022 £'000	2021 £'000
Payments to individuals	245	227
Racing Centre	44	44
Life Skills	37	37
Sports Chaplaincy UK	70	69
	396	377

Grants were awarded to 425 individuals in 2022 (2021: 399).

Support costs allocation

	Human Resources 2022 £'000	Admin Costs 2022 £'000	Premises Costs 2022 £'000	IT Costs 2022 £'000	Governance Costs 2022 £'000	Total 2022 £'000
Cost of raising funds						
Cost of fundraising, fundraising events and trading	96	29	13	3	18	159
Charitable activities						
Advice & guidance	159	46	20	4	28	257
Welfare Projects	175	52	22	5	-	254
Housing	73	21	9	2	25	130
Communications and advocacy	37	11	5	1	7	61
TOTAL SUPPORT COSTS	540	159	69	15	78	861

Support costs allocation	Human Resources 2021 £'000	Admin Costs 2021 £'000	Premises Costs 2021 £'000	IT Costs 2021 £'000	Governance Costs 2021 £'000	Total 2021 £'000
Cost of raising funds						
Cost of fundraising, fundraising events and trading	75	23	8	2	20	128
Charitable activities						
Advice & guidance	140	42	15	4	36	237
Welfare Projects	181	54	20	6	-	261
Housing	54	16	6	2	34	112
Communications and advocacy	21	6	2	1	6	36
TOTAL SUPPORT COSTS	471	141	51	15	96	774

Support costs are allocated on the basis of the number of staff working directly on charitable activities and cost of raising funds.

5. TRUSTEES' REMUNERATION

No remuneration was paid to trustees during the year or the preceeding year. During the year, travel expenses totalling £nil were claimed (2021: £nil) and £500 (2021: £nil) of donations were received from trustees.

6. STAFF COSTS

	2022 £'000	2021 £'000
Wages and salaries	1,753	1,561
Social security costs	181	153
Pension costs	173	147
	2,107	1,861

The number of employees who received total employee benefits (excluding pension contributions) of more than £60,000 was as follows:

	2022	2021
£60,000 - £70,000	1	1
£100,000 - £110,000	1	1
£110,000 - £120,000	1	-
£120,000 - £130,000	-	1

The average number of employees, analysed by function, was:

	2022 No	2021 No
Charitable activities	42	37
Fundraising	7	7
Management and administration of the Charity	8	8
	57	52

During the year remuneration received by key management personnel totalled £369k (2021: £317k).
Key management personnel are the Chief Executive, Chief Operating Officer, Director of Welfare, Director of Housing and Finance and Operations Director.

7. PENSION COSTS

The Charity contributes to various money purchase pension schemes, including a stakeholder pension scheme operated by an independent organisation. The cost for the year was £173k (2021 - £146k). At the year end the amount due in creditors in respect of pension contributions was £22k (2021 - £13k).

8. INTANGIBLE FIXED ASSETS

Group	Nomination Rights £'000
Cost	
At 1 January 2022 and at 31 December 2022	198
Amortisation	
At 1 January 2022	38
Charge for the year	1
At 31 December 2022	39
Net book value	
At 31 December 2022	159
At 31 December 2021	160

9. TANGIBLE FIXED ASSETS

Group	Assets under development	Freehold land and buildings £'000	Leasehold buildings £'000	Equipment and motor vehicles £'000	Total £'000
Cost or deemed cost					
At 1 January 2022	19	15,697	341	1,411	17,468
Additions	16	65	-	92	173
Transfers	-	(7)	-	7	-
Disposals	-	-	-	-	-
At 31 December 2022	35	15,755	341	1,510	17,641
Depreciation					
At 1 January 2022	-	1,407	62	477	1,946
Charge for the year	-	228	8	116	352
Disposals		-	-	-	-
At 31 December 2022	-	1,635	70	593	2,298
Net book value					
At 31 December 2022	35	14,120	271	917	15,343
At 31 December 2021	19	14,290	279	934	15,522

9. TANGIBLE FIXED ASSETS (CONTINUED)

Freehold land and buildings includes freehold land of £3,837k (2021: £3,837k) that is not depreciated.

Freehold land and buildings are included at deemed cost, the group having taken advantage of the exemption in Paragraph 35.10(d) of FRS 102 to use the valuation at the date of transition as deemed cost.

The net book value of long leasehold land and buildings at the balance sheet date was £271k (2021: £279k).

Charity	Freehold land and buildings £'000	Equipment and motor vehicles £'000	Total £'000
Cost or deemed cost			
At 1 January 2022	1,719	314	2,033
Additions	65	35	100
Disposals	-	-	-
At 31 December 2022	1,784	349	2,133
Depreciation			
At 1 January 2022	77	236	313
Charge for the year	13	35	48
Disposals	-	-	-
At 31 December 2022	90	271	361
Net book value			
At 31 December 2022	1,694	78	1,772
At 31 December 2021	1,642	78	1,720

Freehold land and buildings are included at deemed cost, the company having taken advantage of the exemption in Paragraph 35.10(d) of FRS 102 to use the valuation at the date of transition as deemed cost.

Freehold land and buildings includes freehold land of £483k (2021: £433k) that is not depreciated.

Historic cost	2022 £'000	2021 £'000
Group		
Gross cost	14,756	14,620
Accumulated depreciation on historic cost	(3,056)	(2,828)
	11,700	11,792
Charity		
Gross cost	1,784	1,719
Accumulated depreciation on historic cost	(90)	(77)
	1,694	1,642

10. INVESTMENTS HELD AS FIXED ASSETS

	Group 2022 £'000	Charity 2022 £'000	Group 2021 £'000	Charity 2021 £'000
Listed securities:				
Market value at 1 January	16,516	16,086	14,558	12,320
Transfer from BBR Charity	-	-	-	2,071
Net investment (losses)/gains	(1,599)	(1,555)	1,958	1,695
Market value at 31 December	14,917	14,531	16,516	16,086
Historic cost at 31 December	12,772	10,917	12,772	10,917
Listed investments are represented by:				
Trojan Income Fund (S Income)	5,280	5,061	7,436	5,924
Trojan Fund (S Income)	6,252	6,084	5,789	6,323
Liontrust UK Equity Fund X Income Shares	3,385	3,385	3,291	3,838
	14,917	14,530	16,516	16,085
Trophies	15	15	15	15
	14,932	14,545	16,531	16,100

Investments in subsidiaries:

The company holds all the share capital of the following company:

- Racing Welfare (Enterprises) Limited (company number 02948569)

The company is registered in England and Wales, has a co-terminus year end and is dormant.

Racing Homes (a charitable company limited by guarantee) and The Rous Charity (a registered charity) are subsidiaries of Racing Welfare

11. PROGRAMME RELATED INVESTMENTS

	Group 2022 £'000	Charity 2022 £'000	Group 2021 £'000	Charity 2021 £'000
At 1 January 2022	59	59	57	57
Interest charged	1	1	1	1
At 31 December 2022	60	60	59	59

The programme related investments are loans made to Epsom Racing Staff Welfare (formerly Epsom Training and Development Fund) to facilitate the provision of affordable housing to racing staff in Epsom. The first loan was made in 2006 with a loan term of 25 years and interest is accruing at the Bank of England base rate plus 0.1%. A second loan was made in 2009 with a loan term of 25 years and interest accruing at the Bank of England base rate plus 0.1% and subject to a minimum rate of 2.5%. Repayment of these loans was frozen during the year pending further consideration of the relationship with the charity, Epsom Racing Staff Welfare.

12. DEBTORS: Due within one year

	Group 2022 £'000	Charity 2022 £'000	Group 2021 £'000	Charity 2021 £'000
Trade debtors	78	54	101	74
Sundry debtors	22	-	12	1
Due from group charities	-	1	-	-
Due from connected charities	55	55	55	55
Prepayments and accrued income	787	607	771	763
	942	717	939	893
Sundry debtors due after more than one year	22	22	22	22
	964	739	961	915

Sundry debtors due after more than one year consist of secured loans of £22k (2021: £22k). These loans, made for charitable purposes, are secured by legal charges over property.

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Trade creditors	432	263	234	176
Taxation and social security costs	60	51	55	53
Sundry creditors	52	51	13	11
Accruals and deferred income	406	265	289	97
Pension contributions	15	13	14	13
Due to group charities	-	448	-	200
Mortgages for housing due within 1 year	40	-	40	-
	1,005	1,091	645	550

14. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

Mortgage on Jack Jarvis Close	92	-	93	-
Loan on Summerhill House	1,560	-	1,600	-
	1,652	-	1,693	-
Analysis of mortgage repayable by instalments:				
In less than one year	40		40	
Between one and two years	41	-	41	-
Between two and five years	124	-	122	-
After five years	1,487	-	1,530	-
	1,692	-	1,733	-

14. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR CONTINUED

The mortgage on Jack Jarvis Close is secured on those properties, bears interest at 15% per annum and is repayable over a period of 60 years from 1980.

A new loan was taken out in 2018, secured against Summerhill House, Howard de Walden Way, Newmarket. The loan bears interest of 3.55% and is repayable over a period of 10 years from 2018 at £40k p.a with a break clause after 5 years. The balance will be paid on the maturity date.

15.STATEMENT OF FUNDS

GROUP	At 1 January 2022 £'000	Income £'000	Expenditure £'000	Gains / (losses) £'000	Transfers £'000	At 31 December 2022 £'000
General reserve	2,112	2,804	(2,908)	(44)	(426)	1,538
Designated funds:						
Income fund	12,634	-	-	(1,342)	-	11,292
Fixed asset fund	4,069	-	(229)	-	263	4,103
Fixed asset revaluation reserve	2,161	-	(28)	-	-	2,133
Repairs and maintenance fund	46	-	(29)	-	129	146
Extraordinary repairs fund	40	-	-	-	-	40
Total unrestricted funds	21,062	2,804	(3,194)	(1,386)	(34)	19,252
Restricted funds						
Mental Health & Addiction support	2	258	(260)	-	-	-
Chaplaincy	-	10	(10)	-	-	-
Racing Support Line	7	229	(236)	-	-	-
Middleham	850	-	-	-	-	850
CATS	35	215	(245)	-	-	5
Beneficiaries holiday fund	50	50	(50)	-	-	50
YP Housing in Newmarket	77	-	(8)	-	-	69
IMO Tim Jones MHFA	7	2	(7)	-	-	2
Occupational Health Wellbeing Programme Management	58	390	(448)	-	-	-
Epsom Racing Staff Welfare	-	47	(47)	-	-	-
Life Skills for the Young	32	40	(40)	-	-	32
Mental Health Industry Lead	-	34	(34)	-	-	-
JPF targeted grants	-	6	(6)	-	-	-
Christmas Events	-	134	(134)	-	-	-
Welfare Support Officer Newmarket	12	-	(12)	-	-	-
Malton Office	-	27	(27)	-	-	-
Rank Foundation	-	1	(1)	-	-	-
Beneficiaries in Berkshire	-	20	(20)	-	-	-
Eldery in Yorkshire	2	-	(2)	-	-	-
BBR assets fund	2	2	(4)	-	-	-
Housing for racing people	2,089	-	-	(213)	-	1,876
HfRP Revaluation Reserve	6,540	-	(148)	-	37	6,429
	383	-	-	-	(3)	380
Total restricted fund	10,146	1,465	(1,739)	(213)	34	9,693
Endowment Funds						
Housing for racing people	849	-	(19)	-	-	830
	849	-	(19)	-	-	830
Total funds	32,057	4,269	(4,952)	(1,599)	-	29,775

15.STATEMENT OF FUNDS: CONTINUED

GROUP	At 1 January 2021 £'000	Income £'000	Expenditure £'000	Investment gains / losses £'000	Transfers £'000	At 31 December 2021 £'000
General reserve	1,737	2,946	(2,382)	48	(237)	2,112
Designated funds:						
Income fund	10,958	-	-	1,676	-	12,634
Fixed asset fund	3,800	-	(218)	-	487	4,069
Fixed asset revaluation reserve	2,189	-	(28)	-	-	2,161
Housing development fund	186	-	-	-	(186)	-
Repairs and maintenance fund	-	-	(37)	-	83	46
Extraordinary repairs fund	40	-	-	-	-	40
Total unrestricted funds	18,910	2,946	(2,665)	1,724	147	21,062
Restricted funds						
Mental Health & Addiction support	15	322	(335)	-	-	2
Chaplaincy	-	19	(19)	-	-	-
Racing Support Line	-	91	(72)	-	(12)	7
Middleham	790	60	-	-	-	850
CATS	35	235	(235)	-	-	35
Beneficiaries holiday fund	50	50	-	-	(50)	50
YP Housing in Newmarket	30	47	-	-	-	77
IMO Time Jones MHFA	6	4	(3)	-	-	7
Occupational Health Wellbeing Programme Management	81	528	(551)	-	-	58
Epsom Racing Staff Welfare	-	62	(62)	-	-	-
Life Skills for the Young	-	32	-	-	-	32
Mental Health Industry Lead	-	4	(4)	-	-	-
Covid Hardship grants	-	35	(35)	-	-	-
Christmas events	1	123	(124)	-	-	-
Welfare Support Officer Newmarket	-	-	(38)	-	50	12
Malton office	-	15	(15)	-	-	-
Rank Foundation	-	13	(13)	-	-	-
Phase II Wellbeing	-	25	(25)	-	-	-
Beneficiaries in Berkshire	-	36	(36)	-	-	-
Elderly in Yorkshire	-	2	-	-	-	2
East Suffolk Food Vouchers	-	2	-	-	-	2
Check in and Chat	-	8	(8)	-	-	-
BBR assets fund	-	10	(10)	-	-	-
Housing for racing people	6,821	-	-	18	2,071	2,089
HfRP Revaluation Reserve	386	-	(149)	-	(132)	6,540
					(3)	383
Total restricted fund	8,215	1,723	(1,734)	18	1,924	10,146
Endowment Funds						
Housing for racing people	868	-	(19)	-	-	849
Betinck and Beresford	1,855	-	-	216	(2,071)	-
	2,723	-	(19)	216	(2,071)	849
Total funds	29,848	4,669	(4,418)	1,958	-	32,057

15.STATEMENT OF FUNDS: CONTINUED

CHARITY	At 1 January 2022 £'000	Income £'000	Expenditure £'000	Gains / losses £'000	Transfers £'000	At 31 December 2022 £'000
General reserve	1,329	1,741	(2,087)	-	(101)	882
Designated funds:						
Income fund	12,634	-	(173)	(1,342)	-	11,119
Fixed asset fund	1,779	-	(48)		101	1,832
Housing development fund	-	-	-	-	-	-
Total unrestricted funds	15,742	1,741	(2,308)	(1,342)	-	13,833
Restricted funds						
Mental Health & Addiction support	2	258	(260)	-	-	-
Racing Support Line	7	229	(236)	-	-	-
CATS	35	215	(245)	-	-	5
Occupational Health	58	390	(448)	-	-	-
WWP Programme Management	-	47	(47)	-	-	-
Workforce Wellbeing Programme	-	44	(44)		-	-
Chaplaincy	-	10	(10)	-	-	-
Beneficiaries holiday fund	50	50	(50)	-	-	50
YP Housing in Newmarket	77	-	(8)	-	-	69
IMO Tim Jones MHFA	7	2	(7)	-	-	2
Middleham	350	-	-	-	-	350
Epsom Racing Staff Welfare	32	40	(40)	-	-	32
Life Skills for the Young	-	34	(34)	-	-	-
Welfare Support Officer Newmarket	-	27	(27)	-	-	-
Mental Health Industry Lead	-	6	(6)	-	-	-
JPF targeted grants fund	-	134	(134)	-	-	-
Christmas events	12	-	(12)	-	-	-
Malton Office	-	1	(1)	-	-	-
Lambourn Office	-	1	(1)	-	-	-
Working Staff in Lambourn	-	1	(1)	-	-	-
Welfare Officer North West	-	20	(10)	-	-	10
Beneficiaries in Berkshire	2	-	(2)	-	-	-
Eldery in Yorkshire	2	2	(4)	-	-	-
Day Trips and Outings for the Eldery	-	20	(20)	-	-	-
WWP Marketing Fund	-	16	(16)	-	-	-
Replacement household items	-	5	(5)	-	-	-
BBR assets fund	2,090	-	-	(213)	-	1,877
	2,724	1,552	(1,668)	(213)	-	2,395
Total funds	18,466	3,293	(3,976)	(1,555)	-	16,228

15.STATEMENT OF FUNDS: CONTINUED

CHARITY	At 1January 2021 £'000	Income £'000	Expenditure £'000	Investment gains / losses £'000	Transfers £'000	At 31 December 2021 £'000
General reserve	1,270	2,012	(1,890)	-	(63)	1,329
Designated funds:						
Income fund	10,958	-	-	1,676	-	12,634
Fixed asset fund	1,744	-	(40)	-	75	1,779
Housing development fund	186	-	(186)	-	-	-
Total unrestricted funds	14,158	2,012	(2,116)	1,676	12	15,742
Restricted funds						
Mental Health & Addiction support	15	322	(335)	-	-	2
Chaplaincy	-	19	(19)	-	-	-
Racing Support Line	-	91	(72)	-	(12)	7
Qatar Racing	-	-	-	-	-	-
Database	-	-	-	-	-	-
Middleham	290	60	-	-	-	350
CATS	35	235	(235)	-	-	35
Beneficiaries holiday fund	50	50	-	-	(50)	50
YP Housing in Newmarket	30	47	-	-	-	77
IMO Collections	-	-	-	-	-	-
IMO Tim Jones MHFA	6	4	(3)	-	-	7
Occupational Health	81	528	(551)	-	-	58
Wellbing Porgramme Management	-	62	(62)	-	-	-
Epsom Racing Staff Welfare	-	32	-	-	-	32
Life Skills for the Young	-	4	(4)	-	-	-
Welfare Support Officer Newmarket	-	15	(15)	-	-	-
Mental Health Industry Lead	-	35	(35)	-	-	-
Covid hardship grants	1	123	(124)	-	-	-
Christmas events	-	-	(38)	-	50	12
Malton Office	-	13	(13)	-	-	-
Rank Foundation	-	25	(25)	-	-	-
Phase II Wellbeing	-	36	(36)	-	-	-
Beneficiaries in Berkshire	-	2	-	-	-	2
Elderly in Yorkshire	-	2	-	-	-	2
East Suffolk Food Vouchers	-	8	(8)	-	-	-
Check in and Chat	-	10	(10)	-	-	-
BBR assets fund	-	2,071		19	-	2,090
	508	3,794	(1,585)	19	(12)	2,724
Total funds	14,666	5,806	(3,701)	1,695	-	18,466

General reserve
The general reserve represents the free funds of the Charity and Group which are not designated for particular purposes; however, the designated income fund contains the major proportion of the Charity and Group's liquid reserves which if necessary can be accessed on a daily basis.

Income fund
The income fund represents funds not invested by the general reserve (see note 16) the purpose of which is either to sustain the stability of the Charity and support (through the medium of investment income) its day-to-day operations: or to enable drawdown for the purpose of financing longer term investment.

Fixed asset fund
The fixed asset fund sets aside funds equivalent to the net book value of both tangible and intangible fixed assets and programme related investments, and is intended to highlight the reserves allocated for such use.

Housing development fund
The housing development fund sets aside funds for capital housing development projects. A programme of renovating units at the groups older schemes as they become vacant is underway, in order to ensure all accommodation is fit for purpose.

Repairs and maintenance fund
The designated repairs and maintenance fund represents the LHA Subsidy grant paid from Racing Welfare to Racing Homes to be used for significant repairs, maintenance and refurbishment of Racing Homes property.

Extraordinary repairs fund
The extraordinary repairs fund is held by the Rous Charity for exceptional repairs and maintenance costs.

Mental Health & Addiction Support
The restricted addiction support fund includes monies donated to support the Charity's work on addiction support.

Chaplaincy Fund
The restricted Chaplaincy fund is for donations to the Chaplaincy project.

Racing Support Line
The restricted Racing Support Line is for donations to the Racing Support line.

Qatar Racing
The Qatar Royal Family matched funds raised by their Marathon runners to be used for future projects. The donor has idenitfied the development of the community resource and young persons accommodation in Middleham as the project they wish to support with the funds.

Middleham
The Middleham restricted fund is to be used towards the development of a community resource centre linked to young persons' accommodation in Middleham.

C.A.T.S
This is the Racing Foundation contribution to the Careers Advice Training Scheme for racing people.

Beneficiaries holiday fund
This fund is restricted to major holidays.

Young People in Newmarket
This fund is restricted for use supporting young people in racing in Newmarket.

IMO Collections
This fund was set up in response to dedicated donations in memory of particular individuals and the funds collected are to be given to the deceased's family.

IMO Tim Jones MHFA
The fund was set up by the father of Tim Jones, following his tragic death, in order to subsidise Mental Health First Aid training in the Racing industry.

Occupational Health
A grant from The Racing Foundation has enabled the charity to offer Occupational Health to its beneficiaries; this fund is used for the purpose.

Wellbeing Programme Manager
A grant from the racing Foundation to provide a programme manager who will oversee the delivery of the Mental Health, Occupational Health, CATS and Racing Support Line services.

Epsom Racing Staff Welfare
Funds raised towards the Epsom Racing Staff Welfare Charity.

Life Skills for the Young
A grant received to be used towards the Life Skills programme that Racing Welfare contributes towards and held at the British Racing School and National Racing College.

Mental Health Services
A grant from Childwick Trust to provide emotional support, prevention of loneliness and isolation and pastoral care for the Racing industry.

Mental Health Industry Lead
A grant from the Racing Foundation to lead and oversee the delivery of a cross industry mental health strategy.

Covid hardship grants fund
Funded by the John Pearce Foundation to provide grants to those working in racing that have been financially affected by the Covid-19 pandemic.

Christmas events
Funded by a grant from Godolphin and to be used towards Christmas lunches, festive parcels and other Christmas events.

Festive food parcels
A grant from the Suffolk Community Fund towards the cost of sending food parcels to retired beneficiaries in December.

Welfare Support Officer, Newmarket
Funds raised to help fund the post of the Welfare Services Officer in Newmarket.

Malton office
Donations were received to be used towards the running costs of the Malton office.

Rank Foundation
Funds received from the Rank Foundation to be used towards staff costs in Q1 of 2021.

Phase II Industry Wellbeing Strategy
A grant from the Racing Foundation to fund Baseline Data Survey of industry wellbeing and five facilitated workshops with stakeholders from the industry.

Beneficiaries in Berkshire
A grant to fund activities with beneficiaries based in Berkshire.

Elderly beneficiaries in Yorkshire
A grant to be used towards events and outings of retired beneficiaries in Yorkshire.

Food vouchers
A grant received from East Suffolk County Council to fund food vouchers for retired beneficiaries in Newmarket.

BBR assets fund
Assets transferred from the Bentinck, Beresford and Rendlesham Charity (BBR) in 2021 held as restricted funds in furtherance of BBR's objects.

Housing for Racing People
These assets were transferred to from Racing Welfare to Racing Homes with a restriction that they are used to house individuals working in or retired from the horseracing and thoroughbred breeding industry. The value of the reserve equates to the net book value of the assets transferred less any liability secured against the asset.

Racing Homes Strategy Report
A grant was received from The Racing Foundation to fund a report reviewing Racing Homes's strategic options to expand its property portfolio in key racing centres.

Housing Support Officer

A grant from Godolphin to fund the post of Housing Support Officer for one year. The role provides support to young people, particularly those housed by Racing Homes.

Endowment funds - Rous

The endowment funds were established when the Rous Memorial and Almshouses charity and the Rous Memorial Fund were combined to form the Rous Charity and represents the net book value of the properties.

Endowment funds - BBR

The endowment fund has historically resided in the Bentinck, Beresford and Rendlesham Charity which was established when the Bentinck Benevolent Fund and the Beresford Trust were combined. Excess income of BBR is paid to Racing Welfare and these funds are used to finance grants to beneficiaries of Racing Welfare in accordance with the objects of BBR. In 2021 the Charity Commission approved the release of the permanent endowment and the assets were transferred to Racing Welfare.

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

GROUP	Endowment & Restricted Funds £'000	Designated Funds £'000	General Funds £'000	Total Funds 2022 £'000
Fixed assets	9,515	19,220	1,759	30,494
Net current assets	1,008	46	(121)	933
Long-term liabilities	-	(1,652)	-	(1,652)
	10,523	17,614	1,638	29,775
CHARITY				
Fixed assets	1,877	12,951	1,549	16,377
Net current assets	518	-	(667)	(149)
Long-term liabilities	-	-	-	-
	2,395	12,951	882	16,228

GROUP	Endowment & Restricted Funds £'000	Designated Funds £'000	General Funds £'000	Total Funds 2021 £'000
Fixed assets	9,861	20,598	1,813	32,272
Net current assets	1,134	45	299	1,478
Long-term liabilities	-	(1,693)	-	(1,693)
	10,995	18,950	2,112	32,057
CHARITY				
Fixed assets	2,090	14,413	1,376	17,879
Net current assets	634	-	(47)	587
Long-term liabilities	-	-	-	-
	2,724	14,413	1,329	18,466

17. SUBSIDIARY UNDERTAKINGS

Racing Welfare presents a SOFA (incorporating an income and expenditure account) in which the results of its subsidiary undertakings are consolidated on a line by line basis. All of its subsidiary undertakings have activities or charitable objectives in line with those of Racing Welfare, and are all managed with the purpose of serving jockeys, horseracing stable staff, racehorse trainers, those associated with the horseracing and thoroughbred breeding industries, their employees and dependants.

	Racing Welfare (Enterprises) Limited		Racing Homes	
Basis of consolidation	100% share capital owned by Racing Welfare.		Controlled by Charity as sole trustee.	
Activities and objectives	Commercial trading in line with the objects of the Charity.		Provision of housing.	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Income	-	-	1,118	1,111
Expenditure	-	-	(1,102)	(898)
Investment gains			-	-
Net profit	-	-	16	213
Fixed assets	-	-	13,153	13,364
Current assets	5	5	1,241	997
Liabilities	-	-	(2,001)	(1,983)
Net assets	5	5	12,393	12,378
Funds/capital and reserves:				
Unrestricted funds	5	5	4,703	4,671
Restricted funds	-	-	7,704	7,707
	5	5	12,407	12,378

	The Rous Charity		The Bentinck, Beresford and Rendlesham Charity	
Basis of consolidation	Controlled by Stable Lads Welfare Trust as sole trustee.		Controlled by Charity as sole trustee.	
Activities and objectives	Provision of almshouses.		Relief and support for individuals.	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Total income	68	68	-	15
Total expenditure on charitable activities	(85)	(63)	-	(15)
Investment (losses)/gains	(44)	48	-	215
Net movement in funds	(61)	53	-	215
Fixed assets	1,216	1,280	-	-
Current assets	211	208	-	-
Liabilities	(30)	(30)	-	-
Net assets	1,397	1,458	-	-
Funds/capital and reserves:				
Unrestricted funds	569	609	-	-
Endowment funds	828	849	-	-
	1,397	1,458	-	-

18. CASH FLOW INFORMATION

a) Reconciliation of net income for the year to net cash flow from operating activities

	2022 £'000	2021 £'000
Net income / (expenditure) for the year	(2,282)	2,209
(Gains) / losses on investments	1,599	(1,958)
Depreciation and amortisation	353	345
(Increase) in debtors	(3)	(283)
Increase in creditors	288	(109)
Net cash inflow from operating activities	(45)	204

b) Analysis of net debt

	At 1 January 2022 £'000	Cash flow £'000	Non-cash flows £'000	At 31 December 2022 £'000
Bank	1,162	(188)	-	974
Bank loans	(1,733)	41	-	(1,692)
	(571)	(147)	-	(718)
Borrowings				
Debt due within one year	(40)	41	(41)	(40)
Debt due after one year	(1,693)	-	41	(1,652)
	(1,733)	41	-	(1,692)

19. CONTINGENT LIABILITIES

In the event of housing schemes at Howard de Walden Way, Newmarket, Suffolk (formerly Phantom and Moreton Stud) being sold for a commercial use, other than the housing of stable staff, an amount of £444k becomes payable to the Horserace Betting Levy Board.

Social Housing Grant (SHG) is subordinated to the repayment of loans by agreement with the Homes and Communities Agency (HCA). SHG released on sale of a property may be repayable, but is normally available to be recycled and is credited to a recycled capital grant fund and included in the balance sheet within creditors.

SHG is repayable under certain circumstances such as where a property is sold. The SHG at the date of transition to FRS 102 of £397.5k and previously shown as a reduction of the housing property value has, in accordance with the performance model, been written off to reserves.

20. OPERATING LEASE COMMITMENTS

The total minimum lease payments under non-cancellable operating leases are as follows:

	Group		Charity	
	2022	2021	2022	2021
Leases which expire:	£'000	£'000	£'000	£'000
Within one year	48	51	40	42
Within two - five years	41	66	36	53
More than five years	1	-	1	-

During the year £52k (2021: £40k) lease payments were expensed to the SOFA.

21. CONNECTED CHARITIES

During the year Racing Welfare made the following allocation of costs for the use of common facilities and administration to the following companies and charities that have the same directors and trustees.

	2022	2021
	£'000	£'000
Racing Homes	46	46
The Rous Charity	4	4
	50	50

During the year Racing Welfare paid grants to Racing Homes totalling £208k (2021: £240k).

Racing Welfare also received grants from the Bentinck, Beresford & Rendlesham Charity (BBR) of £nil (2021: £19k) in relation to financial support in line with the charity's objectives. During 2021 the assets of BBR were transferred to Racing Welfare in their entirety

The Jockey Club provides HR, payroll and IT support and the serivces of its group property team pro bono, as well as hospitalilty for fundraising events at a discounted cost. The total value to the Group of the gift-in-kind is £88k (2021: £86k). The value to the Charity is £61k (2021: £56k).

Jockey Club Estates Limited (JCE), a Jockey Club group company, provided maintenance and repairs services to Racing Homes during the year. Payments made to JCE in the year amounted to £191k (2021: £236k).

21. CONNECTED CHARITIES

During the year Racing Welfare made the following allocation of costs for the use of common facilities and administration to the following companies and charities that have the same directors and trustees.

	2022 £'000	2021 £'000
Racing Welfare (Enterprises) Limited	(5)	(5)
Racing Homes	(443)	(195)
The Rous Charity	1	-
The Jockey Club	(86)	(51)
Jockey Club Estates	(135)	(36)

22. ULTIMATE CONTROLLING PARTY

The Ultimate Controlling Party is The Jockey Club, Company Registration Number RC000287, governed by Royal Charter, whose address is 75 High Holborn, London, WC1V 6LS by virtue of being the sole member of Racing Welfare.

23. FINANCIAL INSTRUMENTS

	2022		2021	
	Group £'000 £	Charity £'000 £	Group £'000 £	Charity £'000 £
Financial assets:				
Equity instruments measured at fair value	14,917	14,531	16,516	16,086

24. CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES DETAIL FOR YEAR ENDED 31st DECEMBER 2021

	Unrestricted funds 2021 £'000	Restricted funds 2021 £'000	Endowment funds 2021 £'000	Total funds 2021 £'000
INCOME FROM:				
Donations and legacies	930	1,644	-	2,574
Charitable activities	905	-	-	905
Other trading activities: Fundraising trading	881	79	-	960
Investments	226	-	-	226
Other income	4	-	-	4
TOTAL INCOME	2,946	1,723	-	4,669
EXPENDITURE ON:				
Raising funds	762	-	-	762
Charitable activities	1,903	1,734	19	3,656
TOTAL EXPENDITURE	2,665	1,734	19	4,418
NET (EXPENDITURE) FOR THE YEAR	281	(11)	(19)	251
Net gains/(losses) on investments	1,742	-	216	1,958
NET INCOME FOR THE YEAR	2,023	(11)	197	2,209
Transfers between funds	147	1,924	(2,071)	-
NET MOVEMENTS IN FUNDS	2,170	1,913	(1,874)	2,209
Balance brought forward	18,910	8,215	2,723	29,848
Balances carried forward	21,080	10,128	849	32,057

RACING WELFARE

England & Wales - Charity number 1084042

Accounts

RACING WELFARE

Report and Financial Statements

31 December 2021

Registered charity number: 1084042
Company registration number: 04116279

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LEGAL AND ADMINISTRATIVE DETAILS

RACING WELFARE
Charity Number: 1084042
Company Number: 04116279

PRESIDENT
Her Royal Highness The Princess Royal

TRUSTEES AND DIRECTORS:
William Barlow – Chairman
Colonel Toby Browne
Lady Celina Carter
Jonathan Eddis
Richard Farquhar
Morag Gray
Simon Hope
Nicky Lyon
Patrick Russell
Rod Street
Venetia Wrigley

KEY MANAGEMENT:
Chief Executive Officer - Dawn Goodfellow
Chief Operating Officer - Gemma Waterhouse
Director of Welfare - Simone Sear

REGISTERED OFFICE
Robin McAlpine House
20B Park Lane
Newmarket
Suffolk
CB8 8QD

INVESTMENT MANAGERS
Troy Asset Management Limited
Brookfield House
44 Davies Street
London
W1K 5JA

Liontrust Investment Partners LLP
2 Savoy Court
London
WC2R 0EZ

BANKERS
Barclays Bank Plc
58 High Street
Newmarket
Suffolk
CB8 8NM

SOLICITORS
Taylor Vinters
Merlin Place
Milton Road
Cambridge
CB4 0PD

AUDITORS
RSM UK Audit LLP
Blenhiem House
Newmarket Road
Bury St Edmunds
IP33 3SB

CHAIR'S STATEMENT

Our Chair, William Barlow, reflects on 2021

2021 has been the start of the recovery from a very challenging and life-changing 2020. In 2021 we have seen support numbers return to pre-COVID levels but the reasons for people seeking support from Racing Welfare remain COVID dominated. The true toll this virus has taken on the physical and mental health of everyone in the world, as well as the horseracing industry, will not be known for many years to come. Nonetheless, the shoots of recovery in early 2021 were a very welcome sign for those working in the Charity. Over time staff began to migrate back to the office and the all-important in-person Staff Forum took place in December allowing staff to see each other for the first time in over 2 years.

