



**BRITISH HORSERACING AUTHORITY
INDEPENDENT JUDICIAL PANEL
ROLE DESCRIPTION**

| | |
|-----------------------|-----------------------|
| ROLE TITLE: | Judicial Panel Member |
| REPORTS TO: | Judicial Panel Chair |
| LAST REVIEWED: | February 2026 |

Background to the BHA

The British Horseracing Authority (“**BHA**”) is the governing and regulatory body for horseracing in Great Britain. The BHA’s mission is to build a brighter future for the sport of horseracing, for the people working in the industry and for the horses. The BHA’s role is to act for and on behalf of the whole sport, ensuring that the highest standards apply on and off the racecourse. It aims to be a global leader in racing regulation and works with stakeholders to promote the sport in order to make Great Britain the home of the most compelling racing in the world.

The independent Judicial Panel

The independent Judicial Panel is established by the BHA as the pool of individuals from which Disciplinary Panels, Licensing Committees and Appeal Boards are drawn by the Judicial Panel Chair, Sarah Crowther KC, to hear all cases or appeals referred to it under the [Rules of Racing](#), including racecourse appeals, integrity, safeguarding, conduct, welfare, licensing, and anti-doping matters. The Judicial Panel is supported by a Judicial Panel Executive.

It is essential that the sport’s participants and fans have confidence in the sport’s quasi-judicial system, that it is delivered by the right individuals and acts with independence from the BHA’s regulatory functions.

Roles

The BHA invites applications to two of the Judicial Panel pools that together form the Judicial Panel:

- 1. Legal Panel Chair Pool** (approx. 2 members) - professionally qualified barristers or solicitors with relevant experience of judicial or quasi-judicial panels. You would be appointed to chair Disciplinary Panels and Licensing Committees convened to determine cases referred under the Rules of Racing and also may be selected to act as a lay member of the Appeal Board.
- 2. Specialist Panel Member Pool** (approx. 5 members) - individuals appointed to provide additional knowledge, experience, and expertise in specialist fields relevant to the cases referred to the Judicial Panel. Two Specialist Panel Members sit alongside the Legal Panel Chair or Appeal Board Chair to hear cases or appeals as part of a three-person panel. Specialist Panel Members do not require a legal background and applications are welcomed and encouraged from individuals whose experience covers any of the following areas:
 - a. Practical racing experience e.g., jockeys, trainers, owners, racing staff, stewards and other raceday officials. Jockeys, stewards and other raceday officials must be retired from these positions. Other current participants will be considered on a case-by-case basis.
 - b. Equine (e.g., veterinary surgeons, equine welfare experts, pharmacologists and analytical chemists)
 - c. Safeguarding (e.g., safeguarding practitioners from other sports, social care workers, police)
 - d. Sports betting

Key Responsibilities

All members of the Judicial Panel are required to:

- Sit as a member of individual tribunals to hear cases under the Rules of Racing, either at first instance or on appeal.

- Use their knowledge, skills, and experience in considering and determining cases, including devoting sufficient time to reading and considering the papers provided in advance of any hearing, and playing an active part in hearings to assess and challenge evidence.
- Following a hearing, to review and contribute to the written decision, drafted by the chair, and any other related documentation required of the individual tribunal in each case.
- Undertake appropriate induction on appointment/reappointment and participate in on-going training as indicated by the Judicial Panel Chair (normally held three times per year).
- Act in an independent and impartial manner as between the BHA and its participants.
- Have sufficient IT literacy to take part in virtual hearings and training, communicate by email, access and read hearing documentation online, draft and review written reasons and engage in other electronic communications (e.g., surveys and questionnaires) as necessary.

It is desirable, but not essential, for Judicial Panel members to have knowledge and appreciation of horseracing.

In addition, Appeal Board Chairs or Legal Chairs:

- Where you chair a Disciplinary Panel, Licensing Committee or Appeal Board, you will be expected to lead and manage the hearing, properly apply appropriate legal rules and principles to the relevant facts, support any non-legally qualified members of the individual tribunal with regard to any legal matters and to be responsible for the drafting of the written decision and reasons, taking into account the views of and input from other members of the individual tribunal.

