



## ANIMAL WELFARE POLICY

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<b>Executive Summary:</b>	Through observing the right behaviours and practices, staff will minimise risk of compromising animal and human welfare.
<b>Related documents:</b>	Brooke Good Research Practice (BGRP) Template. Animal Welfare Procedures and Guidelines AWERB Terms of Reference.
<b>Effective:</b>	1 <sup>st</sup> April 2017
<b>Approval:</b>	Board
<b>Responsible Officer:</b>	Director of Animal Welfare and Sustainability.
<b>Policy Contact:</b>	Director of Animal Welfare and Sustainability.
<b>Geographical scope:</b>	Global
<b>Confidentiality:</b>	Not confidential
<b>Next review/update:</b>	December 2018
<b>Applies to:</b>	All Staff of the Charity, its branches and affiliates.

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**Reason for Policy:** To minimise risk of harm to animals and people in the course of the Charity's work.

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### 1. POLICY STATEMENT

The Charity and its staff are at all times to be champions and role models for the welfare of working equines. They will consistently strive for working equines to enjoy a positive state of wellbeing and take all reasonable steps to ensure that they enjoy the five freedoms, as defined by the UK's Farm Animal Welfare Committee, summarised as follows.

- **Freedom from Hunger and Thirst:** by providing enough fresh water and the right type and amount of food to keep them fit.
- **Freedom from Discomfort:** by providing an appropriate environment including shelter and a comfortable resting area.
- **Freedom from Pain, Injury or Disease:** by preventing them from getting ill or injured and by making sure animals are diagnosed and treated rapidly if they do.
- **Freedom to Express Normal Behaviour:** by making sure animals have enough space, proper facilities and the company of other animals of their own kind.
- **Freedom from Fear and Distress:** by making sure their conditions and treatment avoid mental suffering.

When the Charity's Staff must make decisions on handling, restraint and sedation that may compromise a working equine's welfare, they must be based on the principle that the welfare cost to the animal does not exceed the welfare benefit.

Staff who are i) involved in the use of animals for training, research and fundraising, or ii) facilitating access for others to perform similar procedures on animals, must ensure that the approach used and the environment do not pose a risk to the welfare or safety of any animals involved.

Staff must also ensure research proposals meet the ethical standards laid out by the Charity's Animal Welfare Ethical Review Board (AWERB)

## 2. DEFINITIONS

For the purpose of the Policy the following terms shall apply:

**Charity:** The Brooke Hospital for Animals. The Policy and its related documents may also refer to the Charity as **we** and **us**.

**Policy:** this animal welfare policy.

**Staff:** trustees, employees, officers, consultants, contractors, volunteers, interns and agency workers. The Policy and its related documents may also refer to individual members of Staff as **you** and **your**.

## 3. RELATED INFORMATION

The Policy should be read in conjunction with the relevant guidelines, positions, procedures and their schedules.

## 4. ROLES AND RESPONSIBILITIES

**Staff** are responsible for familiarising themselves with and complying with the Policy and procedures and for keeping themselves up to date about any changes.

**Managers** are responsible for ensuring that their team members are aware of the Policy and procedures and what their obligations are.

**The Director of Animal Welfare and Sustainability** holds ultimate responsibility for determining whether a given behaviour or action is acceptable to the Charity, on welfare grounds. The Director of Animal Welfare and Sustainability may delegate the operational aspects of this function to one or more senior officers within the Charity. In doing so, the Director of Animal Welfare and Sustainability should ensure that any such officer is fully conversant with the Policy and is also familiar with the operational requirements of the Charity in relation to its programmatic activities and key determinants of welfare in equine animals. The Director of Animal Welfare and Sustainability is responsible for reporting incidents to the trustees and the relevant authorities

**Trustees** are responsible for overall compliance with the Policy and these procedures and all related policies and procedures.

## 5. HISTORY

Version 1 created in September 2016 but is based on the following previous guidelines and schedule:

Sustainability Policy (2010); Education Policy (2010); Research policy (2015); Animal welfare policy (2015); Influencing policy (2013)