The year was not without its challenges though. A return of some restrictions during part of the year and periods of staff sickness due to COVID provided uncertainty and significant pressure on project deadlines. Racing Welfare have also felt the effects of the staffing shortages seen across many industries.

One of the biggest boosts for the charity was the ability to resume face to face fundraising events, albeit this wasn't until the mid-year point. The team worked incredibly hard to produce sell-out events from July through to December raising over £747k in event income. This income is essential, particularly against a backdrop of low investment income due to the slow recovery of the markets.

The largest part of our service delivery, the Workforce Wellbeing Programme, received a further 12 months funding from the Racing Foundation. We remain grateful for the financial support the foundation has provided, allowing us to establish this valuable and now proven Employer Assistance Programme for so many in the industry. The programme is not only of huge benefit to the individual receiving support, but also to their employer and therefore the wider industry. It remains the only major programme directly targeting the retention issue in horseracing. The funding for the programme now needs to establish a more sustainable footing and 2022 will see us launch a campaign to request a funding contribution from employers to ensure the scheme, and the service delivered to all those working in horseracing can continue. We were extremely proud to see the scheme recognised on a wider stage when it won the national Workplace Savings and Benefits Awards for well-being initiative of the year against entries from some major multi-national companies.

For Racing Homes it was business as usual. Our financial performance was solid and we continued our programme of portfolio enhancement. Frustrations were felt due to the complex effects of COVID-related delays on our ability to obtain planning permission in Lambourn and new opportunities in Middleham have meant that a planned delay has been imposed on our development in that area. We are however very committed to addressing the housing shortage in these areas and continue to progress the projects in both of these racing centres.

We continue to work on improvements in our governance structure and the new committee members we have recruited have brought new skills and diversity of thought to the benefit of the organisation. We look forward to welcoming some of them onto the board in the coming year.

The year ended on a high with a small party to celebrate the organisation turning 21. Several former trustees and chairs were able to join us for a very special evening, which saw a 'This is Your Life: Racing Welfare'. The presentation enabled us to celebrate all that the organisation has achieved and grown into – we truly have come of age.

On behalf of the trustees, I would like to thank everyone who continues to support Racing Welfare, be it by taking part in a challenge event, attending a fundraiser, volunteering or financially contributing, without your support we could not continue to reach out and directly help over 2,500 people each year.

William Barlow
Chair

TRUSTEES' REPORT

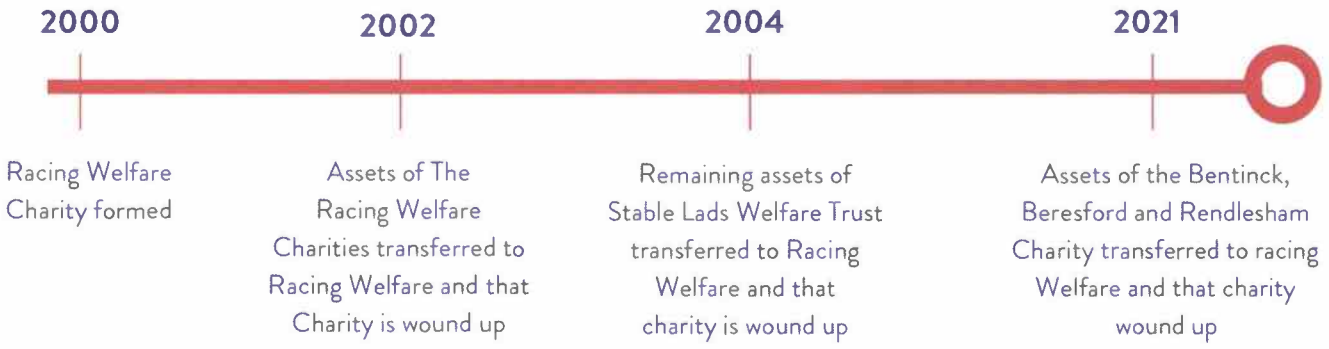
Objectives and Activities

The trustees present their annual report and the audited financial statements of the charity and group for the year ended 31 December 2021 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

OBJECTIVES AND ACTIVITIES

WHO WE ARE

Racing Welfare is a charity that supports British horseracing's workforce. We offer professional guidance and practical help to all of racing's people – including stud, stable and racecourse staff, alongside those working in associated professions – whose dedication is vital for the wellbeing of racing. Our work aims to help people, from recruitment to retirement, to thrive in day to day life and through a range of challenges specific to a career in racing.



WHAT WE DO

The principal activity of the charity is enhancing the wellbeing of people from the thoroughbred racing and breeding community by providing comprehensive and individual support throughout and after their working lives.

Racing Welfare's objects, as described formally in its governing document, are:

- to relieve poverty and sickness and injury amongst persons employed or formerly employed or otherwise engaged or formerly engaged in or in connection with the horseracing and thoroughbred breeding industry and their dependants ('the Beneficiaries');

TRUSTEES' REPORT

Objectives and Activites continued

WHAT WE DO (continued)

- the advancement of education among any of the Beneficiaries who are in need;
- the provision of facilities for recreation or other leisure time occupation in the interest of social welfare primarily for the benefit of Beneficiaries having need of such facilities by reason of youth or infirmity or disablement as specified in Section 5 (1) of the Charities Act 2011; and,
- the advancement of education for the public benefit by the promotion of research into, and of public awareness of, methods of prevention and treatment of sickness among, and of injuries sustained by, jockeys, stable staff, apprentices and others licensed by the British Horseracing Authority while riding or attending horses and by persons attending horse races or thoroughbred breeding establishments and by the publication of the useful results thereof.

The vision that shapes our annual activities is to ensure that no one from the thoroughbred racing and breeding community is left unsupported and that everyone has the opportunity to thrive. The charity aims to contribute to the quality of life of racing's people through its extensive range of services and activities. These include:

- Financial Assistance and grants
- Information, Advice & Guidance
- Services for the retired community
- Services for young people
- Workforce Wellbeing Programme being:
  - Occupational Health Service
  - Mental Health Services
  - Careers Advice Training Service
  - Racing's 24/7 Support Line
- Community and education
- Research
- Housing

TRUSTEES' REPORT

Objectives and Activities continued

WHERE WE DO IT

The charity's objects limit the services provided to those working in, or retired from, the horseracing and thoroughbred breeding industry. The number of people engaged in the horseracing industry (current and retirees) is estimated at some 30,000. There is a concentration of racing staff in the main horseracing training centres shown on the map. Four of these areas are supported by a Racing Welfare office and we have a strong presence in Epsom with a dedicated welfare officer. Roving welfare officers are located all around the country, covering each region and supporting all those outside of the racing centres. The collaboration between Racing Welfare and Racing Homes, who have properties in each of the training centres, enables the group to deliver housing and welfare support where it is needed most.

The charity referred to the guidance contained in the Charity Commission's general guidance on the public benefit requirement under the Charities Act 2011 when reviewing its aims and objectives and in planning future activities. In particular, the Trustees considered how planned activities will contribute to the aims and objectives and remain confident that they continue to satisfy the statutory requirements, albeit that the charity limits the services it provides to those working in or retired from, the horseracing and thoroughbred breeding industry.

The majority of the charity's services are provided free of charge to beneficiaries. Where the charity does charge for services, these are set at a level that is affordable to all. In those instances where individuals cannot afford these low charges, the charity will make an appropriate grant to ensure that access to the services is not denied through lack of financial resource.

TRUSTEES' REPORT

Achievements and Performance

ACHIEVEMENTS AND PERFORMANCE

WHAT WE HAVE ACHIEVED

The recovery from 2020 saw the numbers of people being supported reduce to pre-COVID levels, staff migrate back to office working and a resumption of fundraising events taking place.

On the surface, the charity returned to the pre-COVID norm, but under the surface, the effects still remain. Whilst the number of people seeking support may have reduced, their problems are often much more complex and require longer-term support from the welfare team who are, therefore, just as busy as they were at the height of the pandemic.

We know that there is a longer-term impact of the pandemic; on Racing Welfare staff, beneficiaries, businesses who usually support the charity, the stock market and government bodies such as planning authorities. In addition, there are positives to come out of the pandemic, the offer of flexible working for staff, efficiencies in working practices and the positive environmental impact these have bought, new services which widen accessibility for our beneficiaries, for example, Check-in and Chat, and an increase in Racing Welfare's profile. Another real benefit is that the pandemic has made people much more aware of both the services we offer and the range of people to whom we offer them. The last 18 months have seen many more of our colleagues from racecourses, racing media and administration roles accessing those services as pressure was brought to bear on different parts of the industry by first the suspension of racing and then racing behind closed doors.

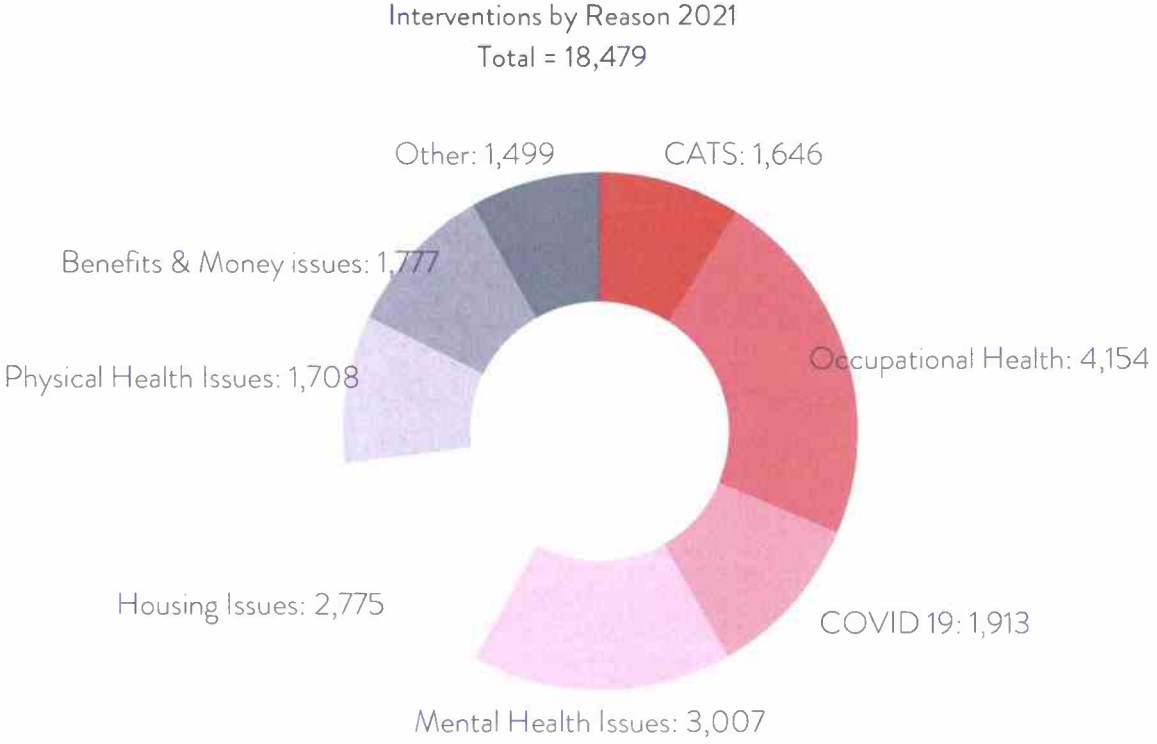
As well as being very proud of all that our welfare team provide to racing's workforce, we are always reflecting on the feedback of our 'customers' to identify what works well, what doesn't and where the gaps are in our provision. This enables us to refine and develop services to fill those gaps. Apart from monitoring quality, we also assess the value for money of our different programmes and have a rigorous tendering process for all our specialist partners. This resulted in Racing's Supportline moving to Care First in 2021. As providers to many large organisations and other sports, they have enabled us to move to a point where the Supportline has become a comprehensive Employee Assistance Programme and a very effective portal for many of our services.

WHAT WE HAVE ACHIEVED (continued)

Focus on:

Welfare Services

In total, 2,405 (2020 – 4,533) individuals sought Racing Welfare's help in 2021. This is decrease from what was an exceptional year in 2020 due to the immediate impact of the pandemic but in line with the number supported in 2019. A total of 18,479 (2020 – 19,606) interventions were provided across a wide range of issues. A 6% decrease on the exceptional year of 2020 and a 50% increase on 2019. Occupational health, mental health related issues and housing/homelessness were the most common reasons for seeking help



Workforce Wellbeing Programme:

This programme is made up of Racing's Support Line, Racing's Occupational Health Service, the Careers Advice and Training Service and our Mental Health Services and is fully funded by a grant from the Racing Foundation.

Racing's Support Line

Racing's Support Line provides a 24 hour 365 days a year service via telephone and online chat. The service can help with a whole range of issues, from emotional support through to debt and benefits advice and wider consumer rights. The service also provides structured, solution focussed counselling for individuals with BACP accredited counsellors. 2021 was the first full year of delivering Racing's Support Line in partnership with Care First, an experienced Employee Assistance Programme provider and part of the Priory Group. We made some changes to the service when we switched to Care First, including removing all befriending, tenant welfare and out of hour housing maintenance calls in order to provide a more specialised service; these changes mean that it is not possible to compare individual contacts in 2021 to previous years. In 2021 we had 972 individuals contact Racing's Support Line and the online self-help digital pages achieved 28,680 views (down from 36,186 in 2020).

WHAT WE HAVE ACHIEVED (continued)

The decrease in views is attributable to two key reasons. Firstly there has been a drop in users searching COVID-related content as the pandemic progressed. Secondly, there was a drop in views for 2 months of the year as we switched hosting providers, and therefore scaled back promotion of the pages whilst the pages were transferred. Top page views were the Careers Advice and Training Service (CATS) website followed by Occupational Health.

Racing's Occupational Health Service

Racing's Occupational Health Service (ROHS) provides support to people working in the industry around a range of physical and mental health issues which include: musculoskeletal disorders, accidents & injury, disability, illness, stress, depression and anxiety. The service is currently provided by our specialist partners, Team Prevent and is bespoke to the industry's needs. In 2021 we referred 288 new people through ROHS with a split of 69% for physical health and 31% for mental health. The number of new cases each year has begun to plateau, with a 4% decrease in new cases from 2020 to 2021. This plateau of cases was always likely to happen, as the number of accidents, illnesses and injuries in the industry wouldn't continue to grow year on year in perpetuity. The numbers for 2020 and 2021 have both been affected by COVID lockdowns however and a full picture will only be ascertained after another full (hopefully lockdown free) year in 2022.

Grants totalling £85,547 (2020: £69,331) were awarded for treatment. The service was promoted via online campaigns, webinars and by raising awareness with other industry bodies and employers.

WHAT WE HAVE ACHIEVED (continued)

Careers Advice Training Service

CATS is an industry-specific careers development service aimed at improving industry staff retention by supporting people to develop throughout their careers in the horseracing industry. The service supports people in 5 main ways; personal development, career change (within industry), job-seeking skills, return to work and employer support. Following the launch of our dedicated CATS website in March 2020, CATS remains our most popular digital content. There were a total of 10,174 views of CATS digital material in 2021 (a small increase from 10,134 in 2020). The service continued to be impacted by Covid in 2021 particularly during Q1-Q2 when the majority of training courses were not available. Despite this, CATS supported 126 people with careers advice through the bespoke telephone careers coaching service, accessed through Racing's Support Line. Career development grants totalling £52,264 (2020: £12,942) were awarded in 2021 through CATS. In addition, £12,777 (2020: £10,881) funding was awarded via the National Trainers Federation Charitable Trust, which Racing Welfare administer on their behalf. Career development grants are for a range of industry training courses. In October 2021 the inaugural CATS personal development awards, sponsored by Hartpury University, were held. The 3 finalists were invited to an awards dinner at Newmarket racecourse where the winner, David Arbuthnot, was announced the winner.

CATS CASE STUDY

Training racehorses is often described as 'a way of life, rather than a job' due to the all-consuming nature of the work. So how do racehorse trainers deal with retirement?

This was the stark situation facing Royal Ascot and Cheltenham Festival-winning trainer David Arbuthnot, who at the age of 68, refused to simply put his feet up and instead is embarking on a remarkable career change to become a counsellor.

It was through careers coaching sessions with the Careers Advice and Training Service (CATS) - part of Racing Welfare's award-winning Workforce Wellbeing Programme (WWP) - that David was prompted to make this life-changing decision.

In recognition of this extraordinary journey, he recently scooped the inaugural CATS award for his commitment to career development and support within the racing industry. He says:

"It was through Racing Welfare I got a chance to speak to a careers coach because I knew I didn't want to train

anymore. I thought about doing consultancy within racing but then after sessions with the careers coach we discussed how I felt about welfare and racing. I suddenly realised I would like to do counselling within racing, to give something back."

While mental health awareness and support is very much at the forefront within the industry, David feels it hasn't always been that way:

"I felt for a very long time that the welfare of the racehorse has been paramount, yet the welfare of the staff wasn't. Obviously it has changed now, but I started training in 1981 and I was an assistant during the 70s and things were different then. I think among the older trainers, they hold their problems and don't want people to know their problems - they try and work through issues themselves and the stress comes with that. I do believe that amongst the older trainers, it's still the same view that you just get on with it.

"It has always been on my mind especially with the increased awareness of mental health, that I would like to try and qualify as a counsellor, purely not to counsel elsewhere, but in the racing industry."

CATS pointed David in the direction of the Counselling and Psychotherapy Training Academy, who sent him information on the required course to gain his qualifications. He adds:

"On the financial side, through Racing Welfare and CATS, we organised with the National Trainers' Federation Charitable Trust, that they contribute towards the cost, as the counselling course is not cheap". *"The course has been challenging. I left school at 16 so I probably hadn't written an essay for fifty years! I have not found it easy, but I've done my level 2, level 3 and I'm on my first year of my level 4."*

A mandatory part of training to become a counsellor is undergoing counselling of your own, which has been a particularly fulfilling experience for David:

"I'd never had counselling in my life, obviously I knew the basics, but I had absolutely no idea what counselling was about. Over the two years of training, I've had 40 hours of counselling myself and it has been very enlightening – you have to become more self-aware and congruent with yourself.

"It also made me think about how I could have treated certain situations with staff differently, had I had the basics of counselling and person-centred theory. For example, with mental health issues, trainers are under pressure and things need to be done for the horses and if things aren't done, you're looking at the horses' welfare and not understanding why maybe that member of staff acted like they did."

This admirable life and career change will be an inspiration to many, and David feels that his wealth of experience in varied racing roles will help in his new career path:

"I am 68 years old now and by the time I qualify I'll be nearly 70 and I hope that I'll be made use of, even if I can help with consulting for the younger trainers coming through. I feel that racing is a very small, specific industry and my experience of being a trainer, an assistant trainer and working as a lad before I started training, gives me a wide spectrum of experience and understanding. When I was training, I didn't have any idea of what CATS did, I thought it was for stable staff rather than trainers, but I have been very impressed."

TRUSTEES' REPORT

Achievements and Performance continued

WHAT WE HAVE ACHIEVED (continued)

Mental Health Services

Racing Welfare continues to support beneficiaries seeking help with mental health and addiction issues. We continue to provide telephone, online and face to face counselling programmes free of charge to beneficiaries seeking support with emotional wellbeing. The services can be accessed through either Racing's Support Line or Racing's Occupational Health Service. Our welfare officers have formed links and partnerships with local drug & alcohol services and refer beneficiaries to these specialists where appropriate.

During 2021 over 155 people have downloaded and used Woebot, the mental health and wellbeing app we provide, with the occasional trigger of an SOS word, meaning a counsellor from Care First has responded to the individual.

We also ran a small pilot with the National Horseracing College to understand if Woebot is useful for young learners. The pilot indicates that 68% of learners that the App was introduced to continued to use Woebot after the introductory session. Reasons behind this were wide-ranging from the App being engaging, to helping with loneliness and 7 of the learners identified that they continued to use it as they were able to access it [support] at any time. 60% of users found the App useful and 86 % of users stated they would recommend the app to others. Over 53% of users used the app for one week whereas the other 47% used the app for a longer period with one user identified to still be using the app 10 weeks on from the introductory session. Encouraging statements such as "the app helps me to be myself" and "my mental health and wellbeing improved" give indications that the app has been of benefit to learners of the National Horseracing College.

All our welfare officers receive Mental Health First Aid (MHFA) training and during 2021 we trained another 3 welfare officers to be qualified MHFA instructors, taking our total instructors to 5. During 2021 we were unable to run any face to face mental health courses, due to government restrictions relating to the COVID pandemic. We were however able to run a calendar of online courses, albeit course numbers had to be restricted to ensure participant safety in an online setting. Despite this over the course of the year, we trained 64 mental health first aiders and 33 people attended our mental health awareness courses.

WHAT WE HAVE ACHIEVED (continued)

Racing Welfare is a signatory to the Mental Health in Sport Charter with other industry stakeholders and has supported national mental health campaigns to raise awareness such as Mental Health Awareness Week and World Mental Health Day.

Financial Assistance and grants

During the course of its work, the charity makes grants in accordance with its objectives on the basis of agreed criteria. Grants are mostly made to individuals, although a small number of grants are provided to other charitable organisations that offer services to people who work in, or are retired from, racing. During the year £226k in grants were awarded (£244k – 2020) with the most common reason for applying for grants being hardship/debts.

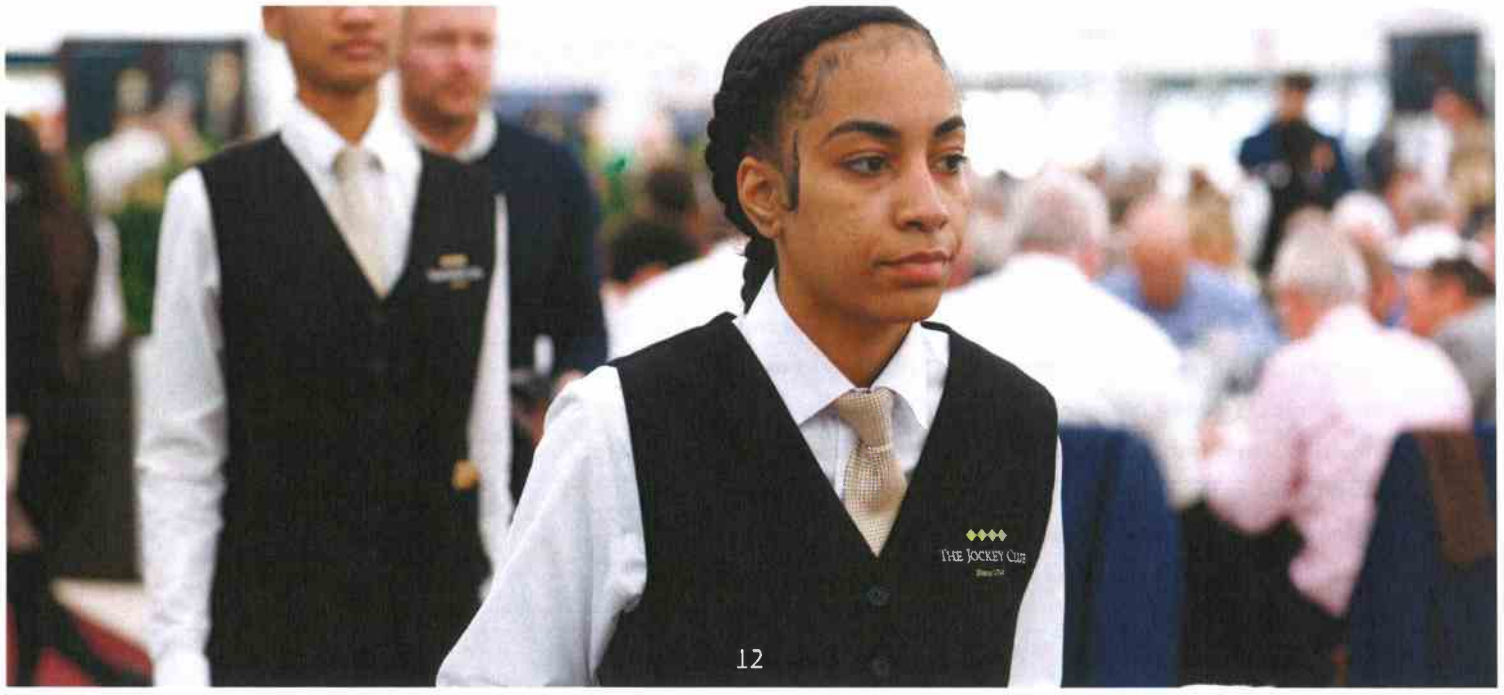
Information, Advice & Guidance

The charity offers a comprehensive Information, Advice and Guidance (IAG) service to its beneficiaries, primarily through a nationwide team of frontline welfare officers, welfare support workers and regional welfare managers.

The team are either trained or in training to support beneficiaries with welfare rights issues such as;

- Benefits advice, including challenging benefits decisions
- Dealing with debt
- Housing and homelessness issues
-

A large part of the welfare team's role is to support beneficiaries to maximise all statutory entitlements and help people navigate what can often be complex organisational systems. A welfare officer can act as an advocate wherever necessary and at other times provide a listening ear in times of crisis. The team are also trained Mental Health First Aiders and many hold qualifications in counselling skills and suicide awareness or will be working towards them. Racing Welfare has three designated safeguarding leads and all staff are trained to recognise and refer any safeguarding concerns.



WHAT WE HAVE ACHIEVED (continued)

Services for the retired community

Racing Welfare supports racing's retired community in a number of different ways. In addition, 70% of Racing Homes' housing portfolio is dedicated to retirement housing. The two charities work closely together to support those who have given a lifetime to the sport and their close dependants. Research has shown that loneliness and lacking social connections is harmful to our health and can increase the likelihood of mortality by 26%. In a typical year, we provide social events and outings for retired, injured and incapacitated staff in order to alleviate the risk of loneliness and isolation. Typically, this is done through coffee mornings and racing reminiscence groups across the country as well as outings and trips, Christmas lunches and a beneficiary holiday.

2021 was a mixed year with some activities resuming face to face, others forced to remain virtual and some remaining virtual because it meant that those in more remote areas or with access issues could still enjoy connecting with others.

In 2020:

- 651 retired beneficiaries attended our in-person coffee morning and reminiscence events during 2020
- Over 400 people joined our online community, Racing Conversation, where 36 weekly events hosted by racing personalities were held to assist beneficiaries in reminiscing with one another virtually
- 703 vulnerable individuals over the age of 60 received pro-active calls to provide and offer support during the height of the pandemic. The 'Check-in and Chat' telephone befriending service was created and a team of 21 volunteers carried out over 1200 calls to vulnerable and isolated beneficiaries
- 622 retired staff received a Christmas Gift Box of food to replace our lost Christmas lunches

In 2021:

- There were 714 attendees at our in-person coffee mornings and reminiscence events which restarted in July 2021 once restrictions lifted
- Virtual conversations continued on our Facebook platform, Racing Conversation, throughout the first half of 2021. There were 16 virtual sessions held between January and June 2021, with guest hosts including Hollie Doyle, Luke Harvey and Amy Murphy. Membership of the online community grew to 485 during 2021
- Collaboration with the Racegoers Club to live stream online events with top trainers and jockeys into Racing Conversation
- 78 vulnerable individuals received proactive calls to provide and offer support. The 'Check-in and Chat' telephone befriending service is delivered by a team of 28 volunteers who carried out over 1921 calls to vulnerable and isolated beneficiaries
- 332 retired staff attended our Christmas Lunches in the racing centres and 443 retired staff who were unable to attend received a Christmas Gift Box of food

WHAT WE HAVE ACHIEVED (continued)

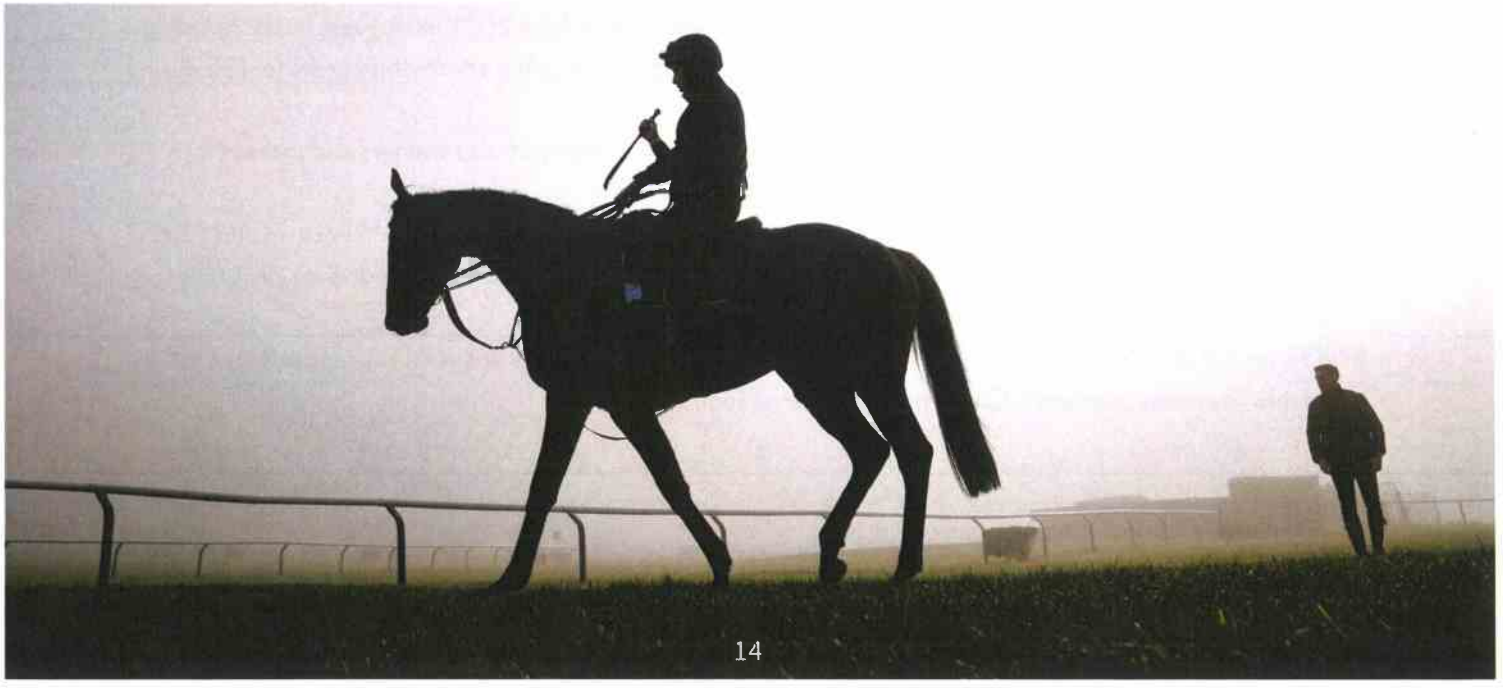
Services for young people

The charity works closely with all industry training providers. The welfare team provide talks to young learners who are about to enter the workplace for the first time. This is followed up by welfare visits in the workplace to offer support on life issues and to help prevent loneliness and isolation for people who may be away from home and family networks. This activity continued during the pandemic but via telephone calls and email in line with government guidance. Towards the end of the year our usual face to face service was able to resume. A gym membership scheme is offered to all young people in the first year of their work placement to help them maintain their health and well-being. Our welfare teams organise a series of educational talks and events in the racing centres aimed at young people, these were delivered by videoconference due to the ongoing restrictions caused by the pandemic. The talks focus on issues such as addiction awareness and nutrition. Racing Welfare also funds a programme of life skills with the industry training providers and an addiction education programme at the National Horseracing College.

For those young people who live in one of our Racing Homes properties, our dedicated Housing Support Officer works alongside them to help develop their life skills, this is described in more detail in the "Housing" section of this report.

