



ARENA RACING COMPANY COMMITMENT TO DIVERSITY AND INCLUSION ATTRACTS INDUSTRY FIRST APPRENTICESHIP PARTNERSHIP WITH THE STEPHEN LAWRENCE DAY FOUNDATION

Arena Racing Company, the UK's largest horse racing group, has partnered with the Stephen Lawrence Day Foundation to create a series of apprenticeships at Lingfield Park Racecourse. The partnership, brought together by The Racing Pathway, is the first of its kind in horse racing and will build an employee pipeline with diverse lived experiences and cultures, as well as supporting succession into more senior roles within the business.

The Stephen Lawrence Day Foundation exists to inspire a more equitable and inclusive society, and to foster opportunities for marginalised young people in the UK. The Foundation is committed to creating a fairer society in which all young people, regardless of their background, have the opportunity to flourish. By providing mentoring, coaching, work experience opportunities, and bursaries for education and training, the foundation broadens young people's views of what's possible, and creates pathways into education and career opportunities which might not otherwise be open to them.

Lingfield Park racecourse is the busiest racecourse in Europe with over 75 Flat, Jump and All-Weather fixtures across the year. It is looking to target applicants aged between 16 – 24, from ethnically diverse backgrounds, for four entry level roles at the racecourse. Each of the roles will focus on a different aspect of the business - Business Administration, Maintenance, Hospitality and Groundskeeping.

The apprenticeship programme at Lingfield Park Racecourse is the first step in a deeper and longer-term partnership between the business and the Stephen Lawrence Day Foundation, a partnership which will evolve to support the future needs of the wider Arena Racing Company and its 21 venues, while continuing to serve the ambitions of the Foundation.

Jayne Greenman, HR Director at Arena Racing Company, said:

“Both the board and the HR team here at ARC are fully invested in helping people progress through the business. We are already a levy paying employer and support staff with relevant qualifications through part-funding, full-funding and paid time off to study and take exams. When Josh proposed a partnership with the Stephen Lawrence Day Foundation it quickly became apparent that they shared our vision to provide everybody with the opportunity to grow and progress. The partnership is another positive step in achieving ARC's D&I ambitions.”

Jess Neil, CEO of the Stephen Lawrence Day Foundation, said:

The Stephen Lawrence Day Foundation exists to inspire a more equitable and inclusive society for young people from marginalised backgrounds. The collective power of collaboration in the journey towards equity cannot be understated, so to have the support of the racing industry, through esteemed partners like Arena Racing Company and The Racing Pathway, in delivering this vision, is as powerful as it is transformative. Stephen's legacy serves as a reminder that when we uplift young people from marginalised communities, we are not just opening doors for them, but enriching the very spaces they step into. It's this shared belief — that our institutions, industries, and societies are infinitely better with diverse perspectives at the centre— that fuels our collective drive. Together, we are not only empowering young people from marginalised communities but ensuring a brighter, more equitable future for us all.

Josh Apiafi, founder of The Racing Pathway, said:

“Following racing's wide support of Stephen Lawrence Day in April, we were delighted to facilitate the introduction of the Stephen Lawrence Day Foundation and ARC. This enabled a new partnership, which is creating opportunities for young people via four apprenticeships at Lingfield Park Racecourse. It is exciting to see that one of the positions is the Business Administration (Racing) Apprenticeship which The Racing Pathway bought together and launched for the industry with the support of the Racing Foundation. The Racing Pathway strategy aims to create opportunities in racing for people from all parts of society, we are delighted that ARC's partnership underlines their commitment to this.”

The four, new entry level roles at Lingfield Park racecourse will go live on Tuesday 10th October. Interested applicants need to visit www.arenaracingcompany.co.uk/careers for more details about the roles and to apply.

Notes to Editors

About ARC:

Arena Racing Company (“ARC”) is the largest racecourse operator in the UK.

ARC is made up of the following sixteen racecourses: Bath, Brighton, Chepstow, Doncaster, Ffos Las, Fontwell Park, Great Yarmouth, Hereford, Lingfield Park, Newcastle, Royal Windsor, Sedgefield, Southwell, Uttoxeter, Wolverhampton and Worcester.

In addition to racecourses ARC owns Central Park, Newcastle, Nottingham, Sunderland and Perry Barr Greyhound Stadia and looks after the media interests of the Greyhound Media Group (“GMG”).