Competencies

Successful applicants will be expected to demonstrate the following skills and abilities in their application and when taking part in the selection process:

- **Exercising Judgement** – ability to act with integrity and independence of mind to make inclusive, fair, and legally sound decisions.
- **Working Collaboratively with Others** – effective communication skills, that value diversity and show sensitivity to the different needs of participants to conduct proceedings appropriately.
- **Knowledge and Experience** – possess a high level of appropriate and up-to-date knowledge and expertise in specialist area or profession, together with an ability and willingness to learn, develop and share relevant information with other members where appropriate.
- **Assessing and Clarifying Information** – ability to quickly assimilate information, identify essential issues and competing arguments and critically analyse and clarify information to reach a reasoned decision.
- **Managing Work Effectively** – ability to work at speed and under pressure, utilising available resources and technology to hear cases in an efficient and effective manner.

Independence

It is essential for Judicial Panel members to act independently and impartially. The Judicial Panel Chair will determine whether there are relationships or circumstances which are likely to affect, or could appear to affect, a Judicial Panel member's judgment. The independence of each candidate will be determined based on individual circumstances.

Terms of Appointment

- Term - Appointment shall be for a fixed term (normally 3 years) as determined by the Judicial Panel Chair, with the possibility of renewal.
- Time Commitment
 - Legal Panel Chairs and Specialist Panel Members should commit to being selected for hearings on around 20 days per annum (virtual or in-person, depending on circumstances). There will be some requirement for members to sit at short notice as appeals from raceday matters tend to be heard within 14 days of the incident.
 - Appeal Board Chairs will be required on an ad hoc basis depending on the number and nature of cases referred to the Appeal Board.

- **Betting** - During the term of your appointment, you shall not be permitted to bet on any market related to horseracing staged in Great Britain or Ireland, or any horserace in any jurisdiction in which a British or Irish-trained horse is a declared runner.
- **Fees and Expenses** - The BHA pay Judicial Panel Members fixed day rates, which include preparation and any follow-up work, as detailed below, plus reasonable expenses:

| | Appeal Board Chair or Legal Panel Chair sitting as Hearing Chair | Legal Panel Chair or Specialist Panel Member sitting as Wing Member |
|---------------------------|---|--|
| In-person hearings | £1,000/day | £450/day |
| Remote hearings | £750/day | £350/day |

How to Apply & Indicative Timings

If you feel that you have the relevant skills and experience, please apply by submitting to recruitment@britishhorseracing.com a CV, together with a covering letter (of no more than two A4 pages) detailing:

- why you are interested in the role,
- your relevant knowledge, skills, and experience by reference to the competencies (as outlined above); and
- indicating which of the three pools you wish to be considered for.

The closing date for applications is **Friday 24 April 2026**.

Shortlisting is expected to take place during w/c 27 April and candidates will be notified shortly thereafter by email if they are to be invited to interview. Interviews will take place in May and will be competency based and may include a video assessment exercise.

Should you have any queries regarding the role or process, please contact the Judicial Panel Executive, Joshua Ingham-Headland via secretary@bhajudiciary.com.

Equal Opportunity

We want you to have every opportunity to demonstrate your skills, ability, and potential. If there is anything we could do to support you through your application or to provide the best environment for your interviews, including assistance or adjustment, please contact recruitment@britishhorseracing.com.

The BHA, together with British racing's other key stakeholder organisations, has published an "[Industry Commitment](#)" to improving diversity and inclusion, to ensure racing truly is a sport for everyone and to help the sport grow and thrive in the future. The BHA strives to be an inclusive employer. We acknowledge that having a diverse and inclusive workforce is fundamental to our success. We seek to attract the best people from the widest talent pool, as well as those who reflect the diverse nature of our society and sport. We welcome applications from talented individuals from all backgrounds, and in particular, from women, people from ethnically and culturally diverse communities, and disabled people.