Community development and education

Our frontline welfare teams continued to face significant challenges in 2021 with providing the usual face-to-face contact with those we seek to support. The team developed new ways of communicating and supporting beneficiaries using digital technology during 2020 and continued to utilise these methods during the peaks of the pandemic. Emergency cases were prioritised but for the first part of the year our staff were unable to visit workplaces. Once restrictions eased, visits resumed and 632 workplace visits took place, and increase from the 271 achieved in 2020 but not yet at pre-pandemic levels of around 1,000. In order to raise awareness of our work we took to the telephone, email and mailshots but also relied heavily on our communications team to promote our services.



WHAT WE HAVE ACHIEVED (continued)

The charity continues to fund the community work of The Racing Centre and a grant of £44k (£34.5k 2020) was made to the Centre in 2021 to enable them to deliver social and sporting activities to racing's people. The funding in 2020 was unusually low due to the centre being closed for part of the year due to COVID restrictions and 2021 saw the funding resume to normal levels. Racing Welfare utilises The Racing Centre as office space for the East region welfare team allowing them to work closely and collaboratively with The Racing Centre staff.

Racing Welfare continues to fund the work of The National Chaplain to Horseracing via Sports Chaplaincy UK. The National Chaplain is well-established in the racing community and provides pastoral care, support and counselling to anyone within the horseracing industry. In addition, he has been working to increase the Chaplaincy service around the UK by forming partnerships in other areas. Volunteer Chaplains cover the South and North, assisting the National Chaplain by providing localised pastoral support. Racing's Chaplain plays a vital role in raising the profile of our work and also provides specialist advice and support with bereavement and relationship issues.

WHAT WE HAVE ACHIEVED (continued)

Spotlight on Volunteering

2021 was another exciting year for volunteers at Racing Welfare. By December, an additional 24 volunteers had signed up to support us, taking the total registered individuals to 132. 8 of these volunteers joined our Check in and Chat telephone befriending service making life-changing connections with some of our most vulnerable beneficiaries.

Towards the end of 2021 we formalised our Volunteering Strategy, which will shape the development of our Volunteering Programme over the next 3 years. We were able to take steps towards one of our goals; to make our volunteers feel valued by celebrating the work our volunteers do during the NCVO's Volunteers' Week. Volunteers from across the country joined us on Zoom to network and find out more about Racing Welfare's services.

With 2021 seeing continued growth and a new outlook on volunteering, it is safe to say this is just the beginning of a successful volunteering programme that will be an asset to Racing Welfare.

Research

Research is a charitable objective of Racing Welfare. It is an important element of Racing Welfare's work, in that it informs the development of services which are high quality, relevant and based on the evidence of need. It also informs policy in the wider industry, promoting the health and well-being of the workforce of British Racing. Importantly, research contributes to the knowledge and expertise of Racing Welfare's staff, which again enhances the experience of beneficiaries who access our services. The Director of Welfare, Simone Sear, is in the second year of a four-year PhD in Organisational Health and Wellbeing. Her research will focus on the evaluation of the impact of the investment racing is making on human wellbeing. Adam Ferguson, the Regional Community Executive in the North, started the Thoroughbred Horseracing Industry's MBA during the year, his research topic will be decided in 2022.

Fundraising

None of the above could be achieved without the generosity of donors and supporters of Racing Welfare. In 2021 the group raised £3.19m (2020 - £3.95m) from donations, grants and fundraising events and we are extremely grateful to those who made those contributions. Highlights from our fundraising campaign included:

- Generous support from trusts and foundations including; The Racing Foundation, The Childwick Trust, The Thompson Family Charitable Trust, The John Pearce Foundation, The Sir Peter O'Sullevan Trust, The Rank Foundation, The Bamford Charitable Foundation, EBN Charitable Trust, The Blackwell Charitable Trust, National Lottery, Wiggin Family Charitable Foundation, Lord Leverhilme's Charitable Trust, The Simon Gibson Charitable Trust and pledges from The John Pearce Foundation and the Alborada Trust.
- Continued support from companies such as the Jockey Club, Betfair, Rewards4Racing, Arena Racing Company, York Racecourse, Racehorse Lotto, Tote, Racehorse Owners Association, Juddmonte Farms, the Niarchos Family, SportingLife, William Hill, Bedmax, Betway and Godolphin.

WHAT WE HAVE ACHIEVED (continued)

- New support from corporate partners including Whitley Neill, Vertem, Dr Johnny Hon's company Global Group and Windsor Clive.
- The Epsom and Malton Open Days returned to being in-person events and were extremely well attended. We also continued to receive support from the Newmarket Open Weekend.
- Our own fundraising events were again affected by COVID with most of our events rescheduled for the latter half of the year. Cheltenham Preview Evening and a Wine Tasting evening were held virtually but we delivered in-person events from July including both the Epsom and Northern Racing Awards, a White Collar Boxing Event, Woburn Golf Day, Close House Golf Day, The Great Racing Welfare Cycle, Haydock Charity Raceday, Racing Staff Week and the Newmarket Heath Ride, Presents Galore and the Tattersalls Carol Concert.
- Supporters continued to raise funds through their own activities and initiatives – Hambleton Racing, Hot to Trot all provided support. We were delighted to gain new support from the Henrietta Knight Racing Club.
- There was Increased support from individuals through personal donations.

Spotlight on Fundraising

The largest fundraising event in 2021 was delivered by an incredible Committee of supporters who raised £150,000 at their Wincanton Raceday. The 12-strong team divided and conquered to produce a fabulous day for 450 people including full hospitality, both an online and live auction, a charity race and a champagne raffle. This is a record amount raised from a charity raceday in aid of Racing Welfare which required minimum input from us. We are incredibly grateful to the huge amount of hard work given by everyone on the committee.

A new event for 2021 was The Great Racing Welfare Cycle which saw 24 cyclists tackle the highs and lows from Carlisle to Newton Abbott. The team cycled for 5 days and raised over £36,000.

Our biggest individual fundraiser from a sporting challenge came from the wonderful duo, Clarissa and Henry Daly. They captured the hearts of the racing fraternity by posting their training struggles on social media which in turn amassed on incredible £33,461 in sponsorship.

Housing

In 2021 the 165 units in the portfolio housed 174 tenants. There were 51 new lets in the year and the new void refurbishment programme enabled the upgrade of four units of retired accommodation and two units of our working staff accommodation. This programme of refurbishment will see the entire portfolio upgraded to a high standard as and when properties become vacant in conjunction with our asset investment strategy

TRUSTEES' REPORT

Achievements and Performance continued

WHAT WE HAVE ACHIEVED (continued)

Case Study: David and Keith

David and Keith moved in a newly refurbished ground floor property at Jack Jarvis Close in February 2021. They were previously living in a 1st floor flat but Keith was struggling with the stairs and was unable to use the bath in the bathroom due to health reasons. David and Keith received a lot of support with the move. A Welfare Officer helped them fill out the transfer application form and made sure they provided the correct supporting documents to the housing team.They also supported them with applying for Housing Benefit and Carers Allowance, as David became Keith's full-time carer.

David says, 'We love our neighbours at Jack Jarvis Close. It is so much better for us living in ground floor accommodation as Keith was becoming housebound due to being unable to manage the communal stairs at our previous property. Having a wet room is so also much better for Keith and has given him some independence back. We couldn't have managed the move without the help of the welfare team who worked closely with the housing team for the best outcome for us. Both teams supported us a lot including making sure we were claiming the correct benefits once we moved.'

Hill House

Hill House in Middleham is a grade two listed property set in the centre of the town. Racing Welfare purchased the property in 2018 in order to develop it to create a multi-purpose offering for the town. The project planned to feature young people's accommodation, a community space, an IT suite, a gym and physio treatment room plus office space for Racing Welfare's staff who are based in the town. During 2021 an opportunity arose to explore the potential for developing a piece of land in the centre of Middleham. The trustees have secured this land with an option to purchase if planning consent can be achieved. This site, if successful, would provide more flexibility in terms of build specification than Hill House and it would allow the charity to consider the environmental impact of the build in a way that is not possible with the development of a listed property. For this reason, the development of Hill House is on hold whilst planning permission is applied for on the new site.

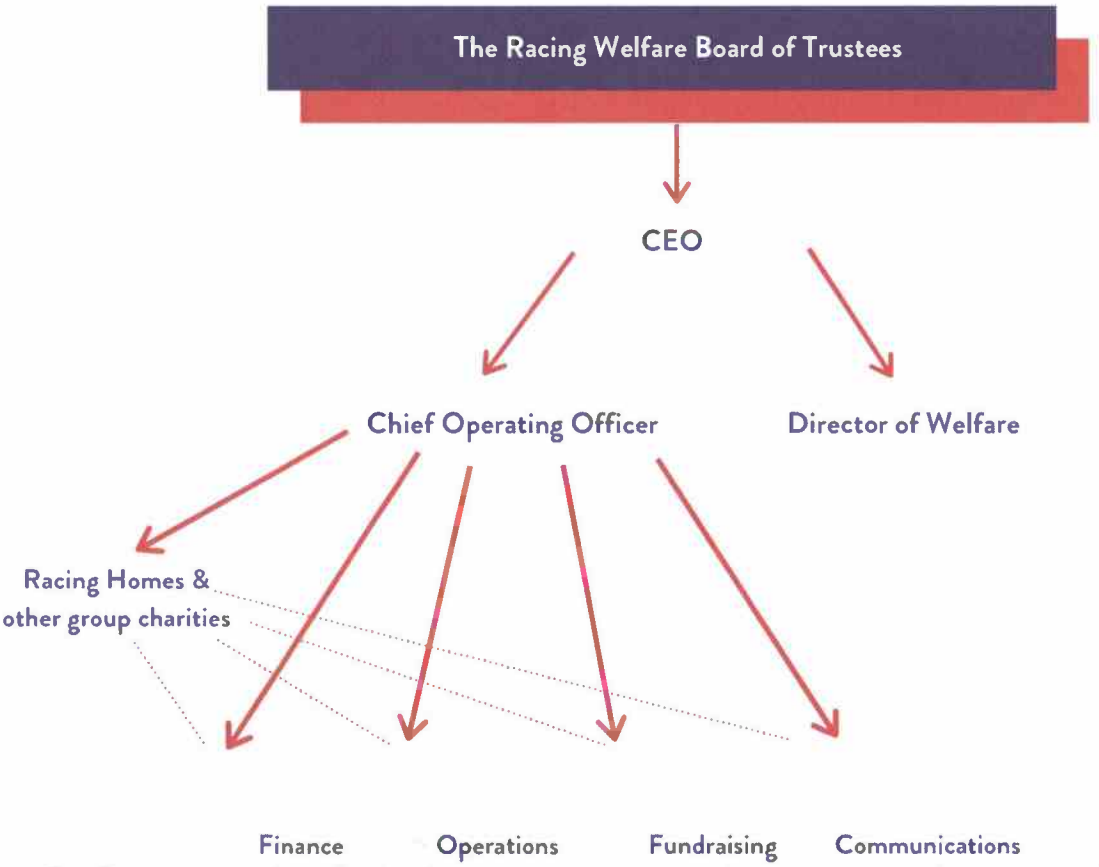
Lambourn

In line with the Growth Strategy produced by Savills in 2020, Racing Homes continue to consider development opportunities in areas with the greatest housing need. Research identified that Lambourn has a significant shortage of racing staff accommodation, and this is a limiting factor for the success of training businesses in the area. Racing Homes acquired an agreement to purchase a property with a parcel of land in the centre of the village, conditional on achieving planning. Racing Homes, assisted by the property team at The Jockey Club, have submitted outline planning for a scheme that would provide Lambourn with a high-quality young people's residence (for those aged 16-24yrs old) of 20 bedrooms within a wardened two-storey building and a further 24 one and two-bedroom homes for racing staff and retired racing staff. A decision on outline planning is expected in 2022. If planning is successful, the purchase of the property will be made possible by the generous support from The John Pearce Foundation.

HOW WE ACHIEVED IT

We achieved another excellent year for Racing Welfare because of the exceptional team of people employed by the charity. 2021 saw the team expand from 45 to 50, with two new roles in welfare, a job share and two maternity covers. In addition, the charity benefits from donated services from The Jockey Club group including IT support, HR and payroll services and support for our capital projects from The Jockey Club Group Property team.

The trustees have delegated the day-to-day management of the charity to the Chief Executive Officer who in turn delegates areas of the business to the Executive Management Team comprising the Chief Operating Officer and the Director of Welfare. The Senior Management Team is made up of the Head of Finance, Head of Fundraising, Head of Communications, Head of Programmes, Head of Housing and Deputy-Director of Welfare.



The finance, operations, fundraising and communications departments provide services to the other charities within the group.

Details on how the other group charities operate can be seen in their respective financial statements.

WHAT WE PLAN TO DO NEXT

As life returns to something nearer to normal in 2022, we will be taking the opportunity to consolidate and review the new methods and processes developed during the past two years and the impact they've had, both internally but more importantly to our beneficiaries. The two main outputs will be the attainment of The Matrix Standard, expected in the first half of the year, and a full-service mixed-method evaluation carried out externally and due for completion at the end of the year. These two pieces of work will not only identify what works and what doesn't but will also identify any gaps in our services and inform our operational strategy going forwards.

For our beneficiary communications, we will be completing the beneficiary app alongside the new website to provide a more effective way of informing our beneficiary base of our developing services and grants. The new website will be a significant improvement to our "shop-front" and will make the user journey of our supporters smoother, as well as enabling us to tell our story to more people.

The funding of the Wellbeing Workforce Programme is being developed, with plans to encourage the industry to own, and part-fund, the programme through a campaign which will highlight the benefits and impact it has had in its first four years. This step is integral to the continuation of the programme.

We will work with our funding network to raise finance for our capital projects in Lambourn and Middleham which look to fulfil the housing need and improve social issues facing these areas.

We will deliver a full suite of face to face community events but will retain those virtual community events that have enabled more people than ever before to come together regularly. We will also continue our hugely successful, volunteer-led 'Check-In and Chat' service which we know has made a tangible difference to the lives of so many of our retired community.

TRUSTEES' REPORT

Financial Review

OUR FINANCIAL PERFORMANCE

Despite the continuing challenges facing the industry, charitable organisations and wider economy, the Racing Welfare group saw net income before gains and losses of £252k (2020 - £1,652k).

The group's investments recovered from the losses seen in 2020, with the portfolio reporting gains of £1,958k (2020 – losses of £1,782k) contributing to net income including investment gains of £2,210 (2020 – net loss of £130k).

Our Income

The charities raised £3.5m (2020 - £4.2m) from fundraising activities, including income from grants. The majority of the decrease was a result of income from donations and legacies, where we saw exceptional support in 2020 driven in large part by the charities' Covid Appeal. The easing of social restrictions allowed for a return of in-person events in 2021 which contributed to income from fundraising events of £960k (2020 - £322k).

Fundraising achieved a return on fundraising of 82% (2020 - 93%) which was a 11% decrease on the prior year due to large donations in 2020.

Investments generated £0.2m (2020 - £0.2m) of income and £0.9m (2020 - £0.8m) was raised from housing rents.

Our Expenditure

Total expenditure increased with £3.6m (2020 - £3.3m) being spent on charitable activities, primarily welfare advice and welfare projects (£2.1m, 2020: £1.8m) in delivering the Workforce Wellbeing Programme. Housing expenditure remained at £1m (2020 - £1m) and the cost of fundraising increased to £0.8m (2020 – £0.4m).

Balance Sheet

The group saw an increase of debtors, a result of entitlement to legacies that are yet to be received. Fair value gains on investments saw investments increase from £14.6m to £16.5m.

Managing our reserves

Racing Welfare holds liquid reserves for three purposes: to develop a source of revenue to support annual expenditure on (principally) welfare services; as a consequence to sustain the charity over the longer term and to enable capital expenditure on schemes which meet Racing Welfare's charitable objectives including supporting schemes proposed by other charities which sit under the Racing Welfare umbrella.

Annually, the Trustees will agree:

- the level of income required from the Income Fund to support Racing Welfare's operational activity; and where the actual income received is less than the requirement, the balance can be drawn from the capital held in the Income Fund.

OUR FINANCIAL PERFORMANCE (continued)

- the level of drawdown required to support capital expenditure on projects and the apportionment of that drawdown between the three investment funds.

Racing Welfare's reserves policy is to hold general reserves equivalent to at least six months' forward expenditure, estimated at £1.3m. Free reserves are £13.9m (2020 £12.4m) as they include the investment portfolio of £14.0m which is held at this level to provide the required return to fund running costs. The overall level of liquid unrestricted funds held in the general fund is sufficient to ensure that Racing Welfare can survive any short-term unforeseen fall in income. The total reserves held at 31 December 2021 in the Charity was £18.5m (2020 - £14.6m), of which £2.7m was in restricted funds (2020 - £0.5m). The total reserves held at 31 December 2021 in the Group was £32.1m (2020 - £29.8m), of which £11.0m was in restricted funds and endowment funds (2020 - £10.9m).[CM1] [CM1]This is charity only – will need to add in a group consideration of free reserves as well

Investment powers and policy

The charity's investment policy is directed by the Finance, Investment and Audit (F,I & A) subcommittee of the Board and investments are managed by Troy Asset Management and Majedie Asset Management Limited (Liontrust Investment Partners LLP from 1st April 2022). The majority of investments are held to fund the charities' activities. For the main investment, portfolio objectives require a balance of income and capital growth, with the group adopting a total return policy, and no specific investment restrictions or ethical requirements have been set. Both investment managers have ESG policies in place but the charity does not hold investments in ESG funds. The balance of the charities' cash is held in the main Active Saver accounts. The investment managers are assessed against an industry benchmark and are asked to present to the board in person once a year but provide verbal reports for every F, I & A meeting.

Going concern

The trustees have considered whether there are any material uncertainties about the charity and group's ability to continue as a going concern. At the balance sheet date, the free reserves of the charity are £13.9m with £16.5m in equity investments (including those in restricted funds). The risks following the outbreak of the COVID pandemic have largely subsided and trustees continue to review all risks regularly.

Dividend income is still below 2019 levels, partly the result of adopting a total returns policy across the group's investment portfolio. A full calendar of fundraising events is expected to take place in 2022, with contingencies in the event of further restrictions or other disruptions.

We continue to see high demand for financial assistance grants with targeted grants, funded by the John Pearce Foundation and administered by Racing Welfare, being made available to those working in horse racing facing financial hardship due to the continuing impact of the pandemic. This mitigates the risk of Racing Welfare having increased costs associated with financial assistance grants. The charity continues to reap the rewards of efficiencies made, the effect of new working practices reducing travel and office costs. The net effect of the reduction in income set against reduced costs delivers a modest surplus for the year that leaves the general fund in line with reserves policy and cash flow projections do not require the liquidation of equity investments in the 12-month period from the approval of the accounts.

The market valuation of the investments is now above pre-pandemic levels as at the date of the approval of the accounts.

Based on this information the trustees are satisfied that no issues were identified that would give rise to a going concern risk.

Principal risks and uncertainties

Racing Welfare is responsible for ensuring that effective and adequate risk management and internal control systems are in place to manage the major risks to which the charity is exposed. A formal risk management process to assess business risks and implement risk management strategies is in place. This involves identifying the types of risks the charity faces, prioritising them in terms of potential impact and likelihood of occurrence, and identifying means of mitigating the risks. As part of this process, the trustees keep under constant review the adequacy of the charity's internal control systems including a proactive 'stress test' prior to each main board meeting. The Finance, Investment & Audit Committee review the risk register annually and the senior management team review the risk register quarterly.

The principal risks are identified as those with the highest likelihood of occurrence together with the highest potential impact. Also included are those risks that score highly and are fundamentally key to what we do and how we operate.

Principal Risks and Uncertainties (continued)

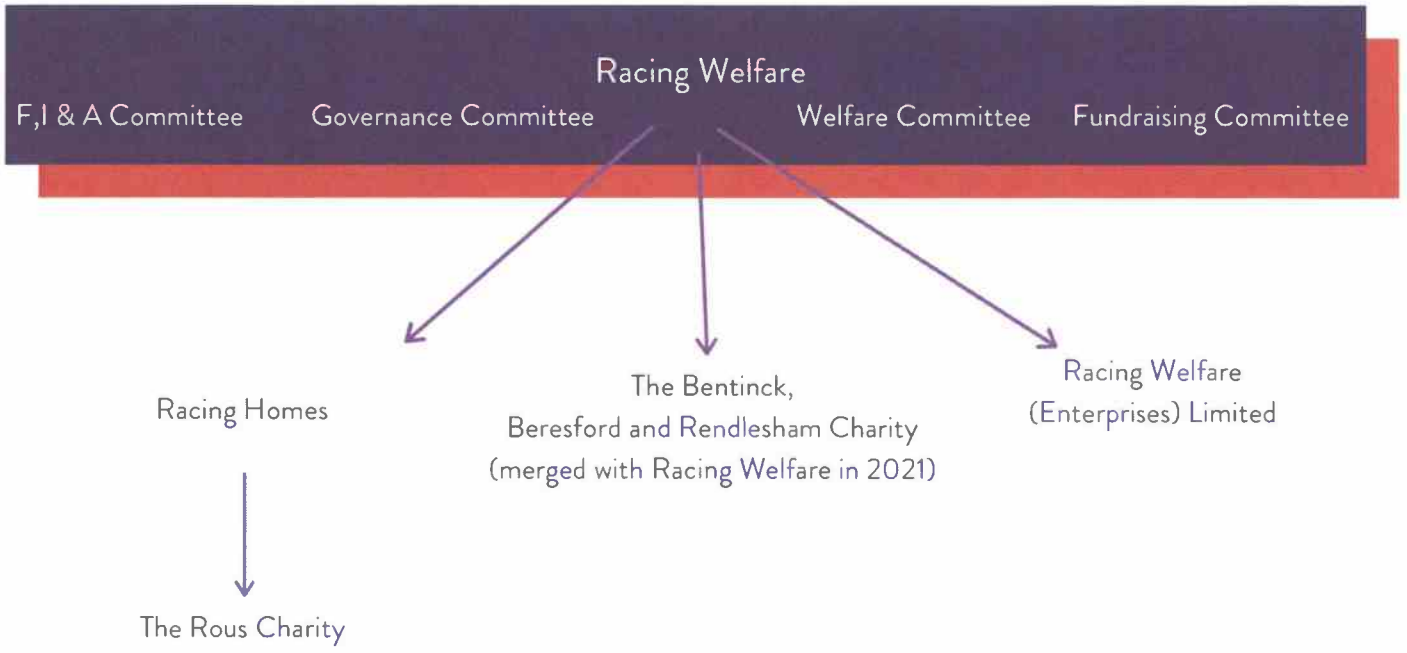
Set out in the table below are the principal risks that are specific to Racing Welfare and actions taken to mitigate the risks. The trustees acknowledge that there are further, more generic risks, which are included on the charities risk register and may score highly but these risks are not listed here due to their generic nature or because they, by nature, are not within our power to control or mitigate e.g. changes in the economy.

Risk Description	Risk Mitigation
Failure to protect vulnerable adults and young people	All staff are appropriately vetted in accordance with law and current regulations. The charity has a robust safeguarding policy which is regularly reviewed by dedicated safeguarding staff and is the recipient of the SafeCic Safe Award recognising excellence in safeguarding standards. Safeguarding training is undertaken by all staff. DBS checks are carried out on all trustees. All line managers and Jockey Club HR staff that work closely with the Racing Welfare group undergo Safer Recruitment training.
Reliance on a small number of key funders: Loss of significant proportion of income should one or more significant partners cease to provide funding	The fundraising committee has prepared a diversification strategy to decrease reliance on particular income streams. Plans are in place to ensure funding for key projects and programmes is sought from a significantly wider pool of donors and funders.
Cyber fraud: Impact of cyber fraud or attack on Charity website, email communications, and IT equipment, resulting in either a breach of data protection law, or hindrance to the Charity's activities.	The charity has ensured all policies and procedures are updated regularly. IT security is maintained by The Jockey Club's skilled IT professionals with all sensitive data stored and transmitted securely with firewalls and antivirus software updated regularly. Operations Manager completed DPO training and works closely with the Jockey Club's DPO. All staff undertake comprehensive training on an annual basis with new staff undertaking this as part of their induction. A cyber insurance policy in place.
Service provision – customer satisfaction: Beneficiaries value our services and are able to easily access them	Our services are benchmarked against other providers and we undertake internal and external evaluations. Welfare Officers are provided with a handbook to ensure consistency of service. A complaints procedure is in place and a PR response plan is ready should any adverse publicity arise.
Loss of key staff: Long-term impact of losing key senior members of staff	Sufficient notice periods are in place for key personnel. Remuneration packages are benchmarked and reviewed annually to ensure they remain competitive. The executive team have created a positive culture and workplace with importance placed on maintaining staff wellbeing and work-life balance.

TRUSTEES' REPORT

Governance and Structure

Our Governance, Structure and Management Group Structure



Racing Welfare is constituted as a company limited by guarantee, with governance arrangements set out in a Memorandum and Articles of Association. The Jockey Club is the sole member.

Racing Welfare is the sole shareholder of Racing Welfare (Enterprises) Limited (which is currently dormant) and the sole trustee of the Bentinck, Beresford and Rendlesham Charity (BBR). During the year permission was granted by the Charity Commission to transfer all assets of BBR to Racing Welfare resulting in BBR being removed from the register of charities.

Racing Welfare is also the sole member of Racing Homes. Racing Homes is the sole trustee of the Rous Charity.

'The Group' is the Racing Welfare group of Companies including Racing Welfare, Racing Homes, The Rous Charity and Racing Welfare (Enterprises) Ltd. The Bentinck, Beresford and Rendlesham Charity was part of the group until 10 December 2021 at which point it transferred its remaining assets to Racing Welfare and was removed from the register of charities.

The Board of Trustees administers the charity. The board meets at least three times a year for a full board meeting and sub-committees are used to concentrate on key projects to bring value to the development of the organisation and support the full board. Each body is comprised of at least three trustees. The committee members have been selected on the basis of their particular interests and skills in the business of the respective committee. Each committee has been assigned specific terms of reference, with decisions on policy and strategy being referred to the main Board of Trustees for approval. During the year we welcomed six new committee members bringing with them a wealth of experience and expertise to complement the existing committee members and trustees.

TRUSTEES' REPORT

Governance and Structure continued

Finance, Investment & Audit Committee
The committee is responsible for the review of the operational plans and budgets, the setting and monitoring of investment policy, reviewing the effectiveness of internal controls and risk management systems, remuneration, the monitoring and oversight of external auditors and the integrity of the internal financial reporting and the group's consolidated financial statements.

Welfare Committee
The committee is responsible for the review of welfare policy, plans and budgets, the monitoring of welfare trends, the balance of skills and resources needed to implement the plans and policy and for reviewing complex cases.

Fundraising Committee
The committee is responsible for the review of income generation policy, plans and budgets and the oversight of the fundraising and communications programme. In particular, it provides a means of mobilising support for events and establishing effective links with potential donors.

Governance Committee
The committee is responsible for assisting the board of trustees in meeting its responsibilities in relation to the governance of the organisation, compliance with company and charity law and good practice. In particular, the committee is tasked with enacting practical and meaningful adoption of the Charity Governance Code, monitoring changes to the recommendations from the Charity Commission and setting best practice in governance.

Governance
Racing Welfare is constituted as a company limited by guarantee, with governance arrangements set out in a Memorandum and Articles of Association. The Jockey Club is the sole member.

The trustees have fully adopted the Charity Governance Code. One of the outcomes of the adoption of the code was the creation of the Governance Committee in 2019, and throughout 2020 and 2021 there were a number of improvements implemented as a result of the work generated by the new committee.

Governance (continued)

A second review of the charity's performance against the Charity Governance Code was undertaken in 2021 to assess the impact of the priorities addressed in 2020; diversity and inclusion and board effectiveness; and to identify the next areas for improvement. The review identified that the improvements introduced had made a significant impact on both areas and identified additional measures to improve board effectiveness. This included a board effectiveness survey carried out in 2021 and new trustee objectives and trustee performance review procedures being introduced in 2022.

We held three trustee strategy days, outside of board meetings, in 2021. The first designed to highlight any areas of the charity which should be prioritised in our strategy and the subsequent sessions focusing on those areas. This resulted in two very productive days looking at our income diversification and the evaluation of our services. The action points from these sessions have been incorporated into the work being delivered by the executive.

Trustees

The Articles of Association stipulate that the charity should have between nine and twelve trustees, although this may be otherwise determined by passing an Ordinary Resolution. One-third of the board retires by rotation each year. The Member appoints trustees solely on the recommendation of the board. All members of the board have given their time voluntarily and receive no benefits from the charity. The board is charged to use its best endeavours to ensure the composition of the board at any time represents an appropriate balance of skills including knowledge and experience of housing matters as well as activities within the horseracing industry. The newly implemented trustee recruitment process requires any trustee to join firstly as a committee member and serve at least 12 months' prior to being considered by the board for trusteeship. New committee members are recruited according to any gaps identified by the trustee skills audit and a recruitment process is followed involving extensive advertising via internal and external channels. Each position's recruitment strategy is developed according to the specialism required and is signed off by the Chief Operating Officer who sits on the Governance Committee. The process has been designed to improve diversity on the board. All new committee members and trustees are provided with an induction programme so that they can fulfil their role on the Board. Trustees are DBS checked are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

TRUSTEES' REPORT

Governance and Structure continued

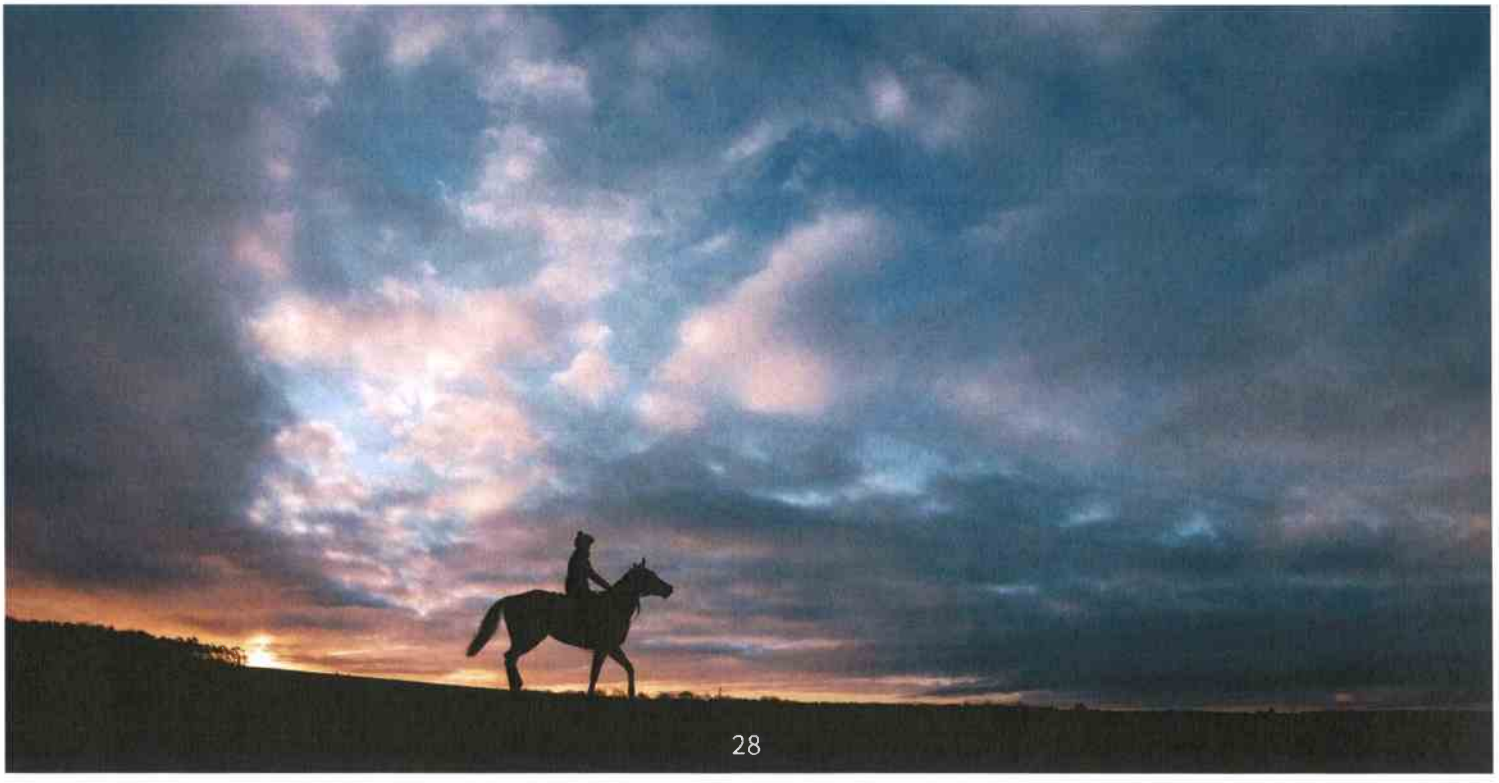
Related parties and co-operation with other organisations

No trustees receive remuneration or other benefits from their work with the charity. Relationships between the charity and related parties, including its subsidiary undertakings, and with any other charities and organisations with which it cooperates in the pursuit of its charitable objectives, must be disclosed. In the current year the charity co-operated with the following organisations in the pursuit of its charitable objectives:

- The Racing Centre – this charity provides leisure facilities for the horseracing community and as such Racing Welfare provides a grant in support of this work. The Newmarket-based welfare officers occupy offices within their building to provide ease of access for beneficiaries and to improve promotion of our services.
- Epsom Racing Staff Welfare – this charity provides housing for working staff in the racing centre of Epsom. Racing Welfare provides fundraising services, property management services and finance and administration services free of charge due to the aligned objectives of the charity with both Racing Homes and Racing Welfare.
- NTFCT Charitable Trust – this charity provides grants to individuals from the horse racing industry for career development. Racing Welfare provides the financial management of this charity at a small fee and administers the grants via our welfare team free of charge due to the aligned objectives with Racing Welfare.

