



## Animal Welfare Policy

<b>Summary:</b>	Through observing the right behaviours, staff will minimise the risk of compromising animal and human welfare
<b>Effective from:</b>	25 <sup>th</sup> October 2022
<b>Responsible Officers:</b>	Grace Muir - CEO HEROS Charity Stephanie Collete – Education Programme Manager
<b>Review Date:</b>	September 2023
<b>Applies to:</b>	All Staff, students and visitors to HEROS Charity and North Farm
<b>Related policies:</b>	Risk assessments Animal Care procedures Health and Safety Policy

**Reason for Policy: To maximise the welfare of animals whilst carrying out the Charity’s work.**

### **HEROS Commitment:**

HEROS Charity and its staff will be role models for the welfare of all animals in the care of the Charity including the rehoming of racehorses. They are committed to ensuring the animals enjoy a positive state of mind free from fear or force. HEROS will adhere to the 5 Freedoms and domains as defined by the UK’s Farm Animal Welfare Council as follows:

- **Freedom from Hunger and Thirst (Nutrition):** by providing fresh water in adequate volumes and appropriate food type and amounts to keep them fit and well.
- **Freedom from Discomfort (Environment):** by providing shelter, clean well maintained resting areas and well fitted tack and equipment that is regularly monitored for damage that may cause injury.
- **Freedom from Pain, Injury or Disease (Health):** by working to a high standard and systems whereby the charity can identify disease or injury early and make decisions in the best interest of the animal. Highly trained staff to be always available.
- **Freedom to Express Normal Behaviour (Behaviour):** The animals will be given living conditions in which they can behave as their species dictates. This will include the opportunity to exercise, rest and enjoy the benefits of herd living.

- **\_Freedom from Fear and Distress (Mental State):** Ensuring the conditions are consistent with the animals maintaining a healthy state of mind. HEROS will provide well trained staff and foster a culture of communication and openness whereby people can raise concerns. No animal will be subject to unnecessary restraint or force.

**Responsibilities:**

- Staff will be trained to a high standard and new staff given adequate supervision until deemed competent to provide care to an animal.
- Staff will treat the animal with respect and will have a low threshold for asking for support and assistance.
- All visitors will be always supervised.
- Education staff will always monitor the students around the animals and will assess the emotional condition of the student before being with any animal.
- No person on the yard will behave in a way that will compromise the physical or mental wellbeing of the animals
- When a decision must be made to restrain, handle, or use sedation this will only be made in the best interest of the animal and with expressed consent and involvement of Grace, CEO.
- Animals will receive routine medical checks such as vaccinations, worming and musculoskeletal treatments.
- All Animals doing work with students at HEROS will have an annual health check by a qualified veterinary surgeon.