ARC runs four of the six all-weather racecourses in the UK offering two different types of surfaces for horses to run on: Polytrack at Lingfield Park and tapeta at Newcastle, Southwell and Wolverhampton Racecourses – the only tapeta racing surfaces in Europe.

In 2013 ARC pioneered the All-Weather Championships which see horses compete throughout the winter for the chance of qualifying for Finals Day on Good Friday at Newcastle, and the All-Weather Vase at Lingfield Park.

ARC hosts racing at all levels of the sport from Class 6 through to Group 1s. Doncaster Racecourse is home to the world's oldest Classic, the Betfred St Leger, run each year in September as part of the four-day Betfred St Leger Festival as well as the final Group 1 of the year in Britain, the Futurity Trophy. Feature jumps races include the Grade 1 Fighting Fifth Hurdle at Newcastle Racecourse, the Coral Welsh Grand National at Chepstow Racecourse and Boulton Group Midlands Grand National at Uttoxeter Racecourse.

As well as racing, ARC also operates a hotel at Wolverhampton Racecourse, a hotel and golf course at Lingfield Park and The Border Minstrel public house at Newcastle Racecourse in the grounds of Gosforth Park. The Hilton Garden Inn Doncaster Racecourse opened in September 2018.

ARC is a significant shareholder in the horseracing TV channel Sky Sports Racing which is broadcast on the Sky platform to c.14 million homes.

ARC plays a pivotal role in British Racing. It is a shareholder in British Champions Series and Racecourse Data Company and is represented on the boards of the Racecourse Association (“RCA”), Great British Racing (“GBR”) and British Champion Series (“BCS”).

In 2015 ARC set up The Racing Partnership. This limited company represents the media rights of the 16 ARC owned-racecourses and the four independent racecourses Hexham, Newton Abbot, Plumpton and Ripon.

Further information about ARC can be found at www.arenaracingcompany.co.uk.

About the Stephen Lawrence Day Foundation

The Stephen Lawrence Foundation was officially launched on 22nd October 2020 by Baroness Doreen Lawrence, the mother of Stephen Lawrence. The charity is the home of Stephen’s legacy.

While the widely publicised injustices of the past have meant that Stephen is not here to see the Foundation named in his honour, its mission is every bit a reflection of his giving nature and optimistic outlook in the face of adversity. In addition to honouring Stephen’s memory, the Foundation has sought to evolve the cause beyond the tragedy and triumphs of yesteryear through tireless work with stakeholders in education, business, and Government; all with the intention of fostering opportunities for marginalised young people in the UK.

In the 30 years since Stephen’s murder, Baroness Lawrence and other social justice activists have brought about significant policy changes to tackle racial injustice. However, more recent events have highlighted that the need for widespread social change is just as pressing as it was all of those years ago.

“The events of 2020: George Floyd’s death, and the subsequent resurgence of the Black Lives Matter movement, along with societal inequalities exposed and exacerbated by COVID has made us reflect on how we engage with our communities. This brought a sharp focus on what I wanted to be achieved in Stephen’s name. I want Stephen Lawrence Day to be a reflective learning experience, and a celebration and a journey toward greater equality and inclusion for all,” – Baroness Lawrence

The Foundation's ambitious efforts have been structured across Classrooms, Communities and Careers – the 3 Cs – each acting as an extension of everything that Stephen was and could have become. In classrooms, the Foundation works to inspire children to dream freely without barriers and to realise the importance of learning to attain those dreams. The Foundation works to support and create new connections within all types of communities. In the careers space, the focus is to give marginalised young people access to opportunities across a wide range of sectors and industries.

For more information, visit www.stephenlawrenceday.org

About Apiafi Associates Ltd

Apiafi Associates Ltd is a commercial consultancy spearheaded by Josh and Abby Apiafi. Their team of Associates are passionate about driving growth strategies within sport. Currently, they are working on several initiatives for the betterment of horse racing’s future, with a focus on equality, diversity

and inclusion. Further information available on www.RacingPathway.com. Their client base includes; Rewards4Racing.com, The Tote, Sky Sports Racing, At The Races, Weatherbys, Professional Jockey's Association, The Jockey Club, Arena Racing Company, Total Performance Data Ltd, the Professional Players Federation and Joules Clothing Plc. In 2011 the team founded the award-winning rewards programme for British horse racing, Rewards4Racing.com; now with over 1.3 million members, it was responsible for a fifth of all racecourse ticket purchases in 2019.