Grant Making

Racing Welfare is a grant-making charity and awards grants to both beneficiaries and in some circumstances other organisations, in pursuit of delivering its objectives. The charity has a rigorous grant-making policy which is updated regularly and covers priorities and purpose of grants, principles in determining grant decisions, grant application process, due diligence, administration and decision making. Strong internal controls around grant giving are in place and sufficient segregation of duties, coupled with specially designed processes, limit the opportunity for fraud.



Volunteers

The charity has a team of volunteers who are tasked with assisting the fundraising team at events. The number of active volunteers by the end of 2021 was 135 (2020 – 76). In 2021 these volunteers were involved in 8 different events (2020 – 2) and 28 volunteers were actively involved in the continued success of our telephone befriending service (2020 – 21).

Fundraising

The fundraising strategy of the charity is to develop each individual channel of income whether it be from individual giving, corporate fundraising, trusts and foundations, events or community fundraising. The Fundraising Team manages and delivers this strategy on a day to day basis, under the guidance of the Head of Fundraising who in turn reports to the COO and the Fundraising and Communications Committee.

- The individual giving channel seeks to secure one-off and regular gifts as well as legacies.
- The charity has established working relationships with a number of corporate supporters to deliver income from different companies and their customers. These include racecourses, studs and auction houses as well as bookmakers and retailers.
- Trusts and foundations provide the charity with a major source of income.
- The charity runs its own diverse calendar of events around the country which includes race days, open days, boxing and golf events and awards dinners.
- Community fundraising brings together the charity's supporters and volunteers across the country. This is through activities like challenge events, including the London Marathon, bucket collections and third-party events run by individuals or groups looking to support the charity.

The charity prides itself on its high standard of stewardship of its supporters. We have adopted an opt-in policy, with regard to communications, to comply with current regulations and are a member of the Institute of Fundraising. There have been no complaints received in the year.

The charity communicates with its supporters via e-mail as far as possible. It has not undertaken any direct mail campaigns, to protect vulnerable people and ensure no one feels under any pressure to give money. Corporate agreements are entered into where required to provide clarity and enable progress and outcomes to be monitored.

The charity's fundraising performance is monitored by its trustees through quarterly management accounts which include a return on investment calculation to show the overall effectiveness of the fundraising team.

Employment Practices and Pay

Racing Welfare is developing its Diversity, Inclusion and Equality agenda. Our Diversity and Inclusion (D&I) champion is actively working with senior management team to help ensure that nurturing a diverse and inclusive working environment, where we attract the full range of talent and everyone can be themselves, is embedded within all processes and policies within the charities. The D & I Champion is also a member of the Jockey Club's Equality, Diversity and Inclusion Group.

The charity has reviewed its policy on remuneration and has developed and adopted a salary structure and

package which are internally consistent and are comparable with other charities in the sector and which recognise performance.

The Finance, Investment and Audit Committee is responsible for the remuneration terms and conditions of the Chief Executive and general pay and remuneration terms of all employees, including the senior management team. When setting pay and annual pay awards, reference is made to salary surveys and industry benchmarks. Subject to affordability, the charity's policy has been to award an annual pay rise consistent with increases in cost of living indices and having regard to the level of pay award agreed by the Jockey Club. Day to day recruitment and pay for staff is delegated to the Chief Executive.

The Racing Welfare group is passionate about promoting positive mental health and wellbeing across the racing industry but also within its own walls. The group provides flexible working options to help promote a good work/life balance and to support those with families and caring responsibilities. The senior management has an ongoing agenda of reviewing the wellbeing of the workforce, introducing new initiatives, consulting with employees and undertaking specific training to improve leadership. This is all with the aim of maximising employee potential and satisfaction. In 2020 the organisation took part in a staff satisfaction survey. The results reported that: 78% of staff felt valued for the contribution they made to the organisation; 100% believed that Racing Welfare works in the best interest of racing; 53% felt the information on charity matters is open, transparent and freely shared when appropriate and 89% felt encouraged, supported to learn, and developed to be able to do my best work. This survey will be repeated in 2022.

An extensive learning and training programme is afforded to every employee with a mixture of online learning opportunities as well as traditional courses and qualifications. Each year the Racing Welfare group hosts two, two-day staff forums where all staff meet for a programme of training and strategy setting. Employee Health and Safety is maintained via the use of the Jockey Club's Health and Safety online training programme, Human Focus. This provides high-quality training and efficient monitoring and relevant modules are mandatory for all staff.

Environmental

The charity is conscious of monitoring the environmental impact that it makes. We have a green champion that sits on the Jockey Club's Green Champion Board and the trustees have prioritised ESG (Environmental, social and governance) for 2022. Racing Homes and Racing Welfare are making the first steps in creating a decarbonisation strategy for the group by working with Jockey Club Estates in an externally provided review of the business. The trustees are committed to becoming carbon neutral by 2050.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the Group and Charity and of the incoming resources and application of resources of the Group and Charity for that year. In preparing the financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group and Charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy the financial position of the Group and Charity and enable it to ensure that the financial statements comply with the Charities Act 1993, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the Trust Deed. They are also responsible for safeguarding the assets of the Group and Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Racing Welfare.

Statement as disclosure to our auditors

In accordance with company law, the trustees, as the company's directors, certify that

- so far as each person who was a director at the date of approving this report is aware, there is no relevant audit information of which the company's auditor is unaware.
- each director has taken all the necessary steps that they ought to have taken as a director in order to make themselves aware of all relevant audit information and to establish that the company's auditor is aware of that information.

Auditors

RSM UK Audit LLP were appointed as auditors during the year and have expressed their willingness to continue in office. A resolution to reappoint them will be proposed at the forthcoming Annual General Meeting.

The trustees' report was approved on 9th June 2022 and signed on its behalf:

William Barlow, Chairman

INDEPENDENT AUDITOR'S REPORT

Opinion

We have audited the financial statements of Racing Welfare (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2021 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charity Statement of Financial Position, the Statement of Financial Cashflows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 December 2021 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We have been appointed auditors under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's or parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Trustees' Report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report, which includes the Directors' Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report included within the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' responsibilities set out on page 31, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the

Responsibilities of trustees (continued)

preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the group audit engagement team:

- obtained an understanding of the nature of the sector, including the legal and regulatory frameworks that the group and parent charitable company operates in and how the group and parent charitable company are complying with the legal and regulatory frameworks;

- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), Companies Act 2006, Charities Act 2011, the charitable company's governing document, tax legislation and Charities (Protection and Social Investment) Act 2016. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing the financial statements including the Trustees' Report, and remaining alert to new or unusual transactions which may not be in accordance with the governing documents.

The group audit engagement team identified the risk of management override of controls and completeness of income streams as the areas where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments, evaluating the business rationale in relation to any significant, unusual transactions and transactions entered into outside the normal course of business and performing tests of detail on income recognised in the year and subsequent to the year end.

A further description of our responsibilities for the audit of the financial statements is provided on the Financial Reporting Council's website at http://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Claire Sutherland

CLAIRE SUTHERLAND (Senior Statutory Auditor)
For and on behalf of RSM UK AUDIT LLP, Statutory Auditor
Chartered Accountants
Blenheim House
Newmarket Road
Bury St Edmunds
Suffolk
IP33 3SB

Date: 15/06/22

RSM UK Audit LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

STATEMENT OF FINANCIAL ACTIVITIES

for the year ended 31 December 2021

	Note	Unrestricted funds 2021 £'000	Restricted funds 2021 £'000	Endowment funds 2021 £'000	Total funds 2021 £'000	Total funds 2020 £'000 (Note 25)
INCOME FROM:						
Donations and legacies	2	930	1,644		2,574	3,916
Charitable activities		905	-	-	905	833
Other trading activities:						
Fundraising events		881	79	-	960	322
Investments	3	226	-	-	226	238
Other income		4	-	-	4	47
TOTAL INCOME		2,946	1,723	-	4,669	5,356
EXPENDITURE ON:						
Raising funds		762	-	-	762	399
Charitable activities		1,903	1,734	19	3,656	3,305
TOTAL EXPENDITURE	4	2,665	1,734	19	4,418	3,704
NET INCOME/(EXPENDITURE) BEFORE GAINS AND LOSSES ON INVESTMENTS		281	(11)	(19)	251	1,652
Net (losses)/gains on investments	10	1,742	-	216	1,958	(1,782)
NET INCOME/(EXPENDITURE) FOR THE YEAR		2,023	(11)	197	2,209	(130)
Transfers between funds		147	1,924	(2,071)	-	-
NET MOVEMENTS IN FUNDS		2,170	1,913	(1,874)	2,209	(130)
Reconciliation of funds:						
Balances brought forward		18,910	8,215	2,723	29,848	29,978
Balances carried forward		21,080	10,128	849	32,057	29,848

STATEMENT OF FINANCIAL POSITION

for the year ended 31 December 2021

Company number 04116279

	Note	2021 Group £'000	2021 Charity £'000	2020 Group £'000	2020 Charity £'000
FIXED ASSETS					
Intangible fixed assets	8	160	-	162	-
Tangible fixed assets	9	15,522	1,720	15,607	1,686
Investments:					
Investments	10	16,531	16,100	14,573	12,335
Programme related investments	11	59	59	58	58
		32,272	17,879	30,400	14,079
CURRENT ASSETS					
Debtors	12	961	915	678	668
Cash at bank and in hand		1,162	222	1,186	389
		2,123	1,137	1,864	1,057
LIABILITIES					
CREDITORS: amounts falling due within one year	13	(645)	(550)	(683)	(470)
NET CURRENT ASSETS		1,478	587	1,181	587
TOTAL ASSETS LESS CURRENT LIABILITIES		33,750	18,466	31,581	14,666
CREDITORS: amounts falling due after more than one year	14	(1,693)	-	(1,733)	-
NET ASSETS		32,057	18,466	29,848	14,666
THE FUNDS OF THE CHARITY:					
Unrestricted funds:					
General fund		2,112	1,329	1,737	1,270
Designated funds:					
Other designated funds		18,950	14,413	17,173	12,888
Total unrestricted funds		21,062	15,742	18,910	14,158
Restricted funds:					
Other restricted funds		10,146	2,724	8,215	508
Total restricted funds		10,146	2,724	8,215	508
Endowment funds		849	-	2,723	-
TOTAL FUNDS	15/16	32,057	18,466	29,848	14,666

The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

A separate SOFA has not been presented for the Charity as permitted by section 408 of the Companies Act 2006 and paragraph 397 of the SORP. The charity reported net income before investment gains and losses of £2,105k (2020: net expenditure £870k), with investment gains of £1,695k (2020: losses of £1,447k). This includes gains of £2,071 on the transfer of investments from a group charity.

The financial statements on pages 36 to 62 of Racing Welfare, were approved by the Board of Trustees on 9th June 2022 and signed on its behalf by:

William Barlow (Chairman)

STATEMENT OF FINANCIAL CASHFLOWS

for the year ended 31 December 2021

	Note	2021 £'000	2020 £'000
Cash provided by operating activities	18	204	2,144
Cash flows from investing activities:			
Purchase of tangible fixed assets		(188)	(353)
Purchase of investments		-	(6,302)
Proceeds from sale of investments		-	5,302
Net cash used in investing activities		(188)	(1,353)
Cash flows from financing activities			
Repayment of loans		(40)	(41)
Net (decrease) / increase in cash and cash equivalents		(24)	750
Cash and cash equivalents at 1 January	18	1,186	436
Cash and cash equivalents at 31 December	18	1,162	1,186

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2021

1. ACCOUNTING POLICIES

Racing Welfare is a charitable company, limited by guarantee, registered in England and Wales. The company's registered number and registered address can be found on the Company Information page.

Basis of preparation

The financial statements have been prepared under the historical cost convention, with the exception of certain fixed assets and investments which are included at market value or deemed cost. The financial statements have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland- (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.
Racing Welfare meets the definition of a public benefit entity under FRS 102.

Going Concern

The Trustees have identified no material uncertainties and have a reasonable expectation that the charitable company and the group have adequate resources to continue in operational existence for the foreseeable future and the company is well placed to manage its business risks successfully despite the current uncertain economic outlook. Accordingly, they continue to adopt the going concern basis in preparing the annual report and accounts.

Consolidated Accounts

The statement of financial activities (SOFA) and statement of financial position consolidate the financial statements of the Charity, its subsidiary undertaking and entities of which it has control. The results of the subsidiaries are consolidated on a line by line basis.

A separate SOFA has not been presented for the Charity as permitted by section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

The Charity has taken advantage of the exemption from disclosing the following information, as permitted by the reduced disclosure regime within FRS 102:

' - • Section 7 'Statement of Cash Flows' – Presentation of a Statement of Cash Flow and related notes and disclosures

The consolidated financial statements of Racing Welfare are available from its registered office.

1. ACCOUNTING POLICIES (continued)

Income

All income is included in the SOFA when the Charity is legally entitled to the income, it is probable that it will be received and the amount can be quantified with reasonable accuracy. For legacies, entitlement is the earlier of the Charity being notified of an impending distribution or the legacy being received. Where there is a life interest, the donated asset is excluded until the life interest expires.

Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income from fundraising events is recognised when the charity is legally entitled to the income. Entitlement is the earlier of the date of the event or the date on which a non-refundable booking is made.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Expenditure on charitable activities includes costs directly incurred in undertaking these activities. Where costs cannot be directly attributed to a particular category they have been allocated to activities on a basis consistent with use of the resources.

Grants payable are payments made to third parties in the furtherance of the charitable objectives of the Charity. Single or multi year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the Trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and any condition attaching to the grant is outside of the control of the Charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Support costs are those functions that assist the work of the Charity but do not directly constitute charitable activities. Support costs include office costs, finance, personnel, payroll, and governance costs which support the charity's activities. These costs have been allocated between costs of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in the notes.

Fund Accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

1.ACCOUNTING POLICIES (continued)

Fund Accounting (continued)
Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the note 15 to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund.

Endowment funds represent funds received in the past where the donors have stipulated that the income may be used for general purposes, but the capital must be retained.

Irrecoverable VAT
All expenditure is classified under activity headings that aggregate all costs related to the category. Irrecoverable VAT is charged against the category of expense for which it was incurred.

Intangible Fixed Assets
Nomination rights cover the right to nominate 6 residents to Childwick House, Newmarket. They are depreciated in equal amounts over a period of 125 years.

Tangible Fixed Assets
Freehold and leasehold land and buildings are stated at cost and deemed cost, the company having taken advantage of the exemption in Paragraph 35.10(d) of FRS 102 to use the valuation at the date of transition as deemed cost.

Tangible fixed assets costing more than £1,000 are capitalised and included at cost including any incidental expenses of acquisition.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost on a straight line basis over their expected useful economic lives as follows:

Freehold land	nil
Freehold and long leasehold buildings	over 50 years/life of the lease
Equipment and motor vehicles	over 3 to 4 years

No depreciation is charged on assets in the course of construction.

Investments
Investments in subsidiaries and Trophies are stated at cost less provision for any impairment. Investments listed at the stock exchange are stated at market value at the balance sheet date. The SOFA includes the net gains and losses arising on revaluations and disposals throughout the year.

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2021

1.ACCOUNTING POLICIES (continued)

Programme related investments and concessionary loans
In accordance with 21.26 of the Charities SORP (FRS 102) the Charity has opted to recognise and measure the loans at the amount paid, with the carrying amount adjusted in subsequent years to reflect repayments and any accrued interest and adjusted if necessary for any impairment.

Leases
Operating lease rentals are charged to expenditure in equal annual amounts over the lease term.

Pensions
Pension costs disclosed in the accounts relate to employer contributions towards employees' stakeholder and personal pension schemes. The Charity does not operate its own pension scheme.

Judgements and estimates
The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities at the balance sheet date and the amounts reported for income and expenditure during the period. However, the nature of the estimation means that actual outcomes could differ from those estimates. The following judgements have had the most significant effect on the amounts recognised in the financial statements:

Tangible fixed assets:
Tangible fixed assets are depreciated over their useful lives, taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. Residual value assessments consider issues such as the remaining life of the asset and projected disposal value.

2.DONATIONS, LEGACIES AND GRANTS

	2021 £'000	2020 £'000
Donations	377	1,848
Legacies	330	269
Grants	1,867	1,799
	2,574	3,916

3. INVESTMENT INCOME

	2021 £'000	2020 £'000
Interest receivable	1	1
Dividends received from investment and unit trusts	225	237
	226	238

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2021

4. TOTAL EXPENDITURE

	Activities undertaken directly 2021 £'000	Grant funding of activities 2021 £'000	Support costs 2021 £'000	Total 2021 £'000	Total 2020 £'000
Cost of raising funds					
Fundraising	111	-	64	175	146
Fundraising events:	523	-	64	587	253
	634	-	128	762	399
Charitable activities					
Advice and Guidance	481	69	237	787	660
Financial assistance	3	227	-	230	244
Welfare Projects	1,064	-	261	1,325	1,186
Healthy living & well-being	69	81	-	150	84
Community	1	-	-	1	1
Housing	889	-	112	1,001	973
Communications and advocacy	126	-	36	162	157
	2,633	377	646	3,656	3,305
TOTAL EXPENDITURE	3,267	377	774	4,418	3,704

Included within support costs are audit fees, payable to RSM UK Audit LLP, of £16,150, of which £9,650 relate to the charity (2020: £15,450; £9,530 relate to the charity).

Grant funding of activities is analysed as follows:

	Grants to individuals 2021 £'000	Grants to institutions 2021 £'000	Total 2021 £'000	Total 2020 £'000
Advice & guidance	-	69	69	68
Financial assistance	227	-	227	238
Healthy living and well-being	-	81	81	60
	227	150	377	366

	2021 £'000	2020 £'000
Payments to individuals	227	238
Racing Centre	44	35
Life Skills	37	25
Sports Chaplaincy UK	69	68
	377	366

4. TOTAL EXPENDITURE (continued)

Support costs allocation	Human Resources 2021 £'000	Admin Costs 2021 £'000	Premises Costs 2021 £'000	IT Costs 2021 £'000	Governance Costs 2021 £'000	Total 2021 £'000	Total 2020 £'000
Cost of raising funds							
Cost of fundraising, fundraising events and trading	75	23	8	2	20	128	93
Charitable activities							
Advice & guidance	140	42	15	4	36	237	169
Welfare Projects	181	54	20	6	-	261	257
Housing	54	16	6	2	34	112	71
Communications and advocacy	21	6	2	1	6	36	46
TOTAL SUPPORT COSTS	471	141	51	15	96	774	636

Support costs are allocated on the basis of the number of staff working directly on charitable activities.

5. TRUSTEES' REMUNERATION

No remuneration was paid to trustees during the year or the preceeding year. During the year, travel expenses totalling £nil were claimed (2020: £nil) and £nil (2020: £1,000) of donations were received from trustees.

6. STAFF COSTS

	2021 £'000	2020 £'000
Wages and salaries	1,561	1,424
Social security costs	153	140
Pension costs	147	125
	1,861	1,689

The number of employees who received total employee benfits (excluding pension contributions) of more than £60,000 was as follows:

	2021	2020
£60,000 - £70,000	1	1
£80,000 - £90,000	-	1
£100,000 - £110,000	1	-
£110,000 - £120,000	-	1
£120,000 - £130,000	1	-

The average number of employees, analysed by function, was:

	2021 No	2020 No
Charitable activities	37	33
Fundraising	7	6
Management and administration of the Charity	8	8
	52	47

During the year remuneration received by key management personnel totalled £317k (2020: £300k). Key management personnel are the Chief Executive, Chief Operating Officer and Director of Welfare.

7. PENSION COSTS

The Charity contributes to various money purchase pension schemes, including a stakeholder pension scheme operated by an independent organisation. The cost for the year was £146k (2020 - £125k). At the year end the amount due in creditors in respect of pension contributions was £13k (2020 - £12k).

8. INTANGIBLE FIXED ASSETS

Group	Nomination Rights £'000
Cost	
At 1 January 2021 and at 31 December 2021	198
Amortisation	
At 1 January 2021	36
Charge for the year	2
At 31 December 2021	38
Net book value	
At 31 December 2021	160
At 31 December 2020	162

9. TANGIBLE FIXED ASSETS

Group	Assets under development	Freehold land and buildings £'000	Leasehold buildings £'000	Equipment and motor vehicles £'000	Total £'000
Cost or deemed cost					
At 1 January 2021	-	15,669	341	1,254	17,264
Additions	19	28	-	211	258
Disposals	-	-	-	(54)	(54)
At 31 December 2021	19	15,697	341	1,411	17,468
Depreciation					
At 1 January 2021	-	1,179	54	424	1,657
Charge for the year	-	228	8	107	343
Disposals		-	-	(54)	(54)
At 31 December 2021	-	1,407	62	477	1,946
Net book value					
At 31 December 2021	19	14,290	279	934	15,522
At 31 December 2020	-	14,490	287	830	15,607

Freehold land and buildings includes freehold land of £3,837k (2020: £3,837k) that is not depreciated.

Freehold land and buildings are included at deemed cost, the group having taken advantage of the exemption in Paragraph 35.10(d) of FRS 102 to use the valuation at the date of transition as deemed cost.

9. TANGIBLE FIXED ASSETS (continued)

Charity	Freehold land and buildings £'000	Equipment and motor vehicles £'000	Total £'000
Cost or deemed cost			
At 1 January 2021	1,691	316	2,007
Additions	28	46	74
Disposals	-	(48)	(48)
At 31 December 2021	1,719	314	2,033
Depreciation			
At 1 January 2021	64	257	321
Charge for the year	13	27	40
Disposals	-	(48)	(48)
At 31 December 2021	77	236	313
Net book value			
At 31 December 2021	1,642	78	1,720
At 31 December 2020	1,627	59	1,686

Freehold land and buildings are included at deemed cost, the company having taken advantage of the exemption in Paragraph 35.10(d) of FRS 102 to use the valuation at the date of transition as deemed cost.

Freehold land and buildings includes freehold land of £433k (2020: £433k) that is not depreciated.

Historic cost	2021 £'000	2020 £'000
Group		
Gross cost	14,620	14,431
Accumulated depreciation on historic cost	(2,828)	(2,554)
	11,792	11,877
Charity		
Gross cost	1,719	1,691
Accumulated depreciation on historic cost	(77)	(64)
	1,642	1,627

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2021

10. INVESTMENTS HELD AS FIXED ASSETS

	Group 2021 £'000	Charity 2021 £'000	Group 2020 £'000	Charity 2020 £'000
Listed securities:				
Market value at 1 January	14,558	12,320	15,340	12,810
Additions	-	-	6,302	5,408
Disposals	-	-	(5,302)	(4,408)
Transfer from BBR Charity	-	2,071	-	-
Net investment (losses)/gains	1,958	1,695	(1,782)	(1,490)
Market value at 31 December	16,516	16,086	14,558	12,320
Historic cost at 31 December	12,772	12,988	12,772	10,917
Listed investments are represented by:				
Trojan Income Fund (S Income)	7,436	5,924	5,475	4,148
Trojan Fund (S Income)	5,789	6,323	5,789	4,881
Majedie UK Equity Fund X Income Shares	3,291	3,838	3,294	3,291
	16,516	16,085	14,558	12,320
Trophies	15	15	15	15
	16,531	16,100	14,573	12,335

Investments in subsidiaries:

The company holds all the share capital of the following company:

Racing Welfare (Enterprises) Limited	Trading subsidiary

The company is registered in England and Wales and has a co-terminus year end.

11. PROGRAMME RELATED INVESTMENTS

	Group 2021 £'000	Charity 2021 £'000	Group 2020 £'000	Charity 2020 £'000
At 1 January 2021	58	58	57	57
Interest charged	1	1	1	1
At 31 December 2021	59	59	58	58

The programme related investments are loans made to Epsom Racing Staff Welfare (formerly Epsom Training and Development Fund) to facilitate the provision of affordable housing to racing staff in Epsom. The first loan was made in 2006 with a loan term of 25 years and interest is accruing at the Bank of England base rate plus 0.1%. A second loan was made in 2009 with a loan term of 25 years and interest accruing at the Bank of England base rate plus 0.1% and subject to a minimum rate of 2.5%. Repayment of these loans was frozen during the year pending further consideration of the relationship with the charity, Epsom Racing Staff Welfare.

12. DEBTORS

	Group 2021 £'000	Charity 2021 £'000	Group 2020 £'000	Charity 2020 £'000
Due within one year				
Trade debtors	101	74	34	7
Sundry debtors	12	1	12	1
Due from group charities	-	-	-	50
Due from connected charities	55	55	55	55
Prepayments and accrued income	771	763	555	533
	939	893	656	646
Sundry debtors due after more than one year	22	22	22	22
	961	915	678	668

Sundry debtors due after more than one year consist of secured loans of £22k (2020: £22k). These loans, made for charitable purposes, are secured by legal charges over property.

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Trade creditors	234	176	101	55
Taxation and social security costs	55	53	49	46
Sundry creditors	13	11	220	221
Accruals and deferred income	289	97	257	136
Pension contributions	14	13	16	12
Due to group charities	-	200	-	-
Mortgages for housing due within 1 year	40	-	40	-
	645	550	683	470

14. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

Mortgage on Jack Jarvis Close	93	-	93	-
Loan on Summerhill House	1,600	-	1,640	-
	1,693	-	1,733	-
Analysis of mortgage repayable by instalments:				
In less than one year	40		40	
Between one and two years	41	-	41	-
Between two and five years	122	-	122	-
After five years	1,570	-	1,570	-
	1,773	-	1,773	-

The mortgage on Jack Jarvis Close is secured on those properties, bears interest at 15% per annum and is repayable over a period of 60 years from 1980.

A new loan was taken out in 2018, secured against Summerhill House, Howard de Walden Way, Newmarket. The loan bears interest of 3.55% and is repayable over a period of 10 years from 2018 at £40k p.a with a break clause after 5 years. The balance will be paid on the maturity date.

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2021

15. STATEMENT OF FUNDS

GROUP	At 1 January 2021 £'000	Income £'000	Expenditure £'000	Gains / (losses) £'000	Transfers £'000	At 31 December 2021 £'000
General reserve	1,737	2,946	(2,382)	48	(237)	2,112
Designated funds:						
Income fund	10,958	-	-	1,676	-	12,634
Fixed asset fund	5,989	-	(246)	-	487	6,230
Housing development fund	186	-	-	-	(186)	-
Repairs and maintenance fund	-	-	(37)	-	83	46
Extraordinary repairs fund	40	-	-	-	-	40
Total unrestricted funds	18,910	2,946	(2,665)	1,724	147	21,062
Restricted funds						
Mental Health & Addiction support	15	322	(335)	-	-	2
Chaplaincy	-	19	(19)	-	-	-
Racing Support Line	-	91	(72)	-	(12)	7
Middleham	790	60	-	-	-	850
CATS	35	235	(235)	-	-	35
Beneficiaries holiday fund	50	50	-	-	(50)	50
YP Housing in Newmarket	30	47	-	-	-	77
IMO Tim Jones MHFA	6	4	(3)	-	-	7
Occupational Health	81	528	(551)	-	-	58
Wellbing Programme Management	-	62	(62)	-	-	-
Epsom Racing Staff Welfare	-	32	-	-	-	32
Life Skills for the Young	-	4	(4)	-	-	-
Mental Health Industry Lead	-	35	(35)	-	-	-
Covid Hardship grants	1	123	(124)	-	-	-
Christmas Events	-	-	(38)	-	50	12
Welfare Support Officer Newmarket	-	15	(15)	-	-	-
Malton Office	-	13	(13)	-	-	-
Rank Foundation	-	25	(25)	-	-	-
Phase II Wellbeing	-	36	(36)	-	-	-
Beneficiaries in Berkshire	-	2	-	-	-	2
Eldery in Yorkshire	-	2	-	-	-	2
East Suffolk Food Vouchers	-	8	(8)	-	-	-
Check in and Chat	-	10	(10)	-	-	-
BBR assets fund	-	-	-	18	2,071	2,089
Housing for racing people	7,207	-	(149)	-	(135)	6,923
Total restricted fund	8,215	1,723	(1,734)	18	1,924	10,146
Endowment Funds						
Housing for racing people	868	-	(19)	-	-	849
Betinck and Beresford	1,855	-	-	216	(2,071)	-
	2,723	-	(19)	216	(2,071)	849
Total funds	29,848	4,669	(4,418)	1,958	-	32,057

15. STATEMENT OF FUNDS (continued)

GROUP	At 1 January 2020 £'000	Income £'000	Expenditure £'000	Investment gains / losses £'000	Transfers £'000	At 31 December 2020 £'000
General reserve	1,175	3,835	(1,438)	(50)	(807)	2,715
Designated funds:						
Income fund	11,448	-	-	(1,490)	(300)	9,658
Fixed asset fund	5,958	-	(255)	-	608	6,311
Housing development fund	439	-	(253)	-	-	186
Extraordinary repairs fund	40	-	-	-	-	40
Total unrestricted funds	19,060	3,835	(1,946)	(1,540)	(499)	18,910
Restricted funds						
Mental Health & Addiction support	21	341	(347)	-	-	15
Chaplaincy	-	10	(10)	-	-	-
Racing Support Line	-	84	(84)	-	-	-
Qatar Racing	88	-	-	-	(88)	-
Middleham	192	10	-	-	588	790
CATS	62	196	(223)	-	-	35
Beneficiaries holiday fund	40	50	-	-	(40)	50
YP Housing in Newmarket	44	39	(53)	-	-	30
IMO Collections	3	-	(3)	-	-	-
IMO Time Jones MHFA	5	4	(3)	-	-	6
Occupational Health	113	483	(499)	-	(16)	81
Wellbeing Programme Management	26	22	(48)	-	-	-
Epsom Racing Staff Welfare	13	1	(14)	-	-	-
Mental Health Services	29	-	(29)	-	-	-
Mental Health Industry Lead	-	45	(32)	-	(13)	-
Covid Hardship grants	-	170	(169)	-	-	1
Festive food parcels	-	5	(5)	-	-	-
Malton office	-	10	(10)	-	-	-
Welfare Support Officer Newmarket	24	-	(24)	-	-	-
Housing for racing people	7,247	-	(132)	-	92	7,207
Racing Homes strategy report	-	51	(51)	-	-	-
Housing Support Officer	24	-	-	-	(24)	-
Total restricted fund	7,931	1,521	(1,736)	-	499	8,215
Endowment Funds						
Housing for racing people	890	-	(22)	-	-	868
Betinck and Beresford	2,097	-	-	(242)	-	1,855
	2,987	-	(22)	(242)	-	2,723
Total funds	29,978	5,356	(3,704)	(1,782)	-	29,848

15. STATEMENT OF FUNDS (continued)

CHARITY	At 1 January 2021 £'000	Income £'000	Expend-iture £'000	Gains / losses £'000	Transfers £'000	At 31 December 2021 £'000
General reserve	1,270	2,012	(1,890)	-	(63)	1,329
Designated funds:						
Income fund	10,958	-	-	1,676		12,634
Fixed asset fund	1,744	-	(40)		75	1,779
Housing development fund	186	-	(186)	-	-	-
Total unrestricted funds	14,158	2,012	(2,116)	1,676	12	15,742
Restricted funds						
Mental Health & Addiction support	15	322	(335)	-	-	2
Chaplaincy	-	19	(19)	-	-	-
Racing Support Line	-	91	(72)	-	(12)	7
Middleham	290	60	-	-	-	350
CATS	35	235	(235)	-	-	35
Beneficiaries holiday fund	50	50	-	-	(50)	50
YP Housing in Newmarket	30	47	-	-	-	77
IMO Tim Jones MHFA	6	4	(3)	-	-	7
Occupational Health	81	528	(551)	-	-	58
Wellbeing Programme Management	-	62	(62)	-	-	-
Epsom Racing Staff Welfare	-	32	-	-	-	32
Life Skills for the Young	-	4	(4)	-	-	-
Welfare Support Officer Newmarket	-	15	(15)	-	-	-
Mental Health Industry Lead	-	35	(35)	-	-	-
Covid hardship grants	1	123	(124)	-	-	-
Christmas events	-	-	(38)	-	50	12
Malton Office	-	13	(13)	-	-	-
Rank Foundation	-	25	(25)	-	-	-
Phase II Wellbeing	-	36	(36)	-	-	-
Beneficiaries in Berkshire	-	2	-	-	-	2
Eldery in Yorkshire	-	2	-	-	-	2
East Suffolk Food Vouchers	-	8	(8)	-	-	-
Check in and Chat	-	10	(10)	-	-	-
BBR assets fund	-	2,071	-	19	-	2,090
	508	3,794	(1,585)	19	(12)	2,724
Total funds	14,666	5,806	(3,701)	1,695	-	18,466

15. STATEMENT OF FUNDS (continued)

CHARITY	At 1 January 2020 £'000	Income £'000	Expend-iture £'000	Investment gains / losses £'000	Transfers £'000	At 31 December 2020 £'000
General reserve	1,014	2,996	(1,716)	-	(1,024)	1,270
Designated funds:						
Income fund	11,448	-	-	(1,490)	1,000	10,958
Fixed asset fund	1,706	-	(55)	-	93	1,744
Housing development fund	439	-	(253)	-	-	186
Total unrestricted funds	14,607	2,996	(2,024)	(1,490)	69	14,158
Restricted funds						
Mental Health & Addiction support	21	341	(347)	-	-	15
Chaplaincy	-	10	(10)	-	-	-
Racing Support Line	-	84	(84)	-	-	-
Qatar Racing	88	-	-	-	(88)	-
Database	-	-	-	-	-	-
Middleham	192	10	-	-	88	290
CATS	62	196	(223)	-	-	35
Beneficiaries holiday fund	40	50	-	-	(40)	50
YP Housing in Newmarket	44	39	(53)	-	-	30
IMO Collections	3	-	(3)	-	-	-
IMO Tim Jones MHFA	5	4	(3)	-	-	6
Occupational Health	113	483	(499)	-	(16)	81
Wellbing Porgramme Management	26	22	(48)	-	-	-
Epsom Racing Staff Welfare	13	1	(14)	-	-	-
Mental Health Services	29	-	(29)	-	-	-
Covid hardship grants	-	170	(169)	-	-	1
Festive food parcels	-	5	(5)	-	-	-
Malton Office	-	10	(10)	-	-	-
	636	1,425	(1,497)	-	(56)	508
Total funds	15,243	4,421	(3,521)	(1,490)	13	14,666

General reserve

The general reserve represents the free funds of the Charity and Group which are not designated for particular purposes; however, the designated income fund contains the major proportion of the Charity and Group's liquid reserves which if necessary can be accessed on a daily basis.

