



Animal Welfare Policy 2026-2028

Equality Impact Assessment: Askham Bryan College recognises the importance of the Equality Act 2010 and its duties under the Act. This document has been assessed to ensure that it does not adversely affect staff, students or stakeholders on the grounds of any protected characteristics.

1. POLICY STATEMENT

- 1.1 Askham Bryan College is committed to promoting and maintaining the highest standards of animal welfare across all its activities, facilities, and learning environments.
- 1.2 The College recognises its ethical, educational, and legal responsibilities to ensure that all animals in its care are treated with respect, compassion, and professionalism, and that their physical, behavioural, and psychological needs are met at all times.
- 1.3 Askham Bryan College will not tolerate any form of animal cruelty, abuse, or neglect and will take appropriate action where standards fall below those required by law or best practice.

2. PURPOSE

- 2.1 The purpose of this Policy is to set out the College's approach to animal welfare and to establish a clear framework for ensuring compliance with relevant legislation, professional standards, and ethical principles.
- 2.2 This Policy supports the College's role as a specialist land-based education provider and underpins safe, responsible, and welfare-focused use of animals in teaching, learning, commercial, and research-related activity.

3. SCOPE

- 3.1 This Policy applies across all College sites and subsidiaries.
- 3.2 It applies to all staff, students, contractors, volunteers, visitors, and any other individuals who may come into contact with animals on College premises or during College-led activities.
- 3.3 This Policy covers all animals owned, housed, managed, or otherwise under the responsibility of the College, including but not limited to farm animals, companion animals, zoo/wildlife park animals, horses and animals used in teaching, learning, or research.

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- 3.4 The College also recognises that wild animals may be present on its land. Where intervention is required in relation to wild animals (for example due to injury, disease, welfare concern, or risk to people or livestock), action will be proportionate, lawful, and undertaken by suitably trained and competent personnel, with animal welfare considerations central to decision-making.

4. RESPONSIBILITIES

- 4.1 The Assistant Principal (Further Education) has overall responsibility for ensuring compliance with this Policy.
- 4.2 The Assistant Principal (Further Education) will be supported by the Legal and Compliance Adviser, Heads of Department, Animal managers and other relevant staff to ensure that appropriate systems, procedures, and monitoring arrangements are in place.
- 4.3 Managers with responsibility for animal facilities or activities must ensure that:
- animals are cared for by suitably trained and competent staff;
 - facilities, equipment, and practices meet legal and welfare standards;
 - risks to animal welfare are identified, managed, and reviewed;
 - relevant procedures and guidance are followed;
 - appropriate risk assessments are undertaken for animal-related activities and reviewed regularly.
- 4.4 All staff and students have a responsibility to:
- act in accordance with this Policy and related procedures;
 - treat animals with care, respect, and professionalism;
 - report any concerns relating to animal welfare promptly in line with College procedures.

5. DUTY OF CARE AND ANIMAL WELFARE STANDARDS

- 5.1 The College recognises that the Animal Welfare Act 2006 places a legal duty of care on animal owners and keepers to meet animals' welfare needs.
- 5.2 In practice, the College will ensure that all animals are provided with:
- a suitable environment;
 - a suitable diet;
 - the ability to exhibit normal behaviour patterns;
 - appropriate social housing arrangements;
 - protection from pain, injury, suffering, and disease.
- 5.3 The College will not permit practices that may cause unnecessary suffering, mutilation, or harm to animals. Where humane dispatch is necessary (for example in relation to livestock management, wildlife control, or emergency welfare situations), it will be carried out lawfully, humanely, and by appropriately trained and competent individuals, in accordance with relevant legislation and recognised best practice.

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- 5.4 Where animals are used in learning, teaching, demonstrations, or commercial activity, welfare considerations will take precedence over educational or operational convenience.

6. ANIMAL FACILITIES AND CARE

- 6.1 The College will provide and maintain facilities that are appropriate to the species housed, compliant with licensing requirements, and reflective of current best practice.
- 6.2 Animal care will be delivered by trained, competent, and appropriately supervised staff, supported by veterinary professionals where required.
- 6.3 Animal health, welfare, behaviour, and enrichment will be routinely monitored, recorded, and reviewed.
- 6.4 Biosecurity, disease prevention, and hygiene procedures will be implemented in line with legislative requirements and sector standards.

7. RESPONSIBLE USE OF ANIMALS IN EDUCATION AND RESEARCH

- 7.1 The College recognises the educational value of working with animals and is committed to ensuring that such use is ethical, proportionate, and welfare-led.
- 7.2 Animals may be used in student learning and research projects (FE and HE) only where:
- the activity has educational value;
 - animal welfare is not compromised; and
 - appropriate approvals have been granted.
- 7.3 All student research involving animals must undergo appropriate ethical review and approval in line with College procedures.
- 7.4 The College will not permit invasive procedures or undertake research that would require licensing under the Animals (Scientific Procedures) Act 1986.

