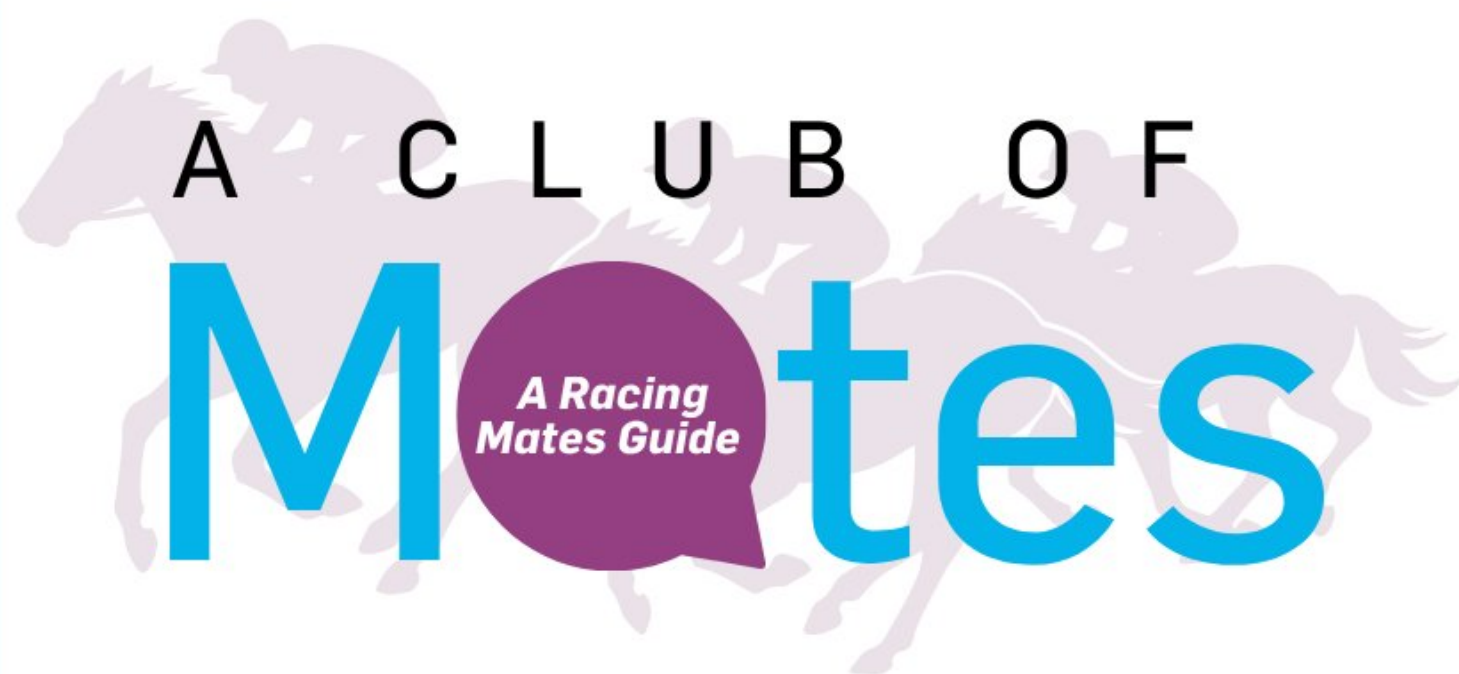




This guide empowers race club managers to promote and support the Racing Mates program, fostering a mentally healthy workplace and racecourse environment. It outlines your crucial role in raising awareness, supporting participants, and building a supportive culture to address the specific stressors of the racing industry and society.

Your role as a leader

As a race club manager, your actions significantly impact your staff and the racing community. Your responsibilities include:

- **Building a supportive culture:** Your club should be a safe space where mental health is discussed openly and without stigma.
- **Setting the tone:** Your leadership can make participants feel more comfortable discussing mental health concerns.
- **Promoting resources:** Ensure everyone knows where and how to access confidential support services through the Racing Mates program





Actions for Race Club Management

DURING RACE MEETINGS

- **Promote Racing Mates:** Use on-course signage, race day programs, and social media to prominently display the Racing Mates logo and message.
- **Host a Racing Mates event:** Organise a simple barbecue or meet-up to create a relaxed, social atmosphere for participants and staff.
- **Announce support:** Make pre-race announcements promoting the Racing Mates program and other well-being services.
- **Visibility:** Ensure a key club representative, or a designated "Racing Mate" ambassador, is visible and approachable on race day.

FOR YOUR STAFF

- **Conduct regular check-ins:** Regularly and casually check in with staff—including stablehands, ground staff, and owners—to see how they're doing.
- **Be approachable:** Ensure an "open door" policy so staff feel comfortable approaching you with personal or work-related issues
- **Refer, don't counsel:** Understand that your role is to guide workers toward professional support rather than acting as their counsellor. Racing Mates has access to professional counsellors.

PROMOTING RESOURCES

- **Display materials:** Prominently display posters and contact cards for services like Racing Mates in stable areas, jockey rooms, and staff break rooms.
- **Website integration:** Feature information about mental health resources and the Racing Mates program on your race club's website.





Creating a mentally healthy race club

POLICIES AND PROCEDURES

- **Work Health and Safety (WH&S):** Review and update your club's WH&S policies to include psychological safety alongside physical safety.
- **Risk management:** Identify and minimise psychosocial hazards that could negatively impact staff mental health, such as high workloads or bullying.
- **Incident response support:** Have a plan for providing immediate support to staff after a traumatic event, such as a serious injury to injured persons.

COMMUNICATION AND INCLUSION

- **Normalise discussions:** Use respectful and inclusive language about mental health in all communications to reduce stigma.
- **Promote social events:** Support team-building activities and social events to strengthen connections and combat feelings of isolation.



Key industry resources

Keep these resources accessible for your stable team:

- **Racing Mates:** Peer support within the racing industry - 02 6332 4186
- **Beyond Blue:** 24/7 support for depression and anxiety - 1300 224 636
- **Lifeline:** 24/7 crisis support and suicide prevention - 13 11 14



'Let's Talk'

racingmates.com.au