

Admissions Policy for residential programme training.

The principal aim of The National Stud's Admissions Policy is to offer admission to students demonstrating the highest level of commitment to and potential for a career in the Thoroughbred Breeding Industry. The Policy is clear on its commitment to equality and diversity and recruits irrespective of social, racial, gender, financial and other discriminatory considerations. The only limiting factor considered during recruitment for any residential training is the physical ability to perform routine yard tasks and take part in the daily handling of Thoroughbred horses in a manner that is safe for the applicant, their peers, the staff and the horses.

Two further aims are:

- **aspiration** – to encourage applications from individuals that are possibly not from a typical equine background or have not achieved academic/vocational qualifications, for whatever reason, with the goal that all accepted candidates can derive personal benefit from the Stud's courses.
- **fairness** – to ensure that each applicant is individually assessed, without partiality or bias, in accordance with the policy on Equal Opportunities, and to ensure that, as far as possible, an applicant's chance of acceptance to one of the Stud's courses is on merit and potential contribution to the Thoroughbred Industry.

Once students are accepted, the Stud will ensure that they're given the vocational training and personal support necessary for successful completion of their course at The National Stud.

To encourage wider participation from all demographics and backgrounds the Stud works closely with industry partners to deliver a range of entry levels, career options post completion and a culture of providing information, advice and guidance in response to all enquiries in order to create an open environment that will inspire rather than deter applications.

When applications are reviewed and during the interview process the principles detailed above take absolute precedence. Targets or quotas for people from specific backgrounds are not implemented as it is critical to the Stud that applicants are offered places on courses based on suitability and potential to succeed in their chosen course.

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Detailed selection criteria vary between the two residential programmes but in both we are looking for:

- vocational ability and potential
- ability to sustain physical activity around horses to an industry standard
- motivation and suitability for the chosen course
- commitment and self-discipline

Every applicant is considered individually, according to course requirements in a holistic assessment using all the information available to us:

- Sufficient academic confidence to participate in their chosen programme. The lack of formal qualifications is no barrier. (Please see detailed admissions policy for individual programmes.)
- Relevant reference. (Please see detailed admissions policy for individual programmes.)
- The personal statement submitted at application.
- Performance in any written assessment at interview.
- Performance at interview.

Ultimately, all admissions decisions are based on the suitability for the industry criteria – **commitment, ability and potential** – all other extra-curricular activity or academic prowess will never ‘compensate’ for a lack of the three industry criteria.

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Specific admissions criteria for the Diploma in Stud Practice and Management.

- Minimum of 18 years of age.
- Proficient in the basic skills of handling and looking after horses. (This can be gained from any equine discipline)
- Able to discuss or explain their commitment to a career within the Thoroughbred Racing or Breeding industries at interview.
- Able to participate constructively in an individual interview and express themselves coherently as to their future goals and aims within the Thoroughbred Racing or Breeding industries.
- Able to read, communicate verbally and in written English in order to conform to Health and Safety requirements and in order to benefit fully from the practical and theoretical elements of the Diploma and its assessment.
- Able to participate in the working ethos of the Stud; add to the experience of their peers and promote the Diploma as a participant and graduate.

Specific admissions criteria for the Thoroughbred Breeders' Association Entry to Stud Employment or Government funded Study Programme.

- Minimum of 18 years of age.
- Able to discuss or explain at interview their commitment and future aims for commencing an entry level career within the Thoroughbred Breeding industry.
- Able to commit to a 9 week period of residential training at The National Stud and then participate in a sustained period of work based training within the Thoroughbred Breeding industry.
- Able to read, communicate verbally and in written English in order to conform to Health and Safety requirements and in order to benefit fully from the practical and theoretical elements of the programme and its assessment.
- Able to participate in the working ethos of the stud industry; add to the experience of their peers and reputation of the programme to the benefit of the Thoroughbred Breeders' Association and The National Stud.
- There is absolutely NO requirement for any prior knowledge of handling horses or significant experience of yard work involved in the candidate consideration.