

Education Policy

Policy 01–22
Racing Integrity, Education Program

November 2022



# Background and context

The Victorian Racing Industry (VRI) – which comprises the thoroughbred, harness and greyhound racing industries – generates approximately $4.7 billion of value to the Victorian economy and supports more than 147,000 jobs and participants[[1]](#footnote-1).

The maintenance of the highest integrity standards within the VRI is essential to its continued success and prosperity. The need for an overall education program has been recognised for decades. Through this document the Victorian Racing Integrity Board (VRIB) establishes an ongoing Racing Integrity Education Policy.

The Racing Act 1958 vests primary operational responsibility for the control of racing in the VRI by recognising Racing Victoria (RV) as the controlling body for thoroughbred racing and establishing Harness Racing Victoria (HRV) and Greyhound Racing Victoria (GRV) as statutory authorities and controlling bodies for harness and greyhound racing (jointly “the codes”).

The controlling bodies’ stewards and integrity officials are responsible for all integrity functions within each of the codes.

Since 2008, several industry reports have identified an education and training gap for integrity officials in the VRI and recommended the establishment of a specialised combined integrity training program for the three codes[[2]](#footnote-2).

In 2021, VRIB established the Racing Integrity Training Steering Committee (the Steering Committee), chaired by Elizabeth Clarke AM. The Steering Committee has oversight of the development of an overall VRI strategy with the goal of establishing a tri‑code Education Program in Racing Integrity, “the Education Program”. At the present time the Education Program will be delivered by the codes in partnership with Victoria University. The anticipated program for 2022 is attached to this policy.

# Application and participation

This policy primarily applies to training programs intended to be offered to integrity officials of each VRI code (see below). However, participation in such programs is not limited to integrity officials and may be offered to other industry participants or interested persons subject to approval by the codes.

Integrity officials are the controlling body personnel who undertake integrity functions requiring a range of specialist regulatory/integrity and investigative skills across racing in Victoria. Integrity officials’ roles generally fall into the following categories:

* Race day stewards, oversee race day operations to ensure the racing event complies with the rules, and conduct disciplinary hearings for race day breaches
* Non-race day stewards, undertake intelligence and compliance monitoring of the rules, investigate suspected breaches of anti‑doping, prohibited substances, form irregularities, wagering and other controls, prepare disciplinary hearings for stewards’ and Victorian Racing Tribunal hearings
* Integrity personnel who investigate suspected breaches of rules across racing in Victoria

Integrity personnel responsible for the preparation of briefs and appearances at the Victorian Racing Tribunal and before superior courts.

# Objective

The objective of this policy is to:

1. **Establish the Victorian Racing Industry Education Management Committee** that will provide oversight of the Racing Integrity Education Program to be delivered by Victoria University (refer to Attachment A) and to more broadly, identify education and training opportunities across the VRI in collaboration with the three racing codes.
2. **Provide guidance for the training of Integrity Officials** across the three codes and establish a collaborative, “whole of Industry” approach to integrity development across the VRI.

# Policy

## Establishment of the Victorian Racing Industry Education Management Committee

The establishment of a tri‑code management body “VRI Education Management Committee” will provide a mechanism to oversee relationships between the codes in relation to integrity training generally and will maintain oversight of training programs delivered to Integrity Officials.

The membership of the Committee will consist of a nominated participant from each code, VRIB and ORIC and an independent Chair.

The VRI Education Management Committee will:

* Oversee the delivery of fit for purpose training‑based standards relevant to each code
* Oversight and assessment of the Racing Integrity Education Program and its delivery to participants
* Identify training gaps and opportunities
* Encourage collaboration for cross‑codes training initiatives
* Support career pathways within the VRI
* In collaboration with the racing codes identify training efficiencies
* Assess the effectiveness of integrity related training programs
* Consider issues raised by Committee members relating to integrity training

Review training providers in relation to the development and/or delivery of training products (including external consultants).

## Integrity training – Guidelines

Any integrity education program should include:

* A program based on the needs of the participants
* Set learning objectives
* Consideration of program timing and scheduling
* Consideration of required amenities
* The selection of appropriate instructors
* Consideration of learning techniques and aids
* Consideration of participant satisfaction and completion rates

An evaluation framework for the program.

This policy will be reviewed annually by VRIB and the codes.

# Dissemination

It is expected that each VRI code and VRIB will publish this policy on their respective websites.

# Attachment A

## Victoria University – Education Program

The Victoria University Racing Integrity Education Program (the Program) has been developed to provide the VRI with a broad, capability building, development program.

The Program is made up of two components:

### Vocational Education Package

At a lower level, a Vocational Education short course package for all the professionals and other participants working in the racing ecosystem. Comprising the following units:

* Maintain work health and safety
* Manage conflict
* Facilitate responsible behaviour
* Work effectively with others
* New unit – covering racing operations

New unit – covering animal welfare.

### Graduate Certificate in Sport Integrity

At a higher level, a Graduate Certificate in Sport Integrity targeting Stewards and integrity officials across the three codes. This postgraduate degree will consist of 4 units:

* Strategic Planning and Management
* Sport Integrity and Ethics
* Data Management in Sports

New unit – leading investigations in the sporting industry including the preparation of briefs of evidence for disciplinary hearings.

All competency units will be reviewed annually to ensure they relate to racing integrity.

1. IER, Size and Scope of the Victorian Racing Industry, April 2022. [↑](#footnote-ref-1)
2. Review of the integrity structure of the Victorian Racing Industry – Paul Bittar April 2016. [↑](#footnote-ref-2)