8. EDUCATION, TRAINING AND AWARENESS

- 8.1 The College will promote awareness of animal welfare, ethical responsibility, and legal obligations through its curriculum, staff training, and student induction processes.
- 8.2 Animal welfare principles will be embedded within relevant courses and practical learning activities to support professional standards and employability.

9. COMMERCIAL ENTERPRISES AND LICENSED ANIMAL ACTIVITIES

- 9.1 The College operates a number of commercial and externally regulated animal enterprises. Each operates in accordance with its specific statutory framework, licence conditions, and recognised sector standards, and maintains a suite of operational procedures to ensure high standards of animal welfare, safety, and

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compliance.

Askham Bryan Dog Boarding School and Boarding Services

- 9.2 The Dog Boarding School and Boarding Services operate in accordance with the Animal Welfare (Licensing of Activities Involving Animals) (England) Regulations 2018 and associated local authority licence conditions.
- 9.3 They maintain a comprehensive and regularly reviewed suite of operational protocols covering animal welfare, biosecurity, handling, behaviour management, medication administration, disease prevention, emergency response, and safe management of dogs in their care. These procedures are embedded within day-to-day operations and subject to ongoing review to ensure compliance with current legislation and best practice.

Askham Bryan Wildlife Park

- 9.4 The Wildlife Park operates under the Zoo Licensing Act 1981 and in accordance with the Secretary of State's Standards of Modern Zoo Practice.
- 9.5 Operational standards are aligned with relevant BIAZA guidance and embedded within licence conditions and internal management systems. The Park maintains documented procedures covering animal welfare, conservation obligations, veterinary care, biosecurity, enclosure standards, public safety, and emergency planning.
- 9.6 Animal welfare considerations are central to operational decision making and are overseen by appropriately trained and competent staff in accordance with licence and professional standards.

Askham Bryan Equine Yard

- 9.7 The Equine Yard operates as a British Horse Society (BHS) Approved Centre and under the College's Riding Establishment licence, in accordance with the Animal Welfare (Licensing of Activities Involving Animals) (England) Regulations 2018 and associated local authority conditions.
- 9.8 Operations are conducted in line with BHS standards, guidance, and inspection requirements. The Yard maintains documented procedures and risk assessments covering horse welfare, safe handling and riding practices, yard management, biosecurity, safeguarding of riders and learners, emergency response, veterinary care, and staff competence.
- 9.9 Horse welfare is central to all equine activities, including teaching, commercial lessons, and yard operations. Horses are managed to ensure that their physical condition, behavioural needs, workload, rest periods, and social requirements are appropriately monitored and recorded.

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Askham Bryan College Farm

- 9.10 The College Farm operates in accordance with relevant agricultural and animal welfare legislation, including but not limited to the Welfare of Farmed Animals (England) Regulations 2007, and species-specific statutory codes of practice.
- 9.11 The Farm maintains documented procedures covering livestock husbandry, nutrition, housing, environmental management, biosecurity, disease prevention, veterinary intervention, transport, and lawful and humane dispatch.
- 9.12 Livestock are managed to ensure that their welfare needs are met at all times, including appropriate accommodation, suitable diet, freedom to exhibit normal behaviour, and protection from pain, injury, suffering, and disease.

10. MONITORING AND REVIEW

- 10.1 The Assistant Principal (Further Education) will maintain oversight of the effectiveness of this Policy.
- 10.2 This Policy and the arrangements that underpin it will be reviewed every two years by the Assistant Principal (Further Education) and Legal and Compliance Adviser, or sooner if there are significant legislative or operational changes.

11. SUPPORTING/RELATED DOCUMENTS

- Assistance Dogs Policy
- Dogs Policy
- Dogs used in Practical Lessons (guidance document)
- Rider Safety Policy
- Health and Safety Policy
- Accident Reporting Using SmartLog Procedure
- Research Ethics Policy and Procedure

12. RELEVANT LEGISLATION

- 12.1 In all aspects of this Policy, the College will comply with relevant legislation, including but not limited to:
- Animal Welfare Act 2006
 - Animals (Scientific Procedures) Act 1986
 - Pet Animals Act 1951
 - Wildlife and Countryside Act 1981
 - Dangerous Wild Animals Act 1976
 - Dangerous Dogs Act 1991
 - Zoo Licensing Act 1981
 - Secretary of State's Standards of Modern Zoo Practice
 - Welfare of Farmed Animals (England) Regulations 2007
 - Mutilations (Permitted Procedures) (England) Regulations 2007
 - Veterinary Surgeons Act 1966
 - Health and Safety at Work etc. Act 1974

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- Management of Health and Safety at Work Regulations 1999
- The Animal Welfare (Licensing of Activities Involving Animals) (England) Regulations 2018
- The Veterinary Medicines Regulations 2013 (as amended)
- The Animal By-Products (Enforcement) (England) Regulations 2013

13. DOCUMENT HISTORY

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