15. STATEMENT OF FUNDS (continued)

Income fund

The income fund represents funds not invested by the general reserve (see note 16) the purpose of which is either to sustain the stability of the Charity and support (through the medium of investment income) its day-to-day operations: or to enable drawdown for the purpose of financing longer term investment.

Fixed asset fund

The fixed asset fund sets aside funds equivalent to the net book value of both tangible and intangible fixed assets and programme related investments, and is intended to highlight the reserves allocated for such use.

Housing development fund

The housing development fund sets aside funds for capital housing development projects. A programme of renovating units at the groups older schemes as they become vacant is underway, in order to ensure all accommodation is fit for purpose.

Repairs and maintenance fund

The designated repairs and maintenance fund represents the LHA Subsidy grant paid from Racing Welfare to Racing Homes to be used for significant repairs, maintenance and refurbishment of Racing Homes property.

Extraordinary repairs fund

The extraordinary repairs fund is held by the Rous Charity for exceptional repairs and maintenance costs.

Mental Health & Addiction Support

The restricted addiction support fund includes monies donated to support the Charity's work on addiction support.

Chaplaincy Fund

The restricted Chaplaincy fund is for donations to the Chaplaincy project.

Racing Support Line

The restricted Racing Support Line is for donations to the Racing Support line.

Qatar Racing

The Qatar Royal Family matched funds raised by their Marathon runners to be used for future projects. The donor has idenitfied the development of the community resource and young persons accommodation in Middleham as the project they wish to support with the funds.

Middleham

The Middleham restricted fund is to be used towards the development of a community resource centre linked to young persons' accommodation in Middleham.

C.A.T.S

This is the Racing Foundation contribution to the Careers Advice Training Scheme for racing people.

15. STATEMENT OF FUNDS (continued)

Beneficiaries holiday fund
This fund is restricted to major holidays.

Young People in Newmarket
This fund is restricted for use supporting young people in racing in Newmarket.

IMO Collections
This fund was set up in response to dedicated donations in memory of particular individuals and the funds collected are to be given to the deceased's family.

IMO Tim Jones MHFA
The fund was set up by the father of Tim Jones, following his tragic death, in order to subsidise Mental Health First Aid training in the Racing industry.

Occupational Health
A grant from The Racing Foundation has enabled the charity to offer Occupational Health to its beneficiaries; this fund is used for the purpose.

Wellbeing Programme Manager
A grant from the racing Foundation to provide a programme manager who will oversee the delivery of the Mental Health, Occupational Health, CATS and Racing Support Line services.

Epsom Racing Staff Welfare
Funds raised towards the Epsom Racing Staff Welfare Charity.

Life Skills for the Young
A grant received to be used towards the Life Skills programme that Racing Welfare contributes towards and held at the British Racing School and National Racing College.

Mental Health Services
A grant from Childwick Trust to provide emotional support, prevention of loneliness and isolation and pastoral care for the Racing industry.

Mental Health Industry Lead
A grant from the Racing Foundation to lead and oversee the delivery of a cross industry mental health strategy.

Covid hardship grants fund
Funded by the John Pearce Foundation to provide grants to those working in racing that have been financially affected by the Covid-19 pandemic.

15. STATEMENT OF FUNDS (continued)

Christmas events
Funded by a grant from Godolphin and to be used towards Christmas lunches, festive parcels and other Christmas events.

Festive food parcels
A grant from the Suffolk Community Fund towards the cost of sending food parcels to retired beneficiaries in December.

Welfare Support Officer, Newmarket
Funds raised to help fund the post of the Welfare Services Officer in Newmarket.

Malton office
Donations were received to be used towards the running costs of the Malton office.

Rank Foundation
Funds received from the Rank Foundation to be used towards staff costs in Q1 of 2021.

Phase II Industry Wellbeing Strategy
A grant from the Racing Foundation to fund Baseline Data Survey of industry wellbeing and five facilitated workshops with stakeholders from the industry.

Beneficiaries in Berkshire
A grant to fund activities with beneficiaries based in Berkshire.

Elderly beneficiaries in Yorkshire
A grant to be used towards events and outings of retired beneficiaries in Yorkshire.

Food vouchers
A grant received from East Suffolk County Council to fund food vouchers for retired beneficiaries in Newmarket.

BBR assets fund
Assets transferred from the Bentinck, Beresford and Rendlesham Charity (BBR) in 2021 held as restricted funds in furtherance of BBR's objects.

Housing for Racing People
These assets were transferred to from Racing Welfare to Racing Homes with a restriction that they are used to house individuals working in or retired from the horseracing and thoroughbred breeding industry. The value of the reserve equates to the net book value of the assets transferred less any liability secured against the asset.

Racing Homes Strategy Report
A grant was received from The Racing Foundation to fund a report reviewing Racing Homes's strategic options to expand its property portfolio in key racing centres.

15. STATEMENT OF FUNDS (continued)

Housing Support Officer

A grant from Godolphin to fund the post of Housing Support Officer for one year. The role provides support to young people, particularly those housed by Racing Homes.

Endowment funds - Rous

The endowment funds were established when the Rous Memorial and Almshouses charity and the Rous Memorial Fund were combined to form the Rous Charity and represents the net book value of the properties.

Endowment funds - BBR

The endowment fund has historically resided in the Bentinck, Beresford and Rendlesham Charity which was established when the Bentinck Benevolent Fund and the Beresford Trust were combined. Excess income of BBR is paid to Racing Welfare and these funds are used to finance grants to beneficiaries of Racing Welfare in accordance with the objects of BBR. In 2021 the Charity Commission approved the release of the permanent endowment and the assets were transferred to Racing Welfare.

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2021

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

GROUP	Endowment & Restricted Funds £'000	Designated Funds £'000	General Funds £'000	Total Funds 2021 £'000
Fixed assets	9,861	20,598	1,813	32,272
Net current assets	1,134	45	299	1,478
Long-term liabilities	-	(1,693)	-	(1,693)
	10,995	18,950	2,112	32,057
CHARITY				
Fixed assets	2,090	14,413	1,376	17,879
Net current assets	634	-	(47)	587
Long-term liabilities	-	-	-	-
	2,724	14,413	1,329	18,466

GROUP	Endowment & Restricted Funds £'000	Designated Funds £'000	General Funds £'000	Total Funds 2020 £'000
Fixed assets	9,930	18,907	1,563	30,400
Net current assets	1,008	(1)	174	1,181
Long-term liabilities	-	(1,733)	-	(1,733)
	10,938	17,173	1,737	29,848
CHARITY				
Fixed assets	-	12,888	1,191	14,079
Net current assets	508	-	79	587
Long-term liabilities	-	-	-	-
	508	12,888	1,270	14,666

17. SUBSIDIARY UNDERTAKINGS

Racing Welfare presents a SOFA (incorporating an income and expenditure account) in which the results of its subsidiary undertakings are consolidated on a line by line basis. All of its subsidiary undertakings have activities or charitable objectives in line with those of Racing Welfare, and are all managed with the purpose of serving jockeys, horseracing stable staff, racehorse trainers, those associated with the horseracing and thoroughbred breeding industries, their employees and dependants.

17. SUBSIDIARY UNDERTAKINGS (continued)

	Racing Welfare (Enterprises) Limited		Racing Homes	
Basis of consolidation	100% share capital owned by Racing Welfare.		Controlled by Charity as sole trustee.	
Activities and objectives	Commercial trading in line with the objects of the Charity.		Provision of housing.	
	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Income	-	-	1,111	1,632
Expenditure	-	-	(898)	(911)
Investment gains			-	-
Net profit	-	-	213	721
Fixed assets	-	-	13,364	13,462
Current assets	5	5	997	686
Liabilities	-	-	(1,983)	(1,985)
Net assets	5	5	12,378	12,163
Funds/capital and reserves:				
Unrestricted funds	5	5	4,671	4,219
Restricted funds	-	-	7,707	7,944
	5	5	12,378	12,163

	The Rous Charity		The Bentinck, Beresford and Rendlesham Charity	
Basis of consolidation	Controlled by Stable Lads Welfare Trust as sole trustee.		Controlled by Charity as sole trustee.	
Activities and objectives	Provision of almshouses.		Relief and support for individuals.	
	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Total income	68	67	15	38
Total expenditure on charitable activities	(63)	(52)	(15)	(38)
Investment gains	48	(50)	215	(242)
Net movement in funds	53	(35)	215	(242)
Fixed assets	1,280	1,253	-	1,856
Current assets	208	157	-	16
Liabilities	(30)	(5)	-	(16)
Net assets	1,458	1,405	-	1,856
Funds/capital and reserves:				
Unrestricted funds	609	536	-	-
Endowment funds	849	870	-	1,856
	1,458	1,406	-	1,856

18. CASH FLOW INFORMATION

a) Reconciliation of net income for the year to net cash flow from operating activities

	2021 £'000	2020 £'000
Net income / (expenditure) for the year	2,209	(130)
(Gains) / losses on investments	(1,958)	1,782
Depreciation and amortisation	345	336
(Increase) in debtors	(283)	(96)
Increase in creditors	(109)	252
Net cash inflow from operating activities	204	2,144

b) Analysis of net debt

	At 1 January 2021 £'000	Cash flow £'000	Non-cash flows £'000	At 31 December 2021 £'000
Bank	1,186	(24)		1,162
Bank loans	(1,773)	40		(1,733)
	(587)	16	-	(571)
Borrowings				
Debt due within one year	(40)	40	(40)	(40)
Debt due after one year	(1,733)	-	40	(1,693)
	(1,773)	40	-	(1,733)

19. CONTINGENT LIABILITIES

In the event of housing schemes at Howard de Walden Way, Newmarket, Suffolk (formerly Phantom and Moreton Stud) being sold for a commercial use, other than the housing of stable staff, an amount of £444,476 becomes payable to the Horserace Betting Levy Board.

Social Housing Grant (SHG) is subordinated to the repayment of loans by agreement with the Homes and Communities Agency (HCA). SHG released on sale of a property may be repayable, but is normally available to be recycled and is credited to a recycled capital grant fund and included in the balance sheet within creditors.

19. CONTINGENT LIABILITIES (continued)

SHG is repayable under certain circumstances such as where a property is sold. The SHG at the date of transition to FRS 102 of £397.5k and previously shown as a reduction of the housing property value has, in accordance with the performance model, been written off to reserves.

20. OPERATING LEASE COMMITMENTS

The total minimum lease payments under non-cancellable operating leases are as follows:

	Group		Charity	
	2021	2020	2021	2020
Leases which expire:	£'000	£'000	£'000	£'000
Within one year	51	21	42	21
Within two - five years	66	7	53	7

During the year £40k (2020: £24k) lease payments were expensed to the SOFA.

21. CONNECTED CHARITIES

During the year Racing Welfare made the following allocation of costs for the use of common facilities and administration to the following companies and charities that have the same directors and trustees.

	2021	2020
	£'000	£'000
Racing Homes	46	46
The Rous Charity	4	4
	50	50

During the year Racing Welfare paid grants to Racing Homes totalling £240k (2020: £848k).

Racing Welfare also received grants from the Bentinck, Beresford & Rendlesham Charity of £19k (2020: £40k) in relation to financial support in line with the charity's objectives.

The Jockey Club provides HR, payroll and IT support and the serivces of its group property team pro bono, as well as hospitalilty for fundraising events at a discounted cost. The total value to the Group of the gift-in-kind is £86k (2020: £59k). The value to the Charity is £56k (2020: £54k).

	2021	2020
	£'000	£'000
Racing Welfare (Enterprises) Limited	(5)	(5)
Racing Homes	(195)	39
The Jockey Club	(51)	(18)

During the year the Charity Commission approved the proposal to amalgamate Racing Welfare and the Bentinck, Beresford & Rendlesham Charity. Further details can be found in note 23.

22. ULTIMATE CONTROLLING PARTY

The Ultimate Controlling Party is The Jockey Club, Company Registration Number RC000287, governed by Royal Charter, whose address is 75 High Holborn, London, WC1V 6LS by virtue of being the sole member of Racing Welfare.

23. ACQUISITIONS

During the year the Charity Commission approved the proposal to amalgamate Racing Welfare and the Bentinck, Beresford & Rendlesham Charity. A written resolution was passed by the Trustees on 2nd December 2021 and subsequently, on 10th December 2021, the assets of the Bentinck, Beresford & Rendlesham Charity comprising of investments with a value of £2,071k were transferred to Racing Welfare and the Bentinck, Beresford & Rendlesham Charity was removed from the Charity Commission register.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at the fair values and recognised in the balance sheet under the appropriate headings with a corresponding net amount recognised as a net gain in the Charity's Statement of Financial Activities as donations.

The Bentinck, Beresford & Rendlesham Charity held its reserves in endowment, but on transfer to Racing Welfare approval was gained from the Charity Commission to release the endowment, so that the reserves are now recognised as restricted reserves.

Net asset transfers	2021 £	2020 £
Investments	2,071	2,071

24. FINANCIAL INSTRUMENTS

	2021		2020	
	Group £'000 £	Charity £'000 £	Group £'000 £	Charity £'000 £
Financial assets:				
Equity instruments measured at fair value	16,516	16,086	14,558	12,320

25. STATEMENT OF FINANCIAL ACTIVITIES DETAIL FOR YEAR ENDED 31ST DECEMBER 2020

	Unrestricted funds 2020 £'000	Restricted funds 2020 £'000	Endowment funds 2020 £'000	Total funds 2020 £'000
INCOME FROM:				
Donations and legacies	2,435	1,481	-	3,916
Charitable activities	833	-	-	833
Other trading activities:				
Fundraising trading	282	40	-	322
Investments	238	-	-	238
Other income	47	-	-	47
TOTAL INCOME	3,835	1,521	-	5,356
EXPENDITURE ON:				
Raising funds	399	-	-	399
Charitable activities	1,547	1,736	22	3,305
TOTAL EXPENDITURE	1,946	1,736	22	3,704
NET (EXPENDITURE) FOR THE YEAR	1,889	(215)	(22)	1,652
Net gains/(losses) on investments	(1,540)	-	(242)	(1,782)
NET INCOME FOR THE YEAR	349	(215)	(264)	(130)
Transfers between funds	(499)	499	-	-
NET MOVEMENTS IN FUNDS	(150)	284	(264)	(130)
Balance brought forward	19,060	7,931	2,987	29,978
Balances carried forward	18,910	8,215	2,723	29,848

RACING WELFARE

England & Wales - Charity number 1084042

Accounts

RACING WELFARE

Report and Financial Statements

31 December 2020

Registered charity number: 1084042
Company registration number: 04116279

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LEGAL AND ADMINISTRATIVE DETAILS

RACING WELFARE
Charity Number: 1084042
Company Number: 04116279

PRESIDENT
Her Royal Highness The Princess Royal

TRUSTEES AND DIRECTORS:
William Barlow – Chairman
Colonel Toby Browne (appointed 9 June 2020)
Lady Celina Carter
Jonathan Eddis
Richard Farquhar
Morag Gray
Simon Hope
Nicky Lyon
Gary Middlebrook (resigned 9 June 2020)
Patrick Russell
Rod Street
Venetia Wrigley

KEY MANAGEMENT:
Chief Executive Officer - Dawn Goodfellow
Chief Operating Officer - Gemma Waterhouse
Director of Welfare - Simone Sear
Head of Fundraising - Mark Loades

REGISTERED OFFICE
Robin McAlpine House
20B Park Lane
Newmarket
Suffolk
CB8 8QD

INVESTMENT MANAGERS
Troy Asset Management Limited
Brookfield House
44 Davies Street
London
W1K 5JA

Majedie Asset Management Limited
10 Old Bailey
London
EC4M 7NG

BANKERS
Barclays Bank Plc
58 High Street
Newmarket
Suffolk
CB8 8NM

SOLICITORS
Taylor Vinters
Merlin Place
Milton Road
Cambridge
CB4 0PD

AUDITORS
RSM UK Audit LLP
Abbotsgate House
Hollow Road
Bury St. Edmunds
IP32 7FA

CHAIR'S STATEMENT

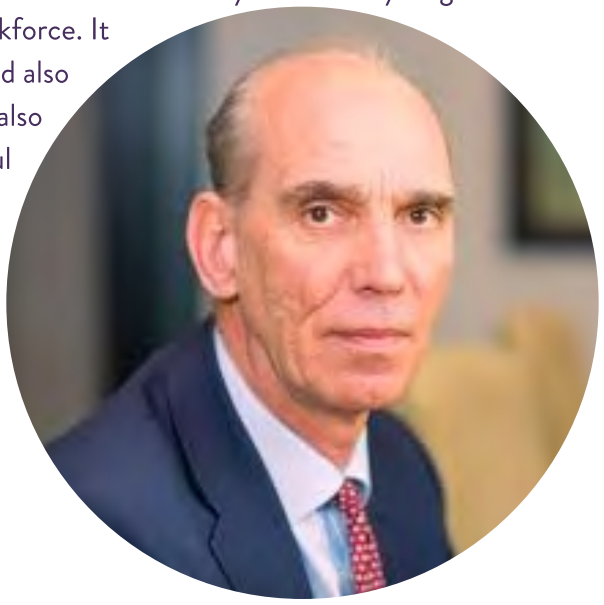
Our Chair, William Barlow, reflects on 2020.

The year 2020 will be defined by the pandemic, and for Racing Welfare it was a year in which the charity was afforded the unexpected opportunity to demonstrate to the industry the important part it plays in maintaining the sport. The industry was able to rely heavily on our welfare services, resource, experience and expertise in order to support racing's workforce through an exceptionally difficult time. The charity responded quickly to the first UK-wide lockdown with everyone working from home at full capacity, within one week, so that services across both welfare and housing remained uninterrupted, a credit to the team here. The expertise within the welfare team and the robust grant-making system already in place meant that we were able to quickly administer emergency grant funding, delivering it to those who needed it most and providing over £156k in hardship support payments. Racing Welfare and Racing Homes dealt with an increased number of complex emergency cases involving issues including homelessness, financial hardship and mental health. In total Racing Welfare helped a record 4,533 people, over 2,000 more than the year before. The numbers are remarkable but measuring the impact of our work is just as important. The case studies in this report and on our website give an insight into that impact, not only on the individuals themselves, but on their employers and the subsequent effect this then has on improving the health of the industry. 2021 will see us develop further the way we evaluate our work.

Covid-19 saw our traditional calendar of fundraising events badly affected, leaving us facing a £500,000 shortfall in revenue and having to rethink our approach. The team were agile and innovative, launching a Covid-19 Emergency Appeal within two and a half weeks of lockdown being imposed. This fast response undoubtedly played a key role in the success of the appeal, as well as delivering a programme of virtual events that engaged the whole racing community. From Virtual Preview Evenings and Open Days to the Great Racing Welfare Auction and a singing competition, the Furlong Factor, we achieved a record fundraising year.

Despite being very focused on emergency relief and fundraising, the team were re-organised, and some re-deployed, to enable us to deliver a significant part of our planned strategy of work for the year. The work on the Industry Wellbeing Strategy continued and the BHA Members' Committee signed off on the first ever industry-wide strategy for mental health. This is a significant step change and provides a coordinated approach and commitment to improve the wellbeing of all those that work within the horseracing industry. The Racing Homes committee worked with Savills to deliver the growth strategy which now provides a clear route to achieving the ambitious and exciting plans for racing industry housing.

2020 has brought huge challenges and the staff at Racing Welfare have worked tirelessly to deliver what can only be described as an outstanding performance. My fellow trustees and I want to formally thank every single one of them for going above and beyond for the benefit of racing's workforce. It has shown the passion and dedication they all have for what they do, and also the exceptional leadership that we have in place at the charity. We are also extremely grateful for the support we have received from our wonderful network of supporters who have given so generously in the year, enabling us to respond to the crisis in a way that the whole industry can be proud of.



William Barlow
Chair

TRUSTEES' REPORT

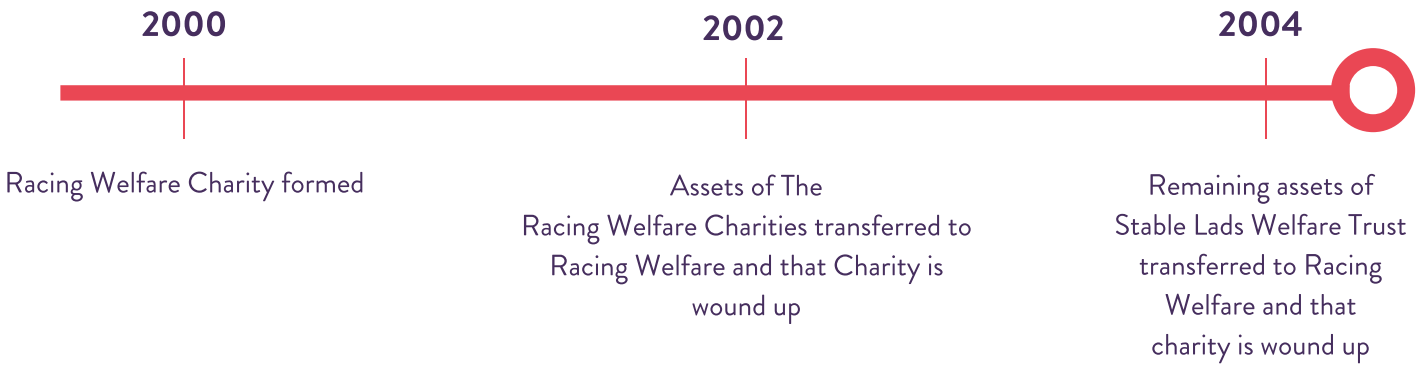
Objectives and Activities

The trustees present their annual report and the audited financial statements of the charity and group for the year ended 31 December 2020 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

OBJECTIVES AND ACTIVITIES

WHO WE ARE

Racing Welfare is a charity that supports British horseracing's workforce. We offer professional guidance and practical help to all of racing's people – including stud, stable and racecourse staff, alongside those working in associated professions – whose dedication is vital for the wellbeing of racing. Our work aims to help people, from recruitment to retirement, to thrive in day to day life and through a range of challenges specific to a career in racing.



WHAT WE DO

The principal activity of the charity is enhancing the wellbeing of people from the thoroughbred racing and breeding community by providing comprehensive and individual support throughout and after their working lives.

Racing Welfare's objects, as described formally in its governing document, are:

- to relieve poverty and sickness and injury amongst persons employed or formerly employed or otherwise engaged or formerly engaged in or in connection with the horseracing and thoroughbred breeding industry and their dependants ('the Beneficiaries');

WHAT WE DO (continued)

- the advancement of education among any of the Beneficiaries who are in need;
- the provision of facilities for recreation or other leisure time occupation in the interest of social welfare primarily for the benefit of Beneficiaries having need of such facilities by reason of youth or infirmity or disablement as specified in Section 5 (1) of the Charities Act 2011; and,
- the advancement of education for the public benefit by the promotion of research into, and of public awareness of, methods of prevention and treatment of sickness among, and of injuries sustained by, jockeys, stable staff, apprentices and others licensed by the British Horseracing Authority while riding or attending horses and by persons attending horse races or thoroughbred breeding establishments and by the publication of the useful results thereof.

The vision that shapes our annual activities is to ensure that no one from the thoroughbred racing and breeding community is left unsupported and that everyone has the opportunity to thrive. The charity aims to contribute to the quality of life of racing's people through its extensive range of services and activities. These include:

- Financial Assistance and grants
- Information, Advice & Guidance
- Services for the retired community
- Services for young people
- Workforce Wellbeing Programme being:
- Occupational Health Service
- Mental Health Services
- Careers Advice Training Service
- Community and education
- Research
- Housing

WHERE WE DO IT

The charity's objects limit the services provided to those working in, or retired from, the horseracing and thoroughbred breeding industry. The number of people engaged in the horseracing industry (current and retirees) is estimated at some 30,000. There is a concentration of racing staff in the main horseracing training centres shown on the map, these areas are supported by a Racing Welfare office in each centre plus a strong presence in Epsom with a dedicated welfare officer. Roving welfare officers are located all around the country, covering each region and supporting all those outside of the racing centres. The collaboration between Racing Welfare and Racing Homes, who have properties in each of the training centres, enables the group to deliver housing and welfare support where it is needed most.

The charity referred to the guidance contained in the Charity Commission's general guidance on the public benefit requirement under the Charities Act 2011 when reviewing its aims and objectives and in planning future activities. In particular, the Trustees considered how planned activities will contribute to the aims and objectives and remain confident that they continue to satisfy the statutory requirements, albeit that the charity limits the services it provides to those working in or retired from, the horseracing and thoroughbred breeding industry.

The majority of the charity's services are provided free of charge to beneficiaries. Where the charity does charge for services, these are set at a level that is affordable to all. In those instances where individuals cannot afford these low charges, the charity will make an appropriate grant to ensure that access to the services is not denied through lack of financial resource.

TRUSTEES' REPORT

Achievements and Performance

ACHIEVEMENTS AND PERFORMANCE

WHAT WE HAVE ACHIEVED

The year began on our expected trajectory but in March the pandemic reached critical levels and the impact on the UK and the horseracing industry paved the way for a very different year for the Charity. In 2019 we helped 2,520 individuals. In 2020 this figure rose by 80% to 4,533 individuals. The team responded quickly, creating project teams using staff members across the organisation, to cope with the increased demand for our services. We swiftly adapted our working practices and use of technology; we developed new ways of supporting our beneficiaries, predicting future service demand and issues. We also provided up to date advice and guidance, supporting and maintaining strong communication with our own workforce as well as industry stakeholders. This approach meant that enforced furlough was avoided and every member of the team was able to play an important role in the response.

We worked closely with industry funders to establish an Emergency COVID Fund for hardship grants for racing's workforce. This fund was provided by The John Pearce Foundation and administered by our front-line welfare officers. We were able to seamlessly disburse the funding through our rigorous grant-making processes, enabling the funds to be delivered to the people in most need, with compassion, speed, efficiency, compliance and with the ability to report back performance, in real-time.

Our CEO led the industry People Workstream in relation to the impact of COVID and the recovery plan. This raised the profile of Racing Welfare and coupled with the significant media coverage the charity received during the year, the charity received renewed recognition for the important work it does.

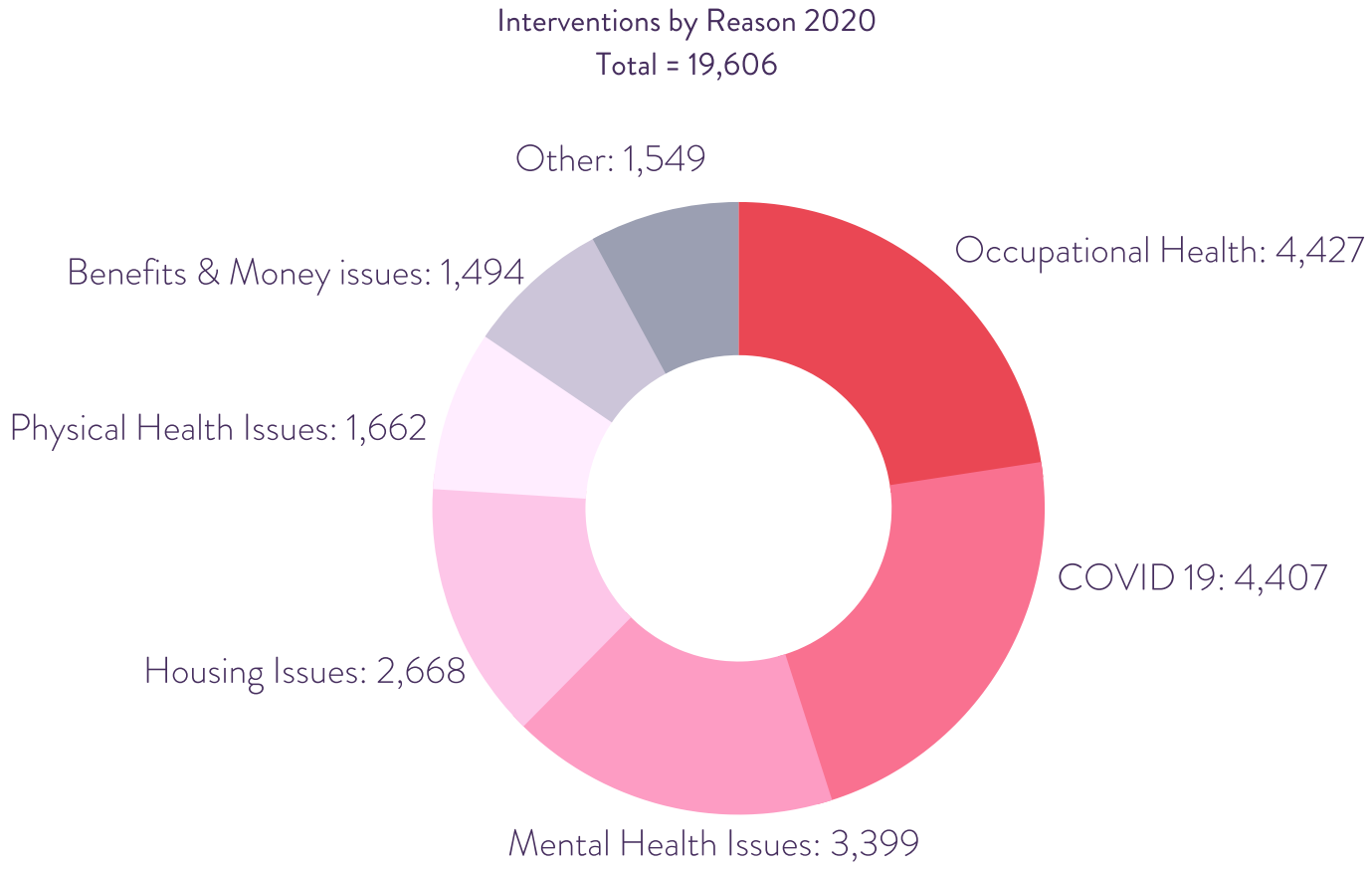
Despite significant resources being diverted to emergency response work, the team remained focused on delivering the planned work on the Workforce Wellbeing Programme, a Diversity and Inclusion Strategy, an Industry-wide Wellbeing Strategy, and improvements in governance. The refurbishment works at MacDonald Buchannan House to convert it to high quality young people's accommodation were completed, as was the Racing Homes Growth Strategy.

WHAT WE HAVE ACHIEVED (continued)

Focus on:

Welfare Services

In total, 4,533 (2019 – 2,520) individuals sought Racing Welfare's help in 2020, an 80% increase on 2019. A total of 19,606 (2019 – 12,320) interventions were provided across a wide range of issues. A 59% increase on 2019. Occupational health, COVID-19 and mental health challenges were the most common reasons for seeking help



Workforce Wellbeing Programme:

This programme is made up of Racing's Support Line, Racing's Occupational Health Service, the Careers Advice and Training Service and our Mental Health Services and is fully funded by a grant from the Racing Foundation.

