

APSPH REL Fact Sheets

EMPLOYEES ~ HOW DO I CONTINUE THEIR TRAINING?

The Animal Welfare (Licensing of Activities Involving Animals) (England) Regulations 2018
Guidance notes for conditions for hiring out horses July 2018

The new legislation now has specific conditions for how you CONTINUE to train your staff, you will need to provide evidence that you offer training and annual appraisals.

You will need to have a written plan of any training you do with your staff; this could be anything from First Aid Training, Fire Safety Training – many training providers can come to your yard for courses.

The British Grooms Association offer e-learning resources that could form part of the plan.

[The Animal Welfare \(Licensing of Activities Involving Animals\) \(England\) Regulations 2018 Guidance notes for conditions for hiring out horses July 2018](#)

4.0 Staffing

4.3 The licence holder must provide and ensure the implementation of a written training policy for all staff.

Guidance

The training policy must be reviewed on an annual basis and updated as required and must include:

o annual appraisal

o planned continued professional development

o recognition of knowledge gaps

o Use of online courses and literature o If no staff are employed the licence holder must demonstrate their own knowledge development.

It will be applicable to any members of staff. Training can be demonstrated by engagement with online courses and the documentation of the annual appraisal.

Evidence of staff attendance or completion of the training must be provided

To read the full legal requirements: [Animal Welfare \(Licensing of Activities Involving Animals\) \(England\) Regulations 2018](#)

APSPH MEMBERSHIP BENEFITS

ALL APSPH Members are automatically Equestrian Employers Association, which is a branch of the British Grooms Association, and have access to lots of resources to help you to tick all these staff requirement boxes!

To find out more click on this link:
www.equestrianemployers.org.uk



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