

# APSPH REL Fact Sheets

## EMPLOYEES ~ HOW DOES THIS AFFECT THEM?

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 manage your staff. Staff will include grooms, drivers, administrators and instructors – but it is more specific to those who are in direct contact with your horses and ponies. They have made this specific because these people will have direct control and effect on the welfare of your horses and ponies.

If you train, record and select your staff within these conditions then it demonstrates your understanding that this will affect the welfare of your horses and ponies. By hiring staff with **OFQUAL regulated level 3 qualifications** you will also meet an optional higher standard.

[The Animal Welfare \(Licensing of Activities Involving Animals\) \(England\) Regulations 2018 Guidance notes for conditions for hiring out horses July 2018 pgs 6-8.](#)

### 4.0 Staffing

#### Condition

**4.1 Sufficient numbers of people who are competent for the purpose must be available to provide a level of care that ensures that the welfare needs of all the animals are met.**

#### Guidance

**Personnel with experience of working with horses must actively oversee daily horse care and ensure optimal welfare for all horses. Staff or at least one member of staff must have a recognised qualification such as a relevant OFQUAL regulated Level 2 qualification and/or suitable experience/ training such as having run an equine establishment before.**

**Where there is evidence that the welfare needs of the animals are not being met, the inspector should consider if the staffing levels are appropriate. The inspector should take into account:**

- o The size of premises,**
- o The layout of the premises i.e. how many horses are stable kept or field kept,**
- o The qualifications / experience of the staff,**
- o Advice from the council's veterinary officer,**
- o Use of part-time or voluntary staff.**

#### **Higher Standard (Optional requirement)**

**At least one member of key staff must hold an OFQUAL regulated Level 3 qualification or higher.**

#### Condition

**4.2 The licence holder or a designated manager and any staff employed to care for the animals must have competence to identify the normal behaviour of the species for which they are caring and to recognise signs of, and take appropriate measures to mitigate or prevent, pain, suffering, injury, disease or abnormal behaviour.**

#### Guidance

**Suitable and sufficient training of staff must be demonstrated to have been carried out in the following areas with relevant records of induction:**

- o Animal welfare, including recognising poor welfare,**
- o Animal handling,**
- o Cleanliness and hygiene,**
- o Feeding and food preparation,**
- o Disease prevention and control,**
- o Recognition and first aid treatment of sick or injured animals.**

#### Condition

### What is OFQUAL?

OFQUAL is a government department that regulates qualifications. There are various educational bodies that offer equestrian OFQUAL regulated qualifications. To find out more click here: <http://register.ofqual.gov.uk>

**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](#)

**TRAINING DAYS**

You will need to organise training for your staff, why not organise a few mornings or afternoons. Ask your staff what they might like to learn more about – schooling or clipping or feed selection? If they want to know more it will be better received.

**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](http://www.equestrianemployers.org.uk)



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