Racing's Support Line

Racing's Support Line provides a 24 hour 365 days a year service via telephone and online chat. The service can help with a whole range of issues, from emotional support through to debt and benefits advice and wider consumer rights. The service also provides structured, solution focussed counselling for individuals with BACP accredited counsellors. In 2020 we tendered a new contract for Racing's Support Line and our new delivery partners are Care first, an experienced Employee Assistance Programme provider and part of the Priory Group. The service is confidential. In 2020 we had 2,021 individuals contact Racing's Support Line and the online self-help digital pages achieved 36,186 views (up from 24,339 in 2019). The number of individuals contacting Racing's Support Line was a slight decrease on 2019 (2,258 contacts).

WHAT WE HAVE ACHIEVED (continued)

However, promotion of the service was reduced in the run-up to switching providers in order to ensure a seamless handover and although all services remained available throughout, this is thought to be a factor in the reduction in numbers. Our top call type was for mental health support, followed by grant applications and careers.

Racing's Occupational Health Service

Racing's Occupational Health Service (ROHS) provides support to people working in the industry around a range of physical and mental health issues which include: musculoskeletal disorders, accident & injury, disability, illness, stress, depression and anxiety. The service is provided by our specialist partners, Team Prevent and is bespoke to the industry's needs. This service is externally evaluated and has demonstrated that it is an integral part of our wellbeing provision, with 91% of users saying it helped them get back to work or improved their ability to do their job. 84% saying it has/will help them to stay in work. In 2020 we supported 301 people through ROHS with 23% of these accessing mental health support and 77% physical health. This is a decrease of 97 people from 2019. However, the pandemic undoubtedly had an impact on the service in 2020, particularly in the first lockdown when physical treatment services were not available and people were, in general, more hesitant about accessing health services.

Grants totalling £68,401 were awarded for treatment. The service was promoted at a range of workplace visits (pre-Covid) followed by online campaigns and raising awareness with other industry bodies and employers.

WHAT WE HAVE ACHIEVED (continued)

Careers Advice Training Service

CATS is an industry-specific careers development service aimed at improving staff retention by supporting people to develop throughout their careers in the horseracing industry. The service supports people in 5 main ways; personal development, career change (within industry), job-seeking skills, return to work and employer support. In March 2020 a dedicated CATS website was launched. There were a total of 10,134 views of CATS digital material in 2020 (an increase from 4,866 in 2019). The service was significantly impacted by Covid in 2020, with the majority of training courses not available. People were also understandably not focussing on their careers during a pandemic. Despite this, we still supported 100 people with careers advice through the bespoke telephone careers coaching service, accessed through Racing's Support Line. In December 2020 a new CATS supplier, Work Clever Careers, were appointed. They have a vast range of experience in careers coaching and all of their careers coaches are Career Development Institute registered. Despite Covid career development grants totalling £12,942 were awarded in 2020 through CATS. In addition, £9,211 of funding was awarded via the National Trainers Federation Charitable Trust, which Racing Welfare administer on their behalf. Career development grants are for a range of industry training courses.

Mental Health Services

Racing Welfare continues to support beneficiaries seeking help with mental health and addiction issues. We continue to provide face to face, telephone and online counselling programmes free of charge to beneficiaries seeking support with emotional wellbeing. The services can be accessed through either Racing's Support Line or Racing's Occupational Health Service. Our welfare officers have formed links and partnerships with local drug & alcohol services and refer beneficiaries to these specialists where appropriate. During 2020 we looked to expand our preventative support and now provide 2 new services; Sleepstation and Woebot. Sleepstatation is an NHS accredited online sleep programme, designed to support those who are struggling with their sleep. Woebot is a mental wellbeing app focussing on self-awareness, resilience and coping strategies.

All our welfare officers receive Mental Health First Aid (MHFA) training and we have two welfare officers who are qualified MHFA trainers.

WHAT WE HAVE ACHIEVED (continued)

During 2020 and the Covid pandemic our mental health courses were postponed. However, by the end of the year we were able to offer online mental health awareness courses. Despite the impact of Covid we still trained 42 racing industry staff in Mental Health Awareness and 10 racing industry staff were trained as Mental Health First Aiders. Racing Welfare is a signatory to the Mental Health in Sport Charter with other industry stakeholders and has supported national mental health campaigns to raise awareness such as Mental Health Awareness Week and World Mental Health Day

Mental Health Case Study:

Empathy, positivity and the ability to listen are often associated with effective leadership and are qualities which Beck Edmunds, Head Person to trainer Bryan Smart possesses in abundance.

Along with her talent for managing a string of horses, her role as confidante and mentor to the staff at Smart's yard in North Yorkshire, scooped her the top prize of 2021 employee of the year at the Godolphin Stud and Stable Staff Awards.

Beck's caring nature and drive to constantly improve her management skills was the motivation for signing up to Racing Welfare's Mental Health Awareness Course. Beck talks with great passion about how the course has helped to support her staff struggling with mental health issues. She says: "I saw the Mental Health Awareness Course pop up on Facebook and I jumped at the chance to do it because someone in the yard should have some sort of mental health qualification.

"Lads in the yard have always come to me to ask for help and to talk about their problems, obviously I help them without a question and I found sometimes I was probably taking a little too much on myself and going to bed at night and rolling things over in my head and thinking 'I'm not a professional, am I saying the right things, I'd hate to say the wrong things'.

The Mental Health Awareness Course helped Beck to realise that she could refer to Racing Welfare's services instead of trying to provide the support on her own:

"I realised I can't help everybody and that we're not there to wave a magic wand and fix everything. I was there to say 'I'm sorry you are feeling like this but I am here for you and I am here to listen to you and I can put you in touch with people who can help you further.'

"It's not only for those struggling with suicidal thoughts but also for the ones struggling financially or with housing or with feeling lonely – being able to get memberships for gyms – things I didn't even know about. That's why I think mental health training should be in every yard."

WHAT WE HAVE ACHIEVED (continued)

Financial Assistance and grants

During the course of its work, the charity makes grants in accordance with its objectives on the basis of agreed criteria. Grants are mostly made to individuals, although a small number of grants are provided to other charitable organisations that offer services to people who work in, or are retired from, racing.
During the year £244k in grants were awarded (£207k – 2019) with the most common reason for applying for grants being hardship/debts.

Information, Advice & Guidance

The charity offers a comprehensive Information, Advice and Guidance (IAG) service to its beneficiaries, primarily through a nationwide team of frontline welfare officers, welfare support workers and regional welfare managers.

The team are either trained or in training to support beneficiaries with welfare rights issues such as;

- Benefits advice, including challenging benefits decisions
- Dealing with debt
- Housing and homelessness issues

A large part of the welfare team's role is to support beneficiaries to maximise all statutory entitlements and help people navigate what can often be complex organisational systems. A welfare officer can act as an advocate wherever necessary and at other times provide a listening ear in times of crisis. The team are also trained Mental Health First Aiders and many hold qualifications in counselling skills and suicide awareness, or will be working towards them. Racing Welfare has three designated safeguarding leads and all staff are trained to recognise and refer any safeguarding concerns.

Services for the retired community

Racing Welfare supports racing's retired community in a number of different ways. In addition 70% of Racing Homes' housing portfolio is dedicated to retirement housing. The two charities work closely together to support those who have given a lifetime to the sport, and their close dependants. Research has shown that loneliness and lacking social connections is harmful to our health and can increase the likelihood of mortality by 26%. In a typical year we provide social events and outings for retired, injured and incapacitated staff in order to alleviate the risk of loneliness and isolation. Typically, this is done through coffee mornings and racing reminiscence groups across the country as well as outings and trips, Christmas lunches and a beneficiary holiday.

WHAT WE HAVE ACHIEVED (continued)

Post-March 2020 these events had to be postponed or cancelled but were replaced by some innovative virtual offerings which enabled our retirees to remain connected at a really difficult time:

In 2019:

- 700 people from around the UK attended a variety of race meetings, theatre trips and seaside outings with old friends and colleagues.
- 678 (2018 – 464) people sat down to Christmas lunch on the same day in the main horseracing training centres
- 295 (2018 – 273) people attended monthly coffee mornings and racing reminiscence groups around the UK supported by local welfare officers who are available to offer advice and support if needed
- 50 (2018 – 50) holiday places to Great Yarmouth were provided for beneficiaries

In 2020 this was replaced by:

- 651 retired beneficiaries attended our in-person coffee morning and reminiscence events at the start of 2020
- Over 400 people joined our online community, Racing Conversation, where 36 weekly events hosted by racing personalities were held to assist beneficiaries in reminiscing with one another virtually.
- 703 vulnerable individuals over the age of 60 received pro-active calls to provide and offer support.
- The 'Check-in and Chat' telephone befriending service was created and a team of 21 volunteers carried out over 1200 calls to vulnerable and isolated beneficiaries
- 622 retired staff received a Christmas Gift Box of food to replace our lost Christmas lunches

Services for young people

The charity works closely with all industry training providers. The welfare team provide talks to young learners who are about to enter the workplace for the first time. This is followed up by welfare visits in the workplace to offer support on life issues and to help prevent loneliness and isolation for people who may be away from home and family networks. This activity continued during the pandemic but via telephone calls and email. A gym membership scheme is offered to all young people in the first year of their work placement to help them maintain their health and well-being. Our welfare teams organise a series of educational talks and events in the racing centres aimed at young people, although these were limited in 2020 due to the pandemic. However, they continued where possible and the team switched to videoconferencing delivery. The talks focus on issues such as addiction awareness and nutrition. Racing Welfare also funds a programme of life skills with the industry training providers.

Additionally, the charity funds an addiction education programme at the National Horseracing College and part funds a school nurse at the British Racing School.

For those young people who live in one of our Racing Homes properties, our dedicated Housing Support Officer works alongside them to help develop their life skills, this is described in more detail in the "Housing" section of this report.

WHAT WE HAVE ACHIEVED (continued)

Community development and education

Our frontline welfare teams faced significant challenges in 2020 with providing the usual face-to-face contact with those we seek to support. The team had to develop new ways of communicating and supporting beneficiaries using digital technology. Emergency cases were prioritised but for the most part of the year our staff were unable to visit workplaces. This resulted in a dramatic drop in yard visits from 1,083 in 2019 to 271 in 2020. In order to raise awareness of our work we took to the telephone, email and mailshots but also relied heavily on our communications team who generated an unprecedented amount of coverage in the period.

The charity continues to fund the community work of The Racing Centre (formerly The New Astley Club) and a grant of £34.5k (£44k: 2019) was made to the Centre in 2020 to enable them to deliver social and sporting activities to racing's people. The decrease in funding is due to the centre being closed for part of the year due to COVID restrictions. In addition, Racing Welfare, whose welfare team is based at The Racing Centre, has worked closely and collaboratively with them throughout the difficult year.

Racing Welfare continues to fund the work of The National Chaplain to Horseracing via Sports Chaplaincy UK. The National Chaplain is now established in the racing community and provides pastoral care, support and counselling to anyone within the horseracing industry. In addition, he has been working to increase the Chaplaincy service around the UK by forming partnerships in other areas. Volunteer Chaplains cover the South and North, assisting the National Chaplain by providing localised pastoral support. Racing's Chaplain plays a vital role in raising the profile of our work and also provides specialist advice and support with bereavement and relationship issues.

WHAT WE HAVE ACHIEVED (continued)

Spotlight on Communications Initiatives

The launch of our new podcast On Track, Off Course in November 2020 has proved to be a huge success in engaging people from all across the sport.

The podcast focuses on wellbeing and in each episode a big racing personality talks on a subject we would never normally hear them discuss. Topics so far have included grief, loneliness, motherhood and diversity and have served to highlight the breadth of issues for which we can provide support.

On Track, Off Course, a unique offering in the racing podcast market has now accumulated over 3,500 listens and established a dedicated audience. To date, the podcast's promotional videos on social media have attracted over 100,000 views and impressions of posts are close to one million, with our top five Twitter posts of the year all being based around the podcast. Fully produced, hosted and edited in-house, On Track, Off Course has been a winning addition to the Racing Welfare stable.

Research

Research is a charitable objective of Racing Welfare. It is an important element of Racing Welfare's work, in that it informs the development of services which are high quality, relevant and based on the evidence of need. It also informs policy in the wider industry, promoting the health and well-being of the workforce of British Racing. Importantly, research contributes to the knowledge and expertise of Racing Welfare's staff, which again enhances the experience of beneficiaries who access our services. 2020 saw the start of a four year PhD in Organisational Health and Wellbeing for Simone Sear, our Director of Welfare. Her research will focus on the evaluation of the impact of the investment racing is making on human wellbeing.

Fundraising

None of the above could be achieved without the generosity of donors and supporters of Racing Welfare. In 2020 the group raised £4.17m (2019 - £2.6m) from donations, grants and fundraising events and we are extremely grateful to those who made those contributions. Highlights from our fundraising campaign included:

- Continued and increased support from companies such as the Jockey Club, Betfair, Rewards4Racing, Arena Racing Company, York Racecourse, Ascot Racecourse, Juddmonte Farms, Tattersalls, Godolphin and European Bloodstock News.
- New support from corporate partners including the Racehorse Lotto, Sportinglife, Tote and the Racehorse Owners Association.
- Our own fundraising events had to be altered in the wake of Covid. Whilst we were still able to run a White Collar Boxing Event and the Newmarket Heath Ride, the remainder of our events calendar was moved online with virtual Royal Ascot, Goodwood and Jumps Season preview events taking place alongside the Furlong Factor and Great Racing Welfare Auction.
- The Epsom, Malton and Middleham Open Days, which the charity organises, were run virtually this year. Along with the continued support from the Virtual Newmarket Open Weekend.

WHAT WE HAVE ACHIEVED (continued)

- Supporters continued to raise funds through their own activities and initiatives – Hambleton Racing, Kennet Valley Racing, Hot to Trot, Betway, Just Seats, Weatherbys and ATR all provided support.
- There was Increased support from individuals through personal donations.
- Generous support from trusts and foundations including; The Racing Foundation, The Childwick Trust, The Thompson Family Charitable Trust, The John Pearce Foundation, The Sir Peter O'Sullevan Trust, The MacDonald Buchanan Charitable Trust, The Alborada Trust, The Bamford Foundation, PJ Oppenheimer Foundation and the Bissell Trust.

Spotlight on Virtual Fundraising

The Furlong Factor, which ran from 29th April to 9th May was a landmark fundraising event for the Racing Welfare. It not only raised more than £50,000 towards our Covid-19 Emergency Appeal but also played a significant part in the growth of our profile across the sport.

The initiative saw Racing Welfare join forces with Great British Racing, the Tote and Sky Sports Racing to bring an innovative fundraising event to the industry at a time when all our usual events were unable to take place. People from across the industry were invited to go head-to-head in racing's first singing competition. The response was incredible and the competition created a great buzz throughout the industry, raising spirits during what was a tough time for so many.

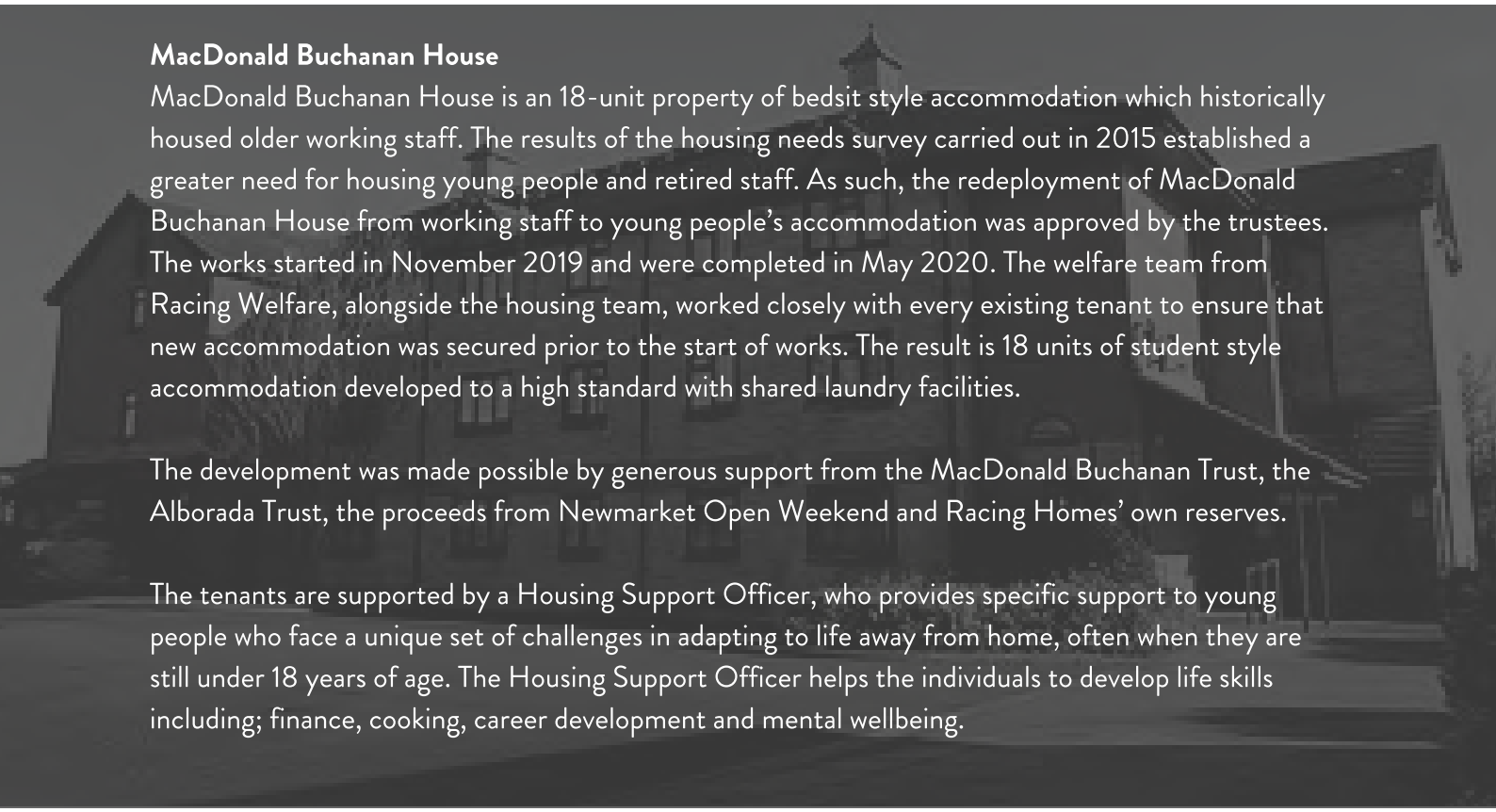
The competition captured the imagination of the racing community and over the duration of the campaign Furlong Factor posts achieved over 4.7 million impressions across all social media channels with #FurlongFactor even trending on Twitter on the night the heats were launched. The long-term benefit of engagement was seen with the gain of over 2,000 new social media followers during the competition.

Housing

In 2020 the 165 units in the portfolio housed 156 tenants. There were 58 new lets in the year and the new void refurbishment programme enabled the upgrade of eight units of retired accommodation and 1 unit of our working staff accommodation. This programme of refurbishment will see the entire portfolio upgraded to a high standard over the coming years, as and when properties become vacant.

During the year we completed the major refurbishment works on MacDonald Buchanan House and let all 18 units to young people working in Newmarket. The project at Middleham was placed on hold due to the pandemic and the project will be progressed in 2021.

WHAT WE HAVE ACHIEVED (continued)



MacDonald Buchanan House

MacDonald Buchanan House is an 18-unit property of bedsit style accommodation which historically housed older working staff. The results of the housing needs survey carried out in 2015 established a greater need for housing young people and retired staff. As such, the redeployment of MacDonald Buchanan House from working staff to young people's accommodation was approved by the trustees. The works started in November 2019 and were completed in May 2020. The welfare team from Racing Welfare, alongside the housing team, worked closely with every existing tenant to ensure that new accommodation was secured prior to the start of works. The result is 18 units of student style accommodation developed to a high standard with shared laundry facilities.

The development was made possible by generous support from the MacDonald Buchanan Trust, the Alborada Trust, the proceeds from Newmarket Open Weekend and Racing Homes' own reserves.

The tenants are supported by a Housing Support Officer, who provides specific support to young people who face a unique set of challenges in adapting to life away from home, often when they are still under 18 years of age. The Housing Support Officer helps the individuals to develop life skills including; finance, cooking, career development and mental wellbeing.

Case study 2020

Levi was one of the first residents at MacDonald Buchanan House when it opened in April 2020. At the age of 20, he had completed his foundation course at the British Racing School (BRS) and secured a full-time job with racehorse trainer, William Haggas.

Levi's journey into racing has been unusual. In the early years of his life he moved around a lot with his family. His mother was a very keen horsewoman and wherever they lived she would find employment with horses. This inspired Levi's interest and he began learning to ride at just five years old.

After a period living abroad, Levi moved backed to the UK when he was 16 to live with his sister. He thought he'd outgrown his love for horses and he went from course to course and job to job before becoming a support worker in a care home for disabled people and this is when his passion for horses returned.

The television was permanently on in the care home lounge and Levi began watching racing as often as he could. He says with a smile: "I remember watching Royal Ascot and admiring the horses and the jockeys and thinking I want horses back in my life, I miss them!" Soon after, he was accepted onto a course at the BRS.

Levi says that when he moved in with his sister his life had "hit rock bottom" but that racing has given him a job, a home and a purpose. He says: "Moving out of the BRS and into MacDonald Buchanan House has been so helpful. It has given me my own space where I am able to experience living on my own for the very first time."

Having been worried about coping on his own, Levi has found that the support he receives at MacDonald Buchanan House has made him feel secure. With the help of his Housing Support Officer, Levi is successfully making the transition from teenager into adulthood and now feels happy and healthy and, in his own words he has: "at last found what I want to do and where I want to be."

WHAT WE HAVE ACHIEVED (continued)

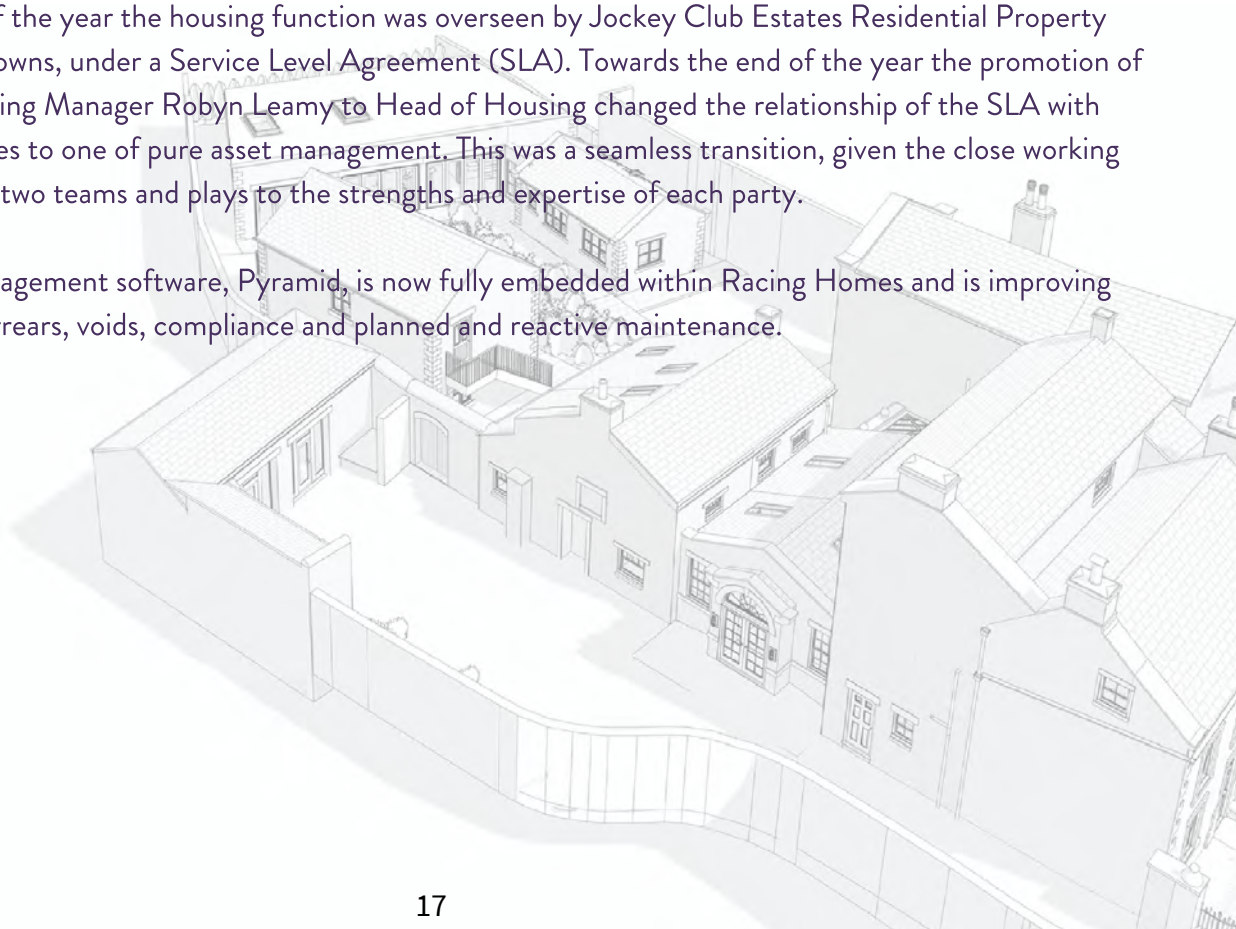
Hill House

Hill House in Middleham is a grade two listed property set in the centre of the town. Racing Welfare purchased the property in 2018 in order to develop it to create a multi-purpose offering for the town. The project will feature young people's accommodation, a community space, an IT suite, a gym and physio treatment room plus office space for Racing Welfare's staff who are based in the town. The planning phase has taken longer than originally anticipated due to revisions to the architectural drawings, which resulted from a review of the suitability of the original plans. The development of the property will be carried out by Racing Homes and a leasehold will be granted from Racing Welfare to Racing Homes to enable this. The trustees of Racing Homes have been mindful to prioritise maximising the scheme's potential, ensuring that the significant investment results in a building that is fit for purpose, over and above meeting original deadlines set for starting the works. In 2020, due to the pandemic, a decision was made to temporarily delay capital projects that were not in the final stages of development. This was to reduce the risks associated with Covid restrictions. Recommencement of all capital projects started in April 2021 and the team will be looking at the next phase for Middleham.

During 2020 the Racing Homes board engaged with Savills to produce a growth strategy. This important piece of work was made possible by a generous grant from the Racing Foundation. The strategy enabled the board to consider all the possible funding options for growth which has enabled them to set a realistic path for the next 10 years of portfolio expansion. The results confirmed that the charity has the capacity to carry out two medium scale projects (up to 40 units) every ten years, given its capacity for fundraising and subject to receiving a mix of donations, larger grants and some debt financing. We therefore continue to be reliant on our loyal base of supporters to successfully deliver more houses for racing's current and retired workforce.

For the majority of the year the housing function was overseen by Jockey Club Estates Residential Property Manager, Jason Downs, under a Service Level Agreement (SLA). Towards the end of the year the promotion of our in-house Housing Manager Robyn Leamy to Head of Housing changed the relationship of the SLA with Jockey Club Estates to one of pure asset management. This was a seamless transition, given the close working relationship of the two teams and plays to the strengths and expertise of each party.

The new asset management software, Pyramid, is now fully embedded within Racing Homes and is improving our reporting on arrears, voids, compliance and planned and reactive maintenance.



WHAT WE HAVE ACHIEVED (continued)

Case Study 2020

Stewart was 61 years old when he found himself being made redundant from his job in racing that came with tied accommodation. Stewart had been working in the industry for over 40 years having started as a work rider at just 15 years old.

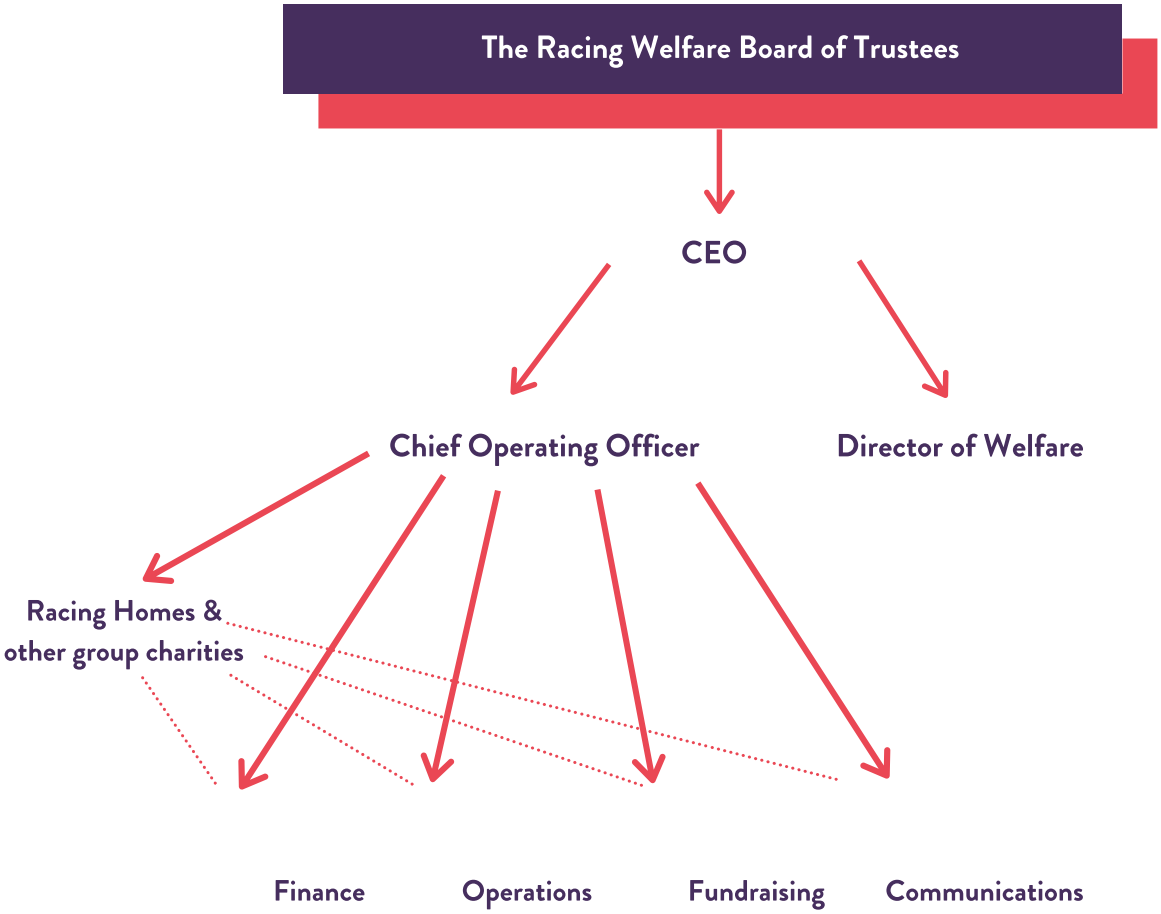
Being made redundant was a difficult time for Stewart and he worried about what he would do. Fortunately, Racing Homes were able to step in and help. When we received Stewart's application, we realised that there was a real risk of imminent homelessness and were able to act quickly to reassure Stewart and provide support. The Housing Officer assigned to Stewart's case liaised with him frequently during every stage and was able to give him advice on both his current notice to quit and his rights.

Racing Homes had a void studio flat becoming available in Stewart's area but it was undergoing works that weren't due to end until the week after the applicant would become homeless. His Housing Officer encouraged and supported him to approach his employer to ask for a week's extension so that he could wait for the Racing Homes flat. His request was granted and he was able to move into his new home on the same day as the works were completed. Stewart was clearly relieved and happy to have found support from Racing Homes and talking about his new home said: "I love it here, it's nice and quiet and after a worrying time I couldn't be happier, for me it's grand."

HOW WE ACHIEVED IT

We achieved another excellent year for Racing Welfare because of the exceptional team of people employed by the charity. 2020 saw the team expand from 41 to 45, with new roles created in the welfare, programmes and administration teams. In addition, the charity benefits from donated services from The Jockey Club group including IT support, HR and payroll services and support for our capital projects from the Jockey Club group property team.

The trustees have delegated the day-to-day management of the charity to the Chief Executive Officer who in turn delegates areas of the business to the Executive Management Team comprising the Chief Operating Officer and the Director of Welfare. The Senior Management Team is made up of the Head of Finance, Head of Fundraising, Head of Communications, Head of Programmes and Head of Housing.



The finance, operations, fundraising and communications departments provide services to the other charities within the group.

Details on how the other group charities operate can be seen in their respective financial statements.

WHAT WE PLAN TO DO NEXT

So much has changed across our organisation in 2020, and so much good has come from the adaptations we have all had to make. Reviewing our new working practices and establishing which of those should remain for the future benefit of both staff, the charity and our beneficiaries will make Racing Welfare a leaner, more agile organisation. Reflection is important and will be a key factor in influencing our operational strategy going forwards.

For our beneficiary communications, we will be developing a beneficiary app alongside a new website to provide a more effective way of informing our beneficiary base of our developing services and grants. Our new website will be a significant improvement to our "shop-front" and will make the user journey of our supporters smoother, as well as enabling us to tell our story to more people. The hugely successful Podcast series will return, complementing our suite of marketing and comms assets.

The funding of the Wellbeing Workforce Programme is being developed, with plans to encourage the industry to own, and part-fund, the programme through a campaign which will highlight the benefits and impact it has had in its first four years. This step is integral to the continuation of the programme.

We will work with our funding network to raise finance for our capital projects in Lambourn and Middleham which look to fulfil the housing need and improve social issues facing these areas.

We hope to resume face to face community events but will retain those virtual community events that have enabled more people than ever before to come together regularly. We will also continue our hugely successful, volunteer-led 'Check In and Chat' service which we know has made a tangible difference to the lives of so many of our retired community.

We will expand the excellent work achieved by our Housing Support Officer by rolling out the support plans to all young people entering our accommodation across the country, to ensure that they have a happy, healthy start in their racing careers.

TRUSTEES' REPORT

Financial Review

OUR FINANCIAL PERFORMANCE

The Racing Welfare group has benefited from a number of large donations, contributing to a net income before gains of £1,652k (2019 – 106k). These donations are essential for the funding of the charity's plans for the coming years, including an allocation of £500k to our capital project in Middleham.

The equity market was significantly affected by the Covid crisis and a significant fair value loss on investments was reported resulting in a net deficit for the year of £130k (2019 - £1.96m surplus).

Our Income

The charities raised £4.2m (2019 - £2.7m) from fundraising activity, including income from grants. The majority of the significant increase was a result of income from donations and legacies, driven in large part by the charities' Covid Appeal. Despite the cancellation of the majority of the planned fundraising events, event income of £322k was generated, a reduction of £337k from 2019. Fundraising achieved a return on fundraising of 92% (2019 – 81%) which was an 11% increase on the prior year.

Investments generated £0.2m (2019 - 0.6m) of income and £0.8m (2019 - £0.6m) was raised from housing rents.

Our Expenditure

Total expenditure was slightly reduced with £3.7m (2019 - £3.8m) being spent on charitable activities, primarily welfare advice and welfare projects (£1.8m, 2019: £1.9m) in delivering the Workforce Wellbeing Programme. Housing expenditure remained at £1m (2019 - £973k) and the cost of fundraising reduced to £0.4m (2019 – £0.6m) due to cancelled events.

Balance Sheet

The group saw an increase of cash in hand, a result of the £1.6m net surplus before gains and losses. During the year £1m of surplus cash was transferred to investments. Prior to that investments had fallen in value after the markets dropped in response to the Coronavirus pandemic.

Managing our reserves

Racing Welfare holds liquid reserves for three purposes: to develop a source of revenue to support annual expenditure on (principally) welfare services; as a consequence to sustain the charity over the longer term and to enable capital expenditure on schemes which meet Racing Welfare's charitable objectives including supporting schemes proposed by other charities which sit under the Racing Welfare umbrella.

Annually, the Trustees will agree:

- the level of income required from the Income Fund to support Racing Welfare's operational activity; and where the actual income received is less than the requirement, the balance will be drawn from the capital held in the Income Fund.
- the level of drawdown required to support capital expenditure on projects and the apportionment of that drawdown between the two investment funds which (largely) comprise the Income Fund.

OUR FINANCIAL PERFORMANCE (continued)

Racing Welfare's reserves policy is to hold general reserves equivalent to at least six months' forward expenditure, estimated at £1.1m. Free reserves are £12.4m (2019 - £13.0m) as they include the investment portfolio of £12.3m which is held at this level to provide the required return to fund running costs. The overall level of liquid unrestricted funds held in the general fund is sufficient to ensure that Racing Welfare can survive any short-term unforeseen fall in income. The total reserves held at 31 December 2020 in the Charity was £14.6m, of which £0.5m was in restricted funds.

Investment powers and policy

The charity's investment policy is directed by the Finance, Investment and Audit (F,I & A) sub-committee of the Board and investments are consolidated under Troy Asset Management and Majedie Asset Management. The majority of investments are held for the long term to generate annual income to fund the charities' activities. The balance of the charities' cash is held in the main in Active Saver accounts. For the main investment portfolio and the Bentinck, Beresford and Rendlesham portfolio, the investment objectives require a balance of income and capital growth and no specific investment restrictions or ethical requirements have been set. The investment managers are assessed against an industry benchmark and are asked to present to the board in person once a year but provide verbal reports for every F, I & A meeting.

Going concern

The trustees have considered whether there are any material uncertainties about the charity and group's ability to continue as a going concern. At the balance sheet date, the free reserves of the charity are £12.4m with £12.3m in equity investments the general reserve in line with the reserves policy. On 11 March 2020 the World Health Organisation declared a global pandemic, COVID-19, which poses ongoing risks to the charity. The disease has had a significant impact on the global economy with markets heavily affected and significant impact on global output. Operationally, the charity was able to act swiftly to protect employees and all staff within the Racing Welfare group were quickly working effectively from their own homes. The trustees continue to review the financial risks presented by the ongoing uncertainty and forecasting regularly takes place to calculate the potential impact on Racing Welfare's financial resilience over the following 12 months.

The biggest impact continues to be on fundraising income, dividend income and beneficiary hardship grants. With lockdown restrictions anticipated to be lifted in June 2021, the fundraising team has been able to postpone the majority of fundraising events to allow them to take place later in the year. We will hold some of the virtual events that were so successful last year and brought the added benefit of raising our profile further within the industry. Covid hardship grants, funded by the John Pearce Foundation, and administered by Racing Welfare, continue to be made available to those working in horse racing facing financial hardship due to the pandemic. This mitigates the risk of Racing Welfare having increased costs associated with financial hardship grants. The forecasts also show a significant cost saving across fundraising and administration costs, the effect of new working practices reducing travel and office costs. The net effect of the significant reduction in income, set against reduced costs, delivers a deficit for the year that will still leave positive reserves in the general reserve and cash flow projections do not require the liquidation of equity investments in the 12 month period from the approval of the accounts.

The market valuation of the investments continues to be below pre-Covid levels as at the date of the approval of the accounts, but as there is no requirement to liquidate the investments this does not pose a risk to going concern. Based on this information the trustees are satisfied that no issues were identified that would give rise to a going concern risk.

Principal risks and uncertainties

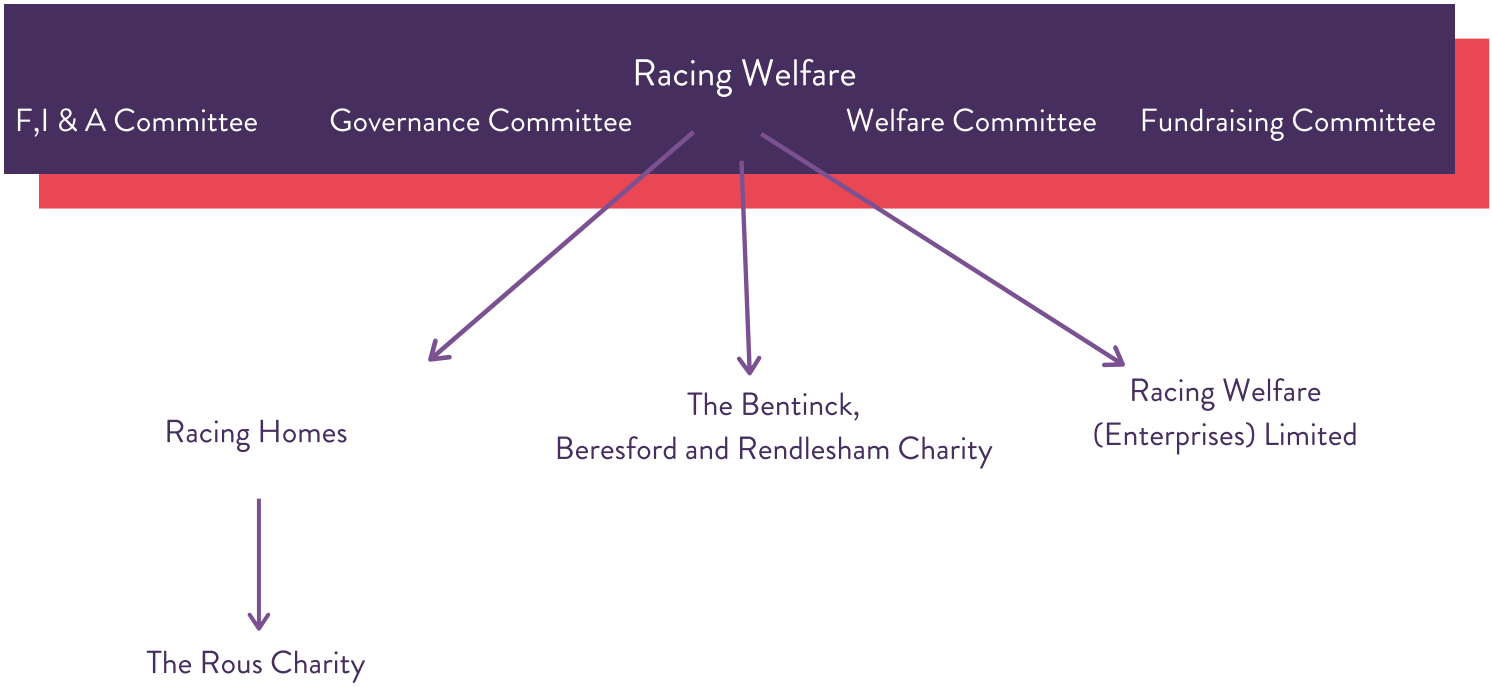
Racing Welfare is responsible for ensuring that effective and adequate risk management and internal control systems are in place to manage the major risks to which the charity is exposed. A formal risk management process to assess business risks and implement risk management strategies is in place. This involves identifying the types of risks the charity faces, prioritising them in terms of potential impact and likelihood of occurrence, and identifying means of mitigating the risks. As part of this process the trustees keep under constant review the adequacy of the charity's internal control systems. The Finance, Investment & Audit Committee review the risk register annually and the senior management team review the risk register quarterly.

Principal Risks and Uncertainties (continued)

The principal risks identified by the trustees together with the actions taken to mitigate the risks are set out below:

Risk Description	Risk Mitigation
Failure to protect vulnerable adults and young people:	All staff are appropriately vetted in accordance with law and current regulations. The charity adopts Racing Welfare's safeguarding policy which is regularly reviewed by dedicated safeguarding staff. Safeguarding training is undertaken by all staff. DBS checks are carried out on all trustees. All line managers undergo Safer Recruitment training.
Failure to comply with GDPR: Failure to comply may result in a data breach causing reputational damage and financial losses to the Charity.	The charity has ensured all policies and procedures are updated regularly to comply with GDPR. IT security is maintained by The Jockey Club's skilled IT professionals with all sensitive data stored and transmitted securely. All staff undertake comprehensive training on an annual basis with new staff undertaking this as part of their induction.
Breach of Health and Safety Regulations: A breach of H&S regulation may result in injury to tenants, beneficiaries or staff or damage to property resulting in financial losses and reputational damage.	The charity sits within the Jockey Club's Health and Safety Management System. The Head of Housing holds H&S qualifications and all staff undertake comprehensive training on an annual basis with new staff undertaking this as part of their induction. Key staff are given responsibility for identifying and reporting H&S issues. Regular fire alarm testing is carried out at all properties and all equipment PAT tested, with records held on a property compliance database.
Business interruption risk: Business interruption due to something outside of the control of the charity e.g. Covid-19 could result in loss of operation and service, with potential effects being loss of income, breach of health and safety.	The charity has a business interruption plan which covers all issues relating to loss of office space, loss or damage to essential operational equipment and data. The charity is provided with IT support by The Jockey Club IT department. All staff are provided with laptops and VPN access to enable remote working and remote working processes have been introduced to enable virtual meetings and e-sign authorisations.
Stock Market volatility: Market volatility may impact upon both levels of investment income generated and the real value of the funds held.	The Finance, Investment and Audit Committee has responsibility for maintaining an investment portfolio that is robust to external changes in the economy, with professional advice sought. Consequently, the investment portfolio is closely aligned to the conservative investment policy.
Covid-19: Future outbreaks may result in cancelled fundraising events, continued reduction in income from investments and higher demand on our services.	The charity has been able to rearrange the events calendar and introduced virtual fundraising events that are not affected by social restrictions. The FI&A committee continue to monitor the investment portfolio to ensure it meets its objectives. The charity continues to administer grants to those facing hardship as a result of Covid-19 which are fully funded, reducing the demand on general grants from unrestricted funds.

Our Governance, Structure and Management Group Structure



Racing Welfare is constituted as a company limited by guarantee, with governance arrangements set out in a Memorandum and Articles of Association. The Jockey Club is the sole member.

Racing Welfare is the sole shareholder of Racing Welfare (Enterprises) Limited and the sole trustee of the Bentinck, Beresford and Rendlesham Charity.

Racing Welfare is also the sole member of Racing Homes. Racing Homes is the sole trustee of the Rous Charity.

'The Group' is the Racing Welfare group of Companies including Racing Welfare, Racing Homes, The Rous Charity, The Bentinck, Beresford and Rendlesham Charity and Racing Welfare (Enterprises) Ltd.

The Board of Trustees administers the charity. The board meets at least three times a year for a full board meeting and sub-committees are used to concentrate on key projects to bring value to the development of the organisation and support the full board. Each body is comprised of at least three trustees. The committee members have been selected on the basis of their particular interest and skills in the business of the respective committee. Each committee has been assigned specific terms of reference, with decisions on policy and strategy being referred to the main Board of Trustees for approval. At the start of 2021, the charity launched a recruitment campaign to fill skills and experience gaps following a skills audit undertaken in the latter part of 2020.

TRUSTEES' REPORT

Governance and Structure continued

Finance, Investment & Audit Committee
The committee is responsible for the review of the operational plans and budgets, the setting and monitoring of investment policy, reviewing the effectiveness of internal controls and risk management systems, remuneration, the monitoring and oversight of external auditors and the integrity of the internal financial reporting and the group's consolidated financial statements.

Welfare Committee
The committee is responsible for the review of welfare policy, plans and budgets, the monitoring of welfare trends, the balance of skills and resources needed to implement the plans and policy and for reviewing complex cases.

Fundraising Committee
The committee is responsible for the review of income generation policy, plans and budgets and the oversight of the fundraising and communications programme. In particular, it provides a means of mobilising support for events and establishing effective links with potential donors.

Governance Committee
The committee is responsible for assisting the board of trustees in meeting its responsibilities in relation to the governance of the organisation, compliance with company and charity law and good practice. In particular, the committee is tasked with enacting practical and meaningful adoption of the Charity Governance Code, monitoring changes to the recommendations from the Charity Commission and setting best practice in governance

Governance
Racing Welfare is constituted as a company limited by guarantee, with governance arrangements set out in a Memorandum and Articles of Association. The Jockey Club is the sole member.

The trustees have fully adopted the Charity Governance Code. One of the outcomes of the adoption of the code was the creation of the Governance Committee in 2019, and 2020 saw a number of improvements implemented as a result of the work generated by the new committee.

Governance (continued)

The initial review of the charity's performance against the Charity Governance Code provided a score given for each of the seven principles and identified the priorities in 2020 of improving diversity and inclusion as well as reviewing board effectiveness.

An overhaul of the trustee recruitment process and improvements to the trustee/committee members induction was carried out. A trustee skills audit was undertaken and the commencement of a recruitment campaign to attract 6 new committee members across both Racing Welfare and Racing Homes was actioned. The new process was a success in attracting not only more candidates than ever before, but it also attracted a more diverse range of candidates. A new Racing Homes tenant panel will be created in 2021 to ensure that our beneficiaries have the opportunity to speak directly with trustees annually.
A thorough review of board effectiveness was undertaken with a facilitated session with the chairs of each committee. The session highlighted the strengths and weaknesses, challenges and opportunities the board meetings faced and introduced a number of impactful changes including investment in a new virtual boardroom software, a reconfiguration of agendas and improvements to the quality and quantity of board papers.One of the biggest improvements was the creation of Trustee strategy days. These days sit outside the board meetings and are interactive sessions in which only the strategy of the charity is discussed. The main strategy day is followed by 2-3 further sessions where trustees and the executive can focus on the identified key issues the charities should be focused on over the next 1-5 years.

Trustees

The Articles of Association stipulate that the charity should have between nine and twelve trustees, although this may be otherwise determined by passing an Ordinary Resolution. One-third of the board retires by rotation each year. The Member appoints trustees solely on the recommendation of the board. All members of the board have given their time voluntarily and receive no benefits from the charity. The board is charged to use its best endeavours to ensure the composition of the board at any time represents an appropriate balance of skills including knowledge and experience of housing matters as well as activities within the horseracing industry. The newly implemented trustee recruitment process requires any trustee to join firstly as a committee member and serve at least 12 months' prior to being considered by the board for trusteeship. New committee members are recruited according to any gaps identified by the trustee skills audit and a recruitment process is followed involving extensive advertising via internal and external channels. Each position's recruitment strategy is developed according to the specialism required and is signed off by the Chief Operating Officer who sits on the Governance Committee. The process has been designed to improve diversity on the board. All new committee members and trustees are provided with an induction programme so that they can fulfil their role on the Board. Trustees are DBS checked are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

During the year Gary Middlebrook retired having served the full term of 9 years. Gary brought significant construction expertise to the Racing Homes Committee, as well as being a significant fundraiser for Racing Welfare. The trustees and executive are hugely grateful for the time, experience, energy and passion Gary brought to the organisation and he will be greatly missed.

Related parties and co-operation with other organisations

No trustees receive remuneration or other benefits from their work with the charity. Relationships between the charity and related parties, including its subsidiary undertakings, and with any other charities and organisations with which it cooperates in the pursuit of its charitable objectives, must be disclosed. In the current year the charity co-operated with the following organisations in the pursuit of its charitable objectives:

- The Racing Centre – this charity provides leisure facilities for the horseracing community and as such Racing Welfare provides a grant in support of this work. The Newmarket-based welfare officers occupy offices within their building to provide ease of access for beneficiaries and to improve promotion of our services.
- Epsom Racing Staff Welfare – this charity provides housing for working staff in the racing centre of Epsom. Racing Welfare provides fundraising services, property management services and finance and administration services free of charge due to the aligned objectives of the charity with both Racing Homes and Racing Welfare.
- NTFCT Charitable Trust – this charity provides grants to individuals from the horse racing industry for career development. Racing Welfare provides the financial management of this charity at a small fee and administers the grants via our welfare team free of charge due to the aligned objectives with Racing Welfare.

Grant Making

Racing Welfare is a grant-making charity and awards grants to both beneficiaries and in some circumstances other organisations, in pursuit of delivering its objectives. The charity has a rigorous grant-making policy which is updated regularly and covers priorities and purpose of grants, principles in determining grant decisions, grant application process, due diligence, administration and decision making. Strong internal controls around grant giving are in place and sufficient segregation of duties, coupled with specially designed processes, limit the opportunity for fraud.

Volunteers

The charity has a team of volunteers who are tasked with assisting the fundraising team at events. The number of active volunteers by the end of 2020 was 76 (2019 – 74). In 2020 these volunteers were involved in only 2 different events due to Covid restrictions (2019 – 55) but 21 volunteers were actively involved in the newly launched befriending service (2019 – nil). In total, we have 108 volunteers registered with the charity.

Fundraising

The fundraising strategy of the charity is to develop each individual channel of income whether it be from individual giving, corporate fundraising, trusts and foundations, events or community fundraising. The Fundraising Team manages and delivers this strategy on a day to day basis, under the guidance of the Head of Fundraising who in turn reports to the COO and the Fundraising and Communications Committee.

- The individual giving channel seeks to secure one-off and regular gifts as well as legacies.
- The charity has established working relationships with a number of corporate supporters to deliver income from different companies and their customers. These include racecourses, studs and auction houses as well as bookmakers and retailers.
- Trusts and foundations provide the charity with a major source of income.
- The charity runs its own diverse calendar of events around the country which includes race days, open days, boxing and golf events and awards dinners.
- Community fundraising brings together the charity's supporters and volunteers across the country. This is through activities like challenge events, including the London Marathon, bucket collections and third-party events run by individuals or groups looking to support the charity.

The charity prides itself on its high standard of stewardship of its supporters. We have adopted an opt-in policy, with regard to communications, to comply with current regulations and are a member of the Institute of Fundraising. There have been no complaints received in the year.

The charity communicates with its supporters via e-mail as far as possible. It has not undertaken any direct mail campaigns, to protect vulnerable people and ensure no one feels under any pressure to give money. Corporate agreements are entered into where required to provide clarity and enable progress and outcomes to be monitored.

The charity's fundraising performance is monitored by its trustees through quarterly management accounts which include a return on investment calculation to show the overall effectiveness of the fundraising team.

Employment Practices and Pay

Racing Welfare is developing its Diversity, Inclusion and Equality agenda. Our Diversity and Inclusion (D&I) champion is actively working with senior management team to help ensure that nurturing a diverse and inclusive working environment, where we attract the full range of talent and everyone can be themselves, is embedded within all processes and policies within the charities. The D & I Champion is also a member of the Jockey Club's Equality, Diversity and Inclusion Group.

The charity has reviewed its policy on remuneration and has developed and adopted a salary structure and package which are internally consistent and are comparable with other charities in the sector and which recognise performance.

The Finance, Investment and Audit Committee is responsible for the remuneration terms and conditions of the Chief Executive and general pay and remuneration terms of all employees, including the senior management team. When setting pay and annual pay awards, reference is made to salary surveys and industry benchmarks. Subject to affordability, the charity's policy has been to award an annual pay rise consistent with increases in cost of living indices and having regard to the level of pay award agreed by the Jockey Club. Day to day recruitment and pay for staff is delegated to the Chief Executive.

The Racing Welfare group is passionate about promoting positive mental health and wellbeing across the racing industry but also within its own walls. The group provides flexible working options to help promote a good work/life balance and to support those with families and caring responsibilities. The senior management has an ongoing agenda of reviewing the wellbeing of the workforce, introducing new initiatives, consulting with employees and undertaking specific training to improve leadership. This is all with the aim of maximising employee potential and satisfaction. In 2020 the organisation took part in a staff satisfaction survey. The results reported that: 78% of staff felt valued for the contribution they made to the organisation; 100% believed that Racing Welfare works in the best interest of racing; 53% felt the information on charity matters is open, transparent and freely shared when appropriate and 89% felt encouraged, supported to learn, and developed to be able to do my best work.

An extensive learning and training programme is afforded to every employee with a mixture of online learning opportunities as well as traditional courses and qualifications. Each year the Racing Welfare group hosts two, two-day staff forums where all staff meet for a programme of training and strategy setting. This was not possible in 2020 due to Covid restriction so instead a series of online sessions were held. Employee Health and Safety is maintained via use of the Jockey Club's Health and Safety online training programme, Human Focus. This provides high quality training and efficient monitoring and relevant modules are mandatory for all staff

Environmental

The charity is conscious of monitoring the environmental impact that it makes. We have a green champion that sits on the Jockey Club's Green Champion Board and the trustees have prioritised ESG (Environmental, social and governance) for 2021. Racing Homes and Racing Welfare are making the first steps in creating a decarbonisation strategy for the group by working with Jockey Club Estates in an externally provided review of the business. The trustees are committed to becoming carbon neutral by 2050.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the Charity and of the incoming resources and application of resources of the Charity for that year. In preparing the financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy the financial position of the Charity and enable it to ensure that the financial statements comply with the Charities Act 1993, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the Trust Deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement as disclosure to our auditors

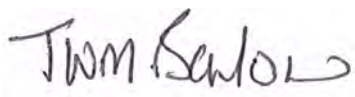
In accordance with company law, the trustees, as the company's directors, certify that

- so far as each person who was a director at the date of approving this report is aware, there is no relevant audit information of which the company's auditor is unaware.
- each director has taken all the necessary steps that they ought to have taken as a director in order to make themselves aware of all relevant audit information and to establish that the company's auditor is aware of that information.

Auditors

RSM UK Audit LLP were appointed as auditors during the year and have expressed their willingness to continue in office. A resolution to reappoint them will be proposed at the forthcoming Annual General Meeting.

The trustees' report was approved on .....10th June 2021..... and signed on its behalf:



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William Barlow (Chair)

INDEPENDENT AUDITOR'S REPORT

Opinion

We have audited the financial statements of Racing Welfare (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2020 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Company Statement of Financial Position, the Consolidated Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- ·give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 December 2020 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- ·have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- ·have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We have been appointed auditors under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's or parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Trustees' Report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report, which includes the Directors' Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report included within the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' responsibilities set out on page 31, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the

Responsibilities of trustees (continued)

preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the group audit engagement team:

- obtained an understanding of the nature of the sector, including the legal and regulatory frameworks that the group and parent charitable company operates in and how the group and parent charitable company are complying with the legal and regulatory frameworks;

- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), Companies Act 2006, Charities Act 2011, the charitable company's governing document, tax legislation and Charities (Protection and Social Investment) Act 2016. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing the financial statements including the Trustees' Report, and remaining alert to new or unusual transactions which may not be in accordance with the governing documents.

The group audit engagement team identified the risk of management override of controls as the area where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments, evaluating the business rationale in relation to any significant, unusual transactions and transactions entered into outside the normal course of business, and challenging any judgments and estimates.

A further description of our responsibilities for the audit of the financial statements is provided on the Financial Reporting Council's website at http://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006.Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose.To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

CLAIRE SUTHERLAND (Senior Statutory Auditor)
For and on behalf of RSM UK AUDIT LLP, Statutory Auditor
Chartered Accountants
Abbotsgate House
Hollow Road
Bury St Edmunds
Suffolk
IP32 7FA

Date 30 June 2021

STATEMENT OF FINANCIAL ACTIVITIES

for the year ended 31 December 2020

	Note	Unrestricted funds 2020 £'000	Restricted funds 2020 £'000	Endowment funds 2020 £'000	Total funds 2020 £'000	Total funds 2019 £'000 (Note 25)
INCOME FROM:						
Donations and legacies	2	2,435	1,481		3,916	2,069
Charitable activities		833	-	-	833	645
Other trading activities: Fundraising events		282	40	-	322	659
Investments	3	238	-	-	238	552
Other income		47	-	-	47	4
TOTAL INCOME		3,835	1,521	-	5,356	3,929
EXPENDITURE ON:						
Raising funds		399	-	-	399	618
Charitable activities		1,547	1,736	22	3,305	3,205
TOTAL EXPENDITURE	4	1,946	1,736	22	3,704	3,823
BEFORE GAINS AND LOSSES ON INVESTMENTS		1,889	(215)	(22)	1,652	106
Net (losses)/gains on investments	10	(1,540)	-	(242)	(1,782)	1,856
NET (EXPENDITURE)/INCOME FOR THE YEAR		349	(215)	(264)	(130)	1,962
Transfers between funds		(499)	499	-	-	-
NET MOVEMENTS IN FUNDS		(150)	284	(264)	(130)	1,962
Reconciliation of funds:						
Balances brought forward		19,060	7,931	2,987	29,978	28,016
Balances carried forward		18,910	8,215	2,723	29,848	29,978

STATEMENT OF FINANCIAL POSITION

for the year ended 31 December 2020

Company number 04116279

	Note	2020 Group £'000	2020 Charity £'000	2019 Group £'000	2019 Charity £'000
FIXED ASSETS					
Intangible fixed assets	8	162	-	164	-
Tangible fixed assets	9	15,607	1,686	15,688	1,649
Investments:					
Investments	10	14,573	12,335	15,355	12,825
Programme related investments	11	58	58	57	57
		30,400	14,079	31,264	14,531
CURRENT ASSETS					
Debtors	12	678	668	582	799
Cash at bank and in hand		1,186	389	436	169
		1,864	1,057	1,018	968
LIABILITIES					
CREDITORS: amounts falling due within one year	13	(683)	(470)	(530)	(256)
NET CURRENT ASSETS		1,181	587	488	712
TOTAL ASSETS LESS CURRENT LIABILITIES		31,581	14,666	31,752	15,243
CREDITORS: amounts falling due after more than one year	14	(1,733)	-	(1,774)	-
NET ASSETS		29,848	14,666	29,978	15,243
THE FUNDS OF THE CHARITY:					
Unrestricted funds:					
General fund		1,737	1,270	1,175	1,014
Designated funds:					
Other designated funds		17,173	12,888	17,885	13,593
Total unrestricted funds		18,910	14,158	19,060	14,607
Restricted funds:					
Other restricted funds		8,215	508	7,931	636
Total restricted funds		8,215	508	7,931	636
Endowment funds		2,723	-	2,987	-
TOTAL FUNDS	15/16	29,848	14,666	29,978	15,243

The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

A separate SOFA has not been presented for the Charity as permitted by section 408 of the Companies Act 2006 and paragraph 397 of the SORP. The charity reported net expenditure before investment gains and losses of £870k (2019: net expenditure of £11k), with investment losses of £1,447k (2019: gains of £1,514k).

The financial statements on pages 25 to 61 of Racing Welfare, were approved by the Board of Trustees on 10th June 2021 and signed on its behalf by:

J W M Barlow (Chairman)

STATEMENT OF FINANCIAL CASHFLOWS

for the year ended 31 December 2020

	Note	2020 £'000	2019 £'000
Cash provided by operating activities	18	2,144	450
Cash flows from investing activities:			
Purchase of tangible fixed assets		(353)	(1,695)
Purchase of investments		(6,302)	-
Proceeds from sale of investments		5,302	300
Net cash used in investing activities		(1,353)	(1,395)
Cash flows from financing activities			
Repayment of loans		(41)	(30)
Net increase \ (decrease) in cash and cash equivalents		750	(975)
Cash and cash equivalents at 1 January	19	436	1,411
Cash and cash equivalents at 31 December	19	1,186	436

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2020

1. ACCOUNTING POLICIES

Racing Welfare is a charitable company, limited by guarantee, registered in England and Wales. The company's registered number and registered address can be found on the Company Information page.

Basis of preparation

The financial statements have been prepared under the historical cost convention, with the exception of certain fixed assets and investments which are included at market value or deemed cost. The financial statements have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland- (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Racing Welfare meets the definition of a public benefit entity under FRS 102.

Going Concern

On 11 March 2020 the World Health Organisation declared a global pandemic, COVID-19. The trustees have continued to review the financial risks presented by this uncertainty and monitor the ongoing impact of the COVID-19 outbreak on Racing Welfare's financial resilience over the next 12 months. Details of the steps the Group has taken to mitigate the impact and ensure short- and long-term sustainability can be found in the Trustees' Report.

The Trustees have a reasonable expectation that the charitable company and the group have adequate resources to continue in operational existence for the foreseeable future and the company is well placed to manage its business risks successfully despite the current uncertain economic outlook. Accordingly, they continue to adopt the going concern basis in preparing the annual report and accounts.

Consolidated Accounts

The statement of financial activities (SOFA) and statement of fincnacial position consolidate the financial statements of the Charity, its subsidiary undertaking and entities of which it has control. The results of the subsidiaries are consolidated on a line by line basis.

A separate SOFA has not been presented for the Charity as permitted by section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

The Charity has taken advantage of the exemption from disclosing the following information, as permitted by the reduced disclosure regime within FRS 102:

1. ACCOUNTING POLICIES (continued)

The financial statements of the Charity are consolidated in the financial statements of Racing Welfare. The consolidated financial statements of Racing Welfare are available from its registered office, whose address is the same as the Charity's.

Income

All income is included in the SOFA when the Charity is legally entitled to the income, it is probable that it will be received and the amount can be quantified with reasonable accuracy. For legacies, entitlement is the earlier of the Charity being notified of an impending distribution or the legacy being received. Where there is a life interest, the donated asset is excluded until the life interest expires.

Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Expenditure on charitable activities includes costs directly incurred in undertaking these activities. Where costs cannot be directly attributed to a particular category they have been allocated to activities on a basis consistent with use of the resources.

GGrants payable are payments made to third parties in the furtherance of the charitable objectives of the Charity. Single or multi year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the Trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and any condition attaching to the grant is outside of the control of the Charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Support costs are those functions that assist the work of the Charity but do not directly constitute charitable activities. Support costs include office costs, finance, personnel, payroll, and governance costs which support the charity's activities. These costs have been allocated between costs of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in the notes.

Fund Accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

1.ACCOUNTING POLICIES (continued)

Fund Accounting (continued)
Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the note 15 to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund.

Endowment funds represent funds received in the past where the donors have stipulated that the income may be used for general purposes, but the capital must be retained.

Irrecoverable VAT
All expenditure is classified under activity headings that aggregate all costs related to the category. Irrecoverable VAT is charged against the category of expense for which it was incurred.

Intangible Fixed Assets
Nomination rights cover the right to nominate 6 residents to Childwick House, Newmarket. They are depreciated in equal amounts over a period of 125 years.

Tangible Fixed Assets
Freehold and leasehold land and buildings are stated at cost and deemed cost, the company having taken advantage of the exemption in Paragraph 35.10(d) of FRS 102 to use the valuation at the date of transition as deemed cost.

Tangible fixed assets costing more than £1,000 are capitalised and included at cost including any incidental expenses of acquisition.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost on a straight line basis over their expected useful economic lives as follows:

Freehold land	nil
Freehold and long leasehold buildings	over 50 years/life of the lease
Equipment and motor vehicles	over 3 to 4 years

No depreciation is charged on assets in the course of construction.

Investments
Investments in subsidiaries and Trophies are stated at cost less provision for any impairment. Investments listed at the stock exchange are stated at market value at the balance sheet date. The SOFA includes the net gains and losses arising on revaluations and disposals throughout the year.

1.ACCOUNTING POLICIES (continued)

Programme related investments and concessionary loans
In accordance with 21.26 of the Charities SORP (FRS 102) the Charity has opted to recognise and measure the loans at the amount paid, with the carrying amount adjusted in subsequent years to reflect repayments and any accrued interest and adjusted if necessary for any impairment.

Leases
Operating lease rentals are charged to expenditure in equal annual amounts over the lease term.

Pensions
Pension costs disclosed in the accounts relate to employer contributions towards employees' stakeholder and personal pension schemes. The Charity does not operate its own pension scheme.

Judgements and estimates
The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities at the balance sheet date and the amounts reported for income and expenditure during the period. However, the nature of the estimation means that actual outcomes could differ from those estimates. The following judgements have had the most significant effect on the amounts recognised in the financial statements:

Tangible fixed assets:
Tangible fixed assets are depreciated over their useful lives, taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. Residual value assessments consider issues such as the remaining life of the asset and projected disposal value.

2.DONATIONS, LEGACIES AND GRANTS

	2020 £'000	2019 £'000
Donations	1,848	405
Legacies	269	12
Grants	1,799	1,652
	3,916	2,069

3. INVESTMENT INCOME

	2020 £'000	2019 £'000
Interest receivable	1	3
Dividends received from investment and unit trusts	237	549
	238	552

4. TOTAL EXPENDITURE

	Activities undertaken directly 2020 £'000	Grant funding of activities 2020 £'000	Support costs 2020 £'000	Total 2020 £'000	Total 2019 £'000
Cost of raising funds					
Fundraising	100	-	47	147	94
Fundraising events:	206	-	47	253	524
	306	-	93	399	618
Charitable activities					
Advice and Guidance	423	68	169	660	683
Financial assistance	6	238	-	244	209
Welfare Projects	929	-	257	1,186	1,216
Healthy living & well-being	24	60	-	84	124
Community	1	-	-	1	5
Regional Volunteer Manager	-	-	-	-	8
Housing	902	-	71	973	854
Communications and advocacy	111	-	46	157	106
	2,396	366	543	3,305	3,205
TOTAL EXPENDITURE	2,702	366	636	3,704	3,823

Included within support costs are audit fees, payable to RSM UK Audit LLP, of £15,450, of which £9,530 relate to the charity (2019: £15,000; £8,500 relate to the charity).

Grant funding of activities is analysed as follows:

	Grants to individuals 2020 £'000	Grants to institutions 2020 £'000	Total 2020 £'000	Total 2019 £'000
Advice & guidance	-	68	68	66
Financial assistance	238	-	238	207
Healthy living and well-being	-	60	60	44
	238	128	366	317

	2020 £'000	2019 £'000
Payments to individuals	238	170
Racing Centre	35	44
Life Skills	25	37
Sports Chaplaincy UK	68	66
	366	317

4. TOTAL EXPENDITURE (continued)

Support costs allocation	Human Resources 2020 £'000	Admin Costs 2020 £'000	Premises Costs 2020 £'000	IT Costs 2020 £'000	Governance Costs 2020 £'000	Total 2020 £'000	Total 2019 £'000
Cost of raising funds							
Cost of fundraising, fundraising events and trading	52	17	8	1	15	93	78
Charitable activities							
Advice & guidance	97	30	14	2	26	169	266
Welfare Projects	172	55	25	5	-	257	16
Housing	35	11	5	1	19	71	31
Communications and advocacy	26	8	4	1	7	46	31
TOTAL SUPPORT COSTS	382	121	56	10	67	636	422

Support costs are allocated on the basis of the number of staff working directly on charitable activities.

5. TRUSTEES' REMUNERATION

No remuneration was paid to trustees during the year or the preceeding year. During the year, travel expenses totalling £nil were claimed (2019: £1,224, by two trustees) and £1,000 (2019: £5,405) of donations were received from trustees.

6. STAFF COSTS

	2020 £'000	2019 £'000
Wages and salaries	1,424	1,139
Social security costs	140	110
Pension costs	125	98
	1,689	1,347

The number of employees who received total employee benfits (excluding pension contributions) of more than	2020	2019
£60,000 - £70,000	1	-
£70,000 - £80,000	-	1
£80,000 - £90,000	1	-
£100,000 - £110,000	-	1
£110,000 - £120,000	1	-

The average number of employees, analysed by function, was:	2020 No	2019 No
Charitable activities	33	27
Fundraising	6	5
Management and administration of the Charity	8	8
	47	40

During the year remuneration received by key management personnel totalled £410k (2019: £359k). Key management personnel are the Chief Executive, Chief Operating Officer, Director of Welfare and Head of Fundraising, Head of Finance (from October 2020) and Head of Programmes (from October 2020).

7. PENSION COSTS

The Charity contributes to various money purchase pension schemes, including a stakeholder pension scheme operated by an independent organisation. The cost for the year was £125k (2019 - £98k). At the year end the amount due in creditors in respect of pension contributions was £12k (2019 - £10k).

8. INTANGIBLE FIXED ASSETS

Group	Nomination Rights £'000
Cost	
At 1 January 2020 and at 31 December 2020	198
Amortisation	
At 1 January 2020	34
Charge for the year	2
At 31 December 2020	36
Net book value	
At 31 December 2020	162
At 31 December 2019	164

9. TANGIBLE FIXED ASSETS

Group	Freehold land and buildings £'000	Leasehold buildings £'000	Equipment and motor vehicles £'000	Total £'000
Cost or deemed cost				
At 1 January 2020	15,615	341	1,055	17,011
Additions	54	-	199	253
At 31 December 2020	15,669	341	1,254	17,264
Depreciation				
At 1 January 2020	952	43	328	1,323
Charge for the year	227	11	96	334
At 31 December 2020	1,179	54	424	1,657
Net book value				
At 31 December 2020	14,490	287	830	15,607
At 31 December 2019	14,663	298	727	15,688

Freehold land and buildings includes freehold land of £3,837k (2019: £3,837k) that is not depreciated.

Freehold land and buildings are included at deemed cost, the group having taken advantage of the exemption in Paragraph 35.10(d) of FRS 102 to use the valuation at the date of transition as deemed cost.

9. TANGIBLE FIXED ASSETS (continued)

Charity	Freehold land and buildings £'000	Equipment and motor vehicles £'000	Total £'000
Cost or deemed cost			
At 1 January 2020	1,651	264	1,915
Additions	40	52	92
At 31 December 2020	1,691	316	2,007
Depreciation			
At 1 January 2020	51	215	266
Charge for the year	13	42	55
At 31 December 2020	64	257	321
Net book value			
At 31 December 2020	1,627	59	1,686
At 31 December 2019	1,600	49	1,649

Freehold land and buildings are included at deemed cost, the company having taken advantage of the exemption in Paragraph 35.10(d) of FRS 102 to use the valuation at the date of transition as deemed cost.

Freehold land and buildings includes freehold land of £433k (2019: £433k) that is not depreciated.

Historic cost	2020 £'000	2019 £'000
Group		
Gross cost	14,431	14,377
Accumulated depreciation on historic cost	(2,554)	(2,319)
	11,877	12,057
Charity		
Gross cost	1,691	1,651
Accumulated depreciation on historic cost	(64)	(51)
	1,627	1,600

10. INVESTMENTS HELD AS FIXED ASSETS

	Group 2020 £'000	Charity 2020 £'000	Group 2019 £'000	Charity 2019 £'000
Listed securities:				
Market value at 1 January	15,340	12,810	13,784	11,596
Additions	6,302	5,408	-	-
Disposals	(5,302)	(4,408)	(300)	(300)
Net investment (losses)/gains	(1,782)	(1,490)	1,856	1,514
Market value at 31 December	14,558	12,320	15,340	12,810
Historic cost at 31 December	12,772	10,917	10,784	9,181
Listed investments are represented by:				
Trojan Income Fund (S Income)	5,478	4,148	9,911	7,381
Trojan Fund (S Income)	5,789	4,881	-	-
Majedie UK Equity Fund X Income Shares	3,291	3,291	5,429	5,429
	14,558	12,320	15,340	12,810
Trophies	15	15	15	15
	14,573	12,335	15,355	12,825

Investments in subsidiaries:

The company holds all the share capital of the following company:

Racing Welfare (Enterprises) Limited	Trading subsidiary

The company is registered in England and Wales and has a co-terminus year end.

11. PROGRAMME RELATED INVESTMENTS

	Group 2020 £'000	Charity 2020 £'000	Group 2019 £'000	Charity 2019 £'000
At 1 January 2020	57	57	54	54
Interest charged	1	1	2	2
At 31 December 2020	58	58	57	57

The programme related investments are loans made to Epsom Racing Staff Welfare (formerly Epsom Training and Development Fund) to facilitate the provision of affordable housing to racing staff in Epsom. The first loan was made in 2006 with a loan term of 25 years and interest is accruing at the Bank of England base rate plus 0.1%. A second loan was made in 2009 with a loan term of 25 years and interest accruing at the Bank of England base rate plus 0.1% and subject to a minimum rate of 2.5%. Repayment of these loans was frozen during the year pending further consideration of the relationship with the charity, Epsom Racing Staff Welfare.

12. DEBTORS

	Group 2020 £'000	Charity 2020 £'000	Group 2019 £'000	Charity 2019 £'000
Due within one year				
Trade debtors	34	7	48	18
Sundry debtors	12	1	6	1
Due from group charities	-	50	36	292
Due from connected charities	55	55	58	58
Prepayments and accrued income	555	533	373	369
	656	646	521	738
Sundry debtors due after more than one year	22	22	61	61
	678	668	582	799

Sundry debtors due after more than one year consist of secured loans of £22k (2019: £61k). These loans, made for charitable purposes, are secured by legal charges over property.

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Trade creditors	101	55	200	102
Taxation and social security costs	49	46	36	34
Sundry creditors	223	221	11	12
Accruals and deferred income	257	136	233	99
Pension contributions	13	12	10	9
Mortgages for housing due within 1 year	40	-	40	-
	683	470	530	256

14. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

Mortgage on Jack Jarvis Close	93	-	94	-
Loan on Summerhill House	1,640	-	1,680	-
	1,733	-	1,774	-
Analysis of mortgage repayable by instalments:				
In less than one year	40		40	
Between one and two years	41	-	41	-
Between two and five years	122	-	122	-
After five years	1,570	-	1,611	-
	1,773	-	1,814	-

The mortgage on Jack Jarvis Close is secured on those properties, bears interest at 15% per annum and is repayable over a period of 60 years from 1980.

A new loan was taken out in 2018, secured against Summerhill House, Howard de Walden Way, Newmarket. The loan bears interest of 3.55% and is repayable over a period of 10 years from 2018 at £40k p.a with a break clause after 5 years. The balance will be paid on the maturity date.

15. STATEMENT OF FUNDS

GROUP	At 1 January 2020 £'000	Income £'000	Expenditure £'000	Gains / (losses) £'000	Transfers £'000	At 31 December 2020 £'000
General reserve	1,175	3,835	(1,438)	(50)	(1,785)	1,737
Designated funds:						
Income fund	11,448	-	-	(1,490)	1,000	10,958
Fixed asset fund	5,958	-	(255)	-	286	5,989
Housing development fund	439	-	(253)	-	-	186
Extraordinary repairs fund	40	-	-	-	-	40
Total unrestricted funds	19,060	3,835	(1,946)	(1,540)	(499)	18,910
Restricted funds						
Mental Health & Addiction support	21	341	(347)	-	-	15
Chaplaincy	-	10	(10)	-	-	-
Racing Support Line	-	84	(84)	-	-	-
Qatar Racing	88	-	-	-	(88)	-
Middleham	192	10	-	-	588	790
CATS	62	196	(223)	-	-	35
Beneficiaries holiday fund	40	50	-	-	(40)	50
YP Housing in Newmarket	44	39	(53)	-	-	30
IMO Collections	3	-	(3)	-	-	-
IMO Tim Jones MHFA	5	4	(3)	-	-	6
Occupational Health	113	483	(499)	-	(16)	81
Wellbing Programme Management	26	22	(48)	-	-	-
Epsom Racing Staff Welfare	13	1	(14)	-	-	-
Mental Health Services	29	-	(29)	-	-	-
Mental Health Industry Lead	-	45	(32)	-	(13)	-
Covid Hardship grants	-	170	(169)	-	-	1
Festive food parcels	-	5	(5)	-	-	-
Welfare Support Officer Newmarket	24	-	(24)	-	-	-
Malton Office	-	10	(10)	-	-	-
Housing for racing people	7,247	-	(132)	-	92	7,207
Racing Homes Strategy Report	-	51	(51)	-	-	-
Housng Support Officer	24	-	-	-	(24)	-
Total restricted fund	7,931	1,521	(1,736)	-	499	8,215
Endowment Funds						
Housing for racing people	890	-	(22)	-	-	868
Betinck and Beresford	2,097	-	-	(242)	-	1,855
	2,987	-	(22)	(242)	-	2,723
Total funds	29,978	5,356	(3,704)	(1,782)	-	29,848

15. STATEMENT OF FUNDS (continued)

GROUP	At 1 January 2019 £'000 (restated)	Income £'000	Expenditure £'000	Investment gains / losses £'000	Transfers £'000	At 31 December 2019 £'000
General reserve	1,696	2,313	(2,265)	58	(627)	1,175
Designated funds:						
Income fund	10,234	-	-	1,514	(300)	11,448
Fixed asset fund	5,559	-	(209)	-	608	5,958
Housing development fund	439	-	-	-	-	439
Extraordinary repairs fund	40	-	-	-	-	40
Total unrestricted funds	17,968	2,313	(2,474)	1,572	(319)	19,060
Restricted funds						
Mental Health & Addiction support	16	309	(304)	-	-	21
Chaplaincy	-	1	(1)	-	-	-
Racing Support Line	-	60	(60)	-	-	-
Qatar Racing	88	-	-	-	-	88
Database	2	-	(2)	-	-	-
Middleham	136	56	-	-	-	192
CATS	35	202	(175)	-	-	62
Beneficiaries holiday fund	-	40	-	-	-	40
Reducing Loneliness & Isolation	-	10	(10)	-	-	-
Management Training	2	-	(2)	-	-	-
YP Housing in Newmarket	85	169	-	-	(210)	44
IMO Collections	3	-	-	-	-	3
IMO Time Jones MHFA	-	14	(9)	-	-	5
Mental Health Research Project	-	10	(10)	-	-	-
Occupational Health	94	539	(520)	-	-	113
Wellbeing Programme Management	-	54	(28)	-	-	26
Epsom Racing Staff Welfare	-	38	(25)	-	-	13
Mental Health Services	-	90	(61)	-	-	29
Welfare Support Officer Newmarket	16	-	-	-	8	24
Communications Intern	2	-	(2)	-	-	-
Housing for racing people	6,845	-	(119)	-	521	7,247
Housing Support Officer	-	24	-	-	-	24
Total restricted fund	7,324	1,616	(1,328)	-	319	7,931
Endowment Funds						
Housing for racing people	911	-	(21)	-	-	890
Betinck and Beresford	1,813	-	-	284	-	2,097
	2,724	-	(21)	284	-	2,987
Total funds	28,016	3,929	(3,823)	1,856	-	29,978

15. STATEMENT OF FUNDS (continued)

CHARITY	At 1 January 2020 £'000	Income £'000	Expend-iture £'000	Gains / losses £'000	Transfers £'000	At 31 December 2020 £'000
General reserve	1,014	2,996	(1,716)	-	(1,024)	1,270
Designated funds:						
Income fund	11,448	-	-	(1,490)	1,000	10,958
Fixed asset fund	1,706	-	(55)		93	1,744
Housing development fund	439	-	(253)	-	-	186
Total unrestricted funds	14,607	2,996	(2,024)	(1,490)	69	14,158
Restricted funds						
Mental Health & Addiction support	21	341	(347)	-	-	15
Chaplaincy	-	10	(10)	-	-	-
Racing Support Line	-	84	(84)	-	-	-
Qatar Racing	88	-	-	-	(88)	-
Middleham	192	10	-	-	88	290
CATS	62	196	(223)	-	-	35
Beneficiaries holiday fund	40	50	-	-	(40)	50
YP Housing in Newmarket	44	39	(53)	-	-	30
IMO Collections	3	-	(3)	-	-	-
IMO Tim Jones MHFA	5	4	(3)	-	-	6
Occupational Health	113	483	(499)	-	(16)	81
Wellbeing Programme Management	26	22	(48)	-	-	-
Epsom Racing Staff Welfare	13	1	(14)	-	-	-
Mental Health Services	29	-	(29)	-	-	-
Mental Health Industry Lead	-	45	(32)	-	(13)	-
Covid hardship grants	-	170	(169)	-	-	1
Festive food parcels	-	5	(5)	-	-	-
Malton Office	-	10	(10)	-	-	-
	636	1,470	(1,529)	-	(69)	508
Total funds	15,243	4,466	(3,553)	(1,490)	-	14,666

15. STATEMENT OF FUNDS (continued)

CHARITY	At 1 January 2019 £'000	Income £'000	Expend-iture £'000	Investment gains / losses £'000	Transfers £'000	At 31 December 2019 £'000
General reserve	1,122	1,613	(1,718)	-	(3)	1,014
Designated funds:						
Income fund	10,234	-	-	1,514	(300)	11,448
Fixed asset fund	1,466	-	(55)		295	1,706
Housing development fund	439	-	-	-		439
Total unrestricted funds	13,261	1,613	(1,773)	1,514	(8)	14,607
Restricted funds						
Mental Health & Addiction support	16	309	(304)	-	-	21
Chaplaincy	-	1	(1)	-	-	-
Racing Support Line	-	60	(60)	-	-	-
Qatar Racing	88	-	-	-	-	88
Database	2	-	(2)	-	-	-
Middleham	136	56	-	-	-	192
CATS	35	202	(175)	-	-	62
Beneficiaries holiday fund	-	40	-	-	-	40
Reducing Loneliness & Isolation	-	10	(10)	-	-	-
Management Training	2	-	(2)	-	-	-
YP Housing in Newmarket	85	169	(210)	-	-	44
IMO Collections	3	-	-	-	-	3
IMO Tim Jones MHFA	-	14	(9)	-	-	5
Mental Health Research Project	-	10	(10)	-	-	-
Occupational Health	94	539	(520)	-	-	113
Wellbing Porgramme Management	-	54	(28)	-	-	26
Epsom Racing Staff Welfare	-	38	(25)	-	-	13
Mental Health Services	-	90	(61)	-	-	29
Welfare Support Officer Newmarket	16	-	(24)	-	8	-
Communications Intern	2	-	(2)	-	-	-
	479	1,592	(1,443)	-	8	636
Total funds	13,740	3,205	(3,216)	1,514	-	15,243

General reserve

The general reserve represents the free funds of the Charity and Group which are not designated for particular purposes; however, the designated income fund contains the major proportion of the Charity and Group's liquid reserves which if necessary can be accessed on a daily basis.

15. STATEMENT OF FUNDS (continued)

Income fund
The income fund represents funds not invested by the general reserve (see note 16) the purpose of which is either to sustain the stability of the Charity and support (through the medium of investment income) its day-to-day operations: or to enable drawdown for the purpose of financing longer term investment.

Fixed asset fund
The fixed asset fund sets aside funds equivalent to the net book value of both tangible and intangible fixed assets and programme related investments, and is intended to highlight the reserves allocated for such use.

Housing development fund
The housing development fund sets aside funds for capital housing development projects. A programme of renovating units at the groups older schemes as they become vacant is underway, in order to ensure all accommodation is fit for purpose.

Extraordinary repairs fund
The extraordinary repairs fund is held by the Rous Charity for exceptional repairs and maintenance costs.

Mental Health & Addiction Support
The restricted addiction support fund includes monies donated to support the Charity's work on addiction support.

Chaplaincy Fund
The restricted Chaplaincy fund is for donations to the Chaplaincy project.

Racing Support Line
The restricted Racing Support Line is for donations to the Racing Support line.

Qatar Racing
The Qatar Royal Family matched funds raised by their Marathon runners to be used for future projects. The donor has idenitfied the development of the community resource and young persons accommodation in Middleham as the project they wish to support with the funds.

Database
The restricted Database fund is to contribute towards the costs of upgrade and maintenance of the Charity's bespoke datbase system in the context of outcome measurement.

Middleham
The Middleham restricted fund is to be used towards the development of a community resource centre linked to young persons' accommodation in Middleham.

C.A.T.S
This is the Racing Foundation contribution to the Careers Advice Training Scheme for racing people.

15. STATEMENT OF FUNDS (continued)

Beneficiaries holiday fund
This fund is restricted to major holidays.

Management Training
This is the Racing Foundation contribution to management training.

Young People in Newmarket
This fund is restricted for use supporting young people in racing in Newmarket.

IMO Collections
This fund was set up in response to dedicated donations in memory of particular individuals and the funds collected are to be given to the deceased's family.

IMO Tim Jones MHFA
The fund was set up by the father of Tim Jones, following his tragic death, in order to subsidise Mental Health First Aid training in the Racing industry.

Mental Health Research Project
Liverpool John Moore's University undertook a research project into Mental Health on behalf of the Charity; these funds were granted by The Racing Foundation and paid for the research.

Occupational Health
A grant from The Racing Foundation has enabled the charity to offer Occupational Health to its beneficiaries; this fund is used for the purpose.

Wellbeing Programme Manager
A grant from the racing Foundation to provide a programme manager who will oversee the delivery of the Mental Health, Occupational Health, CATS and Racing Support Line services.

Epsom Racing Staff Welfare
Funds raised towards the Epsom Racing Staff Welfare Charity.

Mental Health Services
A grant from Childwick Trust to provide emotional support, prevention of loneliness and isolation and pastoral care for the Racing industry.

Covid hardship grants fund
Funded by the John Pearce Foundation to provide grants to those working in racing that have been financially affected by the Covid-19 pandemic.

15. STATEMENT OF FUNDS (continued)

Festive food parcels
A grant from the Suffolk Community Fund towards the cost of sending food parcels to retired beneficiaries in December.

Welfare Support Officer, Newmarket
Funds raised to help fund the post of the Welfare Services Officer in Newmarket.

Malton office
Donations were received to be used towards the running costs of the Malton office.

Communications Intern
A grant from the Rank Foundation to fund a Communications Intern.

Housing for Racing People
These assets were transferred to from Racing Welfare to Racing Homes with a restriction that they are used to house individuals working in or retired from the horseracing and thoroughbred breeding industry. The value of the reserve equates to the net book value of the assets transferred less any liability secured against the asset.

Racing Homes Strategy Report
A grant was received from The Racing Foundation to fund a report reviewing Racing Homes's strategic options to expand its property portfolio in key racing centres.

Housing Support Officer
A grant from Godolphin to fund the post of Housing Support Officer for one yea. The role provides support to young people, particularly those housed by Racing Homes.

Endowment funds - Rous
The endowment funds were established when the Rous Memorial and Almshouses charity and the Rous Memorial Fund were combined to form the Rous Charity and represents the net book value of the properties.

Endowment funds - BBR
The endowment fund resides in the Bentinck, Beresford and Rendlesham Charity which was established when the Bentinck Benevolent Fund and the Beresford Trust were combined. Excess income of BBR is paid to Racing Welfare and these funds are used to finance grants to beneficiaries of Racing Welfare in accordance with the objects of BBR.

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

GROUP	Endowment & Restricted Funds £'000	Designated Funds £'000	General Funds £'000	Total Funds 2020 £'000
Fixed assets	9,930	18,907	1,563	30,400
Net current assets	1,008	(1)	174	1,181
Long-term liabilities	-	(1,733)	-	(1,733)
	10,938	17,173	1,737	29,848
CHARITY				
Fixed assets	-	12,888	1,191	14,079
Net current assets	508	-	79	587
Long-term liabilities	-	-	-	-
	508	12,888	1,270	14,666

GROUP	Endowment & Restricted Funds £'000	Designated Funds £'000	General Funds £'000	Total Funds 2019 £'000
Fixed assets	10,234	19,220	1,810	31,264
Net current assets	684	439	(635)	488
Long-term liabilities	-	(1,774)	-	(1,774)
	10,918	17,885	1,175	29,978
CHARITY				
Fixed assets	-	13,154	1,377	14,531
Net current assets	636	439	(363)	712
Long-term liabilities	-	-	-	-
	636	13,593	1,014	15,243

17. SUBSIDIARY UNDERTAKINGS

Racing Welfare presents a SOFA (incorporating an income and expenditure account) in which the results of its subsidiary undertakings are consolidated on a line by line basis. All of its subsidiary undertakings have activities or charitable objectives in line with those of Racing Welfare, and are all managed with the purpose of serving jockeys, horseracing stable staff, racehorse trainers, those associated with the horseracing and thoroughbred breeding industries, their employees and dependants.

17. SUBSIDIARY UNDERTAKINGS (continued)

	Racing Welfare (Enterprises) Limited		Racing Homes	
Basis of consolidation	100% share capital owned by Racing Welfare.		Controlled by Charity as sole trustee.	
Activities and objectives	Commercial trading in line with the objects of the Charity.		Provision of housing.	
	2020 £'000	2019 £'000	2020 £'000	2019 £'000
Income	-	5	1,632	895
Expenditure	-	(10)	(911)	(777)
Investment gains			-	-
Net profit	-	(5)	721	118
Fixed assets	-	-	13,462	13,560
Current assets	5	6	686	271
Liabilities	-	(2)	(1,985)	(2,389)
Net assets	5	4	12,163	11,442
Funds/capital and reserves:				
Unrestricted funds	5	4	4,219	3,953
Restricted funds	-	-	7,944	7,489
	5	4	12,163	11,442

	The Rous Charity		The Bentinck, Beresford and Rendlesham Charity	
Basis of consolidation	Controlled by Stable Lads Welfare Trust as sole trustee.		Controlled by Charity as sole trustee.	
Activities and objectives	Provision of almshouses.		Relief and support for individuals.	
	2020 £'000	2019 £'000	2020 £'000	2019 £'000
Total income	67	73	38	77
Total expenditure on charitable activities	(52)	(64)	(38)	(77)
Investment gains	(50)	59	(242)	284
Net movement in funds	(35)	68	(242)	284
Fixed assets	1,253	1,323	1,856	2,098
Current assets	157	120	16	36
Liabilities	(5)	(3)	(16)	(36)
Net assets	1,405	1,440	1,856	2,098
Funds/capital and reserves:				
Unrestricted funds	536	550	-	-
Endowment funds	870	890	1,856	2,098
	1,406	1,440	1,856	2,098

18. CASH FLOW INFORMATION

a) Reconciliation of net income for the year to net cash flow from operating activities

	2020 £'000	2019 £'000
Net income for the year	(130)	1,962
Losses / (gains) on investments	1,782	(1,856)
Depreciation and amortisation	336	275
(Increase) / Decrease in debtors	(96)	29
Increase in creditors	252	40
Net cash inflow from operating activities	2,144	450

b) Analysis of net debt

	At 1 January 2020 £'000	Cash flow £'000	Non-cas flows £'000	At 31 December 2020 £'000
Bank	436	750		1,186
Bank loans	(1,814)	41		(1,773)
	(1,378)	791	-	(587)
Borrowings				
Debt due within one year	(40)	41	(41)	(40)
Debt due after one year	(1,774)	-	41	(1,733)
	(1,814)	41	-	(1,773)

19. CONTINGENT LIABILITIES

In the event of housing schemes at Howard de Walden Way, Newmarket, Suffolk (formerly Phantom and Moreton Stud) being sold for a commercial use, other than the housing of stable staff, an amount of £444,476 becomes payable to the Horserace Betting Levy Board.

Social Housing Grant (SHG) is subordinated to the repayment of loans by agreement with the Homes and Communities Ageancy (HCA). SHG released on sale of a property may be repayable, but is normally available to be recycled and is credited to a recycled capital grant fund and included in the balance sheet within creditors.

19. CONTINGENT LIABILITIES (continued)

SHG is repayable under certain circumstances such as where a property is sold. The SHG at the date of transition to FRS 102 of £397.5k and previously shown as a reduction of the housing property value has, in accordance with the performance model, been written off to reserves.

20. OPERATING LEASE COMMITMENTS

The total minimum lease payments under non-cancellable operating leases are as follows:

	Group		Charity	
	2020	2019	2020	2019
Leases which expire:	£'000	£'000	£'000	£'000
Within one year	20,542	24,551	20,542	24,551
Within two - five years	6,570	27,112	6,570	27,112

During the year £24k (2019: £26k) lease payments were expensed to the SOFA

21. BENEFICIAL INTEREST IN LEGACY

During the year the Bentinck, Beresford and Rendlesham Charity (BBR) became entitled to a share in a legacy that has been held in trust. Subsequently, and before the year end, the interest in the legacy was transferred by trustee resolution to Racing Welfare.

22. CONNECTED CHARITIES

During the year Racing Welfare made the following allocation of costs for the use of common facilities and administration to the following companies and charities that have the same directors and trustees.

	2020	2019
	£'000	£'000
Racing Homes	46	45
The Rous Charity	4	5
	50	50

During the year Racing Welfare paid grants to Racing Homes totalling £848k (2019: £234k).

Racing Welfare also received grants from the Bentinck, Beresford & Rendlesham Charity of £40k (2019: £80k) in relation to financial support in line with the charity's objectives.

The Jockey Club provides HR, payroll and IT support and the services of its group property team pro bono, as well as hospitality for fundraising events at a discounted cost. The total value to the Group of the gift-in-kind is £59k (2019: £169k). The value to the Charity is £54k (2019: £94k).

22. CONNECTED CHARITIES (continued)

The following amounts were owed from/(to) connected companies and charities:

	2020 £'000	2019 £'000
Racing Welfare (Enterprises) Limited	(5)	(3)
Racing Homes	39	258
The Jockey Club	(18)	-

Surplus cash held by group organisations is transferred to Racing Welfare to be invested. The principal charitable objective of the Racing Homes is the provision of social housing for those working in, or retired from, the thoroughbred horseracing and breeding industry.

23. ULTIMATE CONTROLLING PARTY

The Ultimate Controlling Party is The Jockey Club, Company Registration Number RC000287, governed by Royal Charter, whose address is 75 High Holborn, London, WC1V 6LS by virtue of being the sole member of Racing Welfare.

24. POST BALANCE SHEET EVENTS

On 18 December 2020 the trustees of Racing Welfare, Racing Homes, the Rous Charity and the Bentinck, Beresford and Redelsham Charity passed resolutions approving the proposal to merge Racing Welfare with BBR and Racing Homes with the Rous Charity.

On 1 February 2021 an application was submitted to the Charity Commission seeking their approval for these proposals. The Charity Commission has since sanctioned the release of the permanent endowments on the investmenst in BBR and the transfer of assets from BBR to Racing Welfare. The application relating to the Rous Charity is still pending Charity Commission approval.

'24. FINANCIAL INSTRUMENTS

	2020		2019	
	Group £'000 £	Charity £'000 £	Group £'000 £	Charity £'000 £
Financial assets:				
Equity instruments measured at fair value	14,558	12,320	15,340	12,810

25. STATEMENT OF FINANCIAL ACTIVITIES DETAIL FOR YEAR ENDED 31ST DECEMBER 2019

	Unrestricted funds 2019 £'000	Restricted funds 2019 £'000	Endowment funds 2019 £'000	Total funds 2019 £'000
INCOME FROM:				
Donations and legacies	660	1,409	-	2,069
Charitable activities	645	-	-	645
Other trading activities:				
Fundraising trading	452	207	-	659
Investments	552	-	-	552
Other income	4	-	-	4
TOTAL INCOME	2,313	1,616	-	3,929
EXPENDITURE ON:				
Raising funds	618	-	-	618
Charitable activities	1,856	1,328	21	3,205
TOTAL EXPENDITURE	2,474	1,328	21	3,823
NET (EXPENDITURE) FOR THE YEAR	(161)	288	(21)	106
Net gains/(losses) on investments	1,572	-	284	1,856
NET INCOME FOR THE YEAR	1,411	288	263	1,962
Transfers between funds	(319)	319	-	-
NET MOVEMENTS IN FUNDS	1,092	607	263	1,962
Balance brought forward (restated)	17,968	7,324	2,724	28,016
Balances carried forward	19,060	7,931	2,987	29,978