

## 2.10 Animal Welfare

Animal welfare can be defined as the state of the animal as perceived by the animal itself, with regards to its attempts to cope with its environment (Broom, 1986). It is the animal's own experience and interpretation of its own situation which is important, not our perception of their state or ethical opinion. Promoting positive animal welfare and minimising negative animal welfare experiences is the foundation of good animal husbandry and consequently is fundamental to modern zoo and aquarium research, education and conservation. The use of scientific research to assess and understand animal welfare is rapidly growing and evidence-based animal welfare is increasingly being recognised as integral to best-practice zoo animal management; alongside our ethical responsibility and Duty of Care to promote positive welfare for the animals in our care.

Zoo keepers should strive to progress in the following areas:

- Theoretical Animal Welfare: zookeepers understand the theory of animal welfare science.
- Applied Animal Welfare: zookeepers can apply evidence-based animal welfare practice.
- Animal Welfare Assessment: zookeepers can progress animal welfare best-practice through utilising animal welfare assessments.

	Zookeepers working at Competent level can:	Zookeepers working at Proficient level can:	Zookeepers working at Expert level can:
2.10.1 Theoretical Animal Welfare	<b>Summarise</b> what animal welfare is and why it is important	<b>Describe</b> different animal welfare models	<b>Analyse</b> different animal welfare models
	<b>Explain</b> the difference between welfare and ethics	<b>Engage</b> with animal welfare resources and explain significant of outcomes	<b>Demonstrate</b> an understanding of animal welfare indicators and a range of welfare parameters
	<b>Explain</b> how animal welfare is impacted within zoo animal management including <b>demonstrating</b> an understanding of adopting a holistic approach to animal welfare	<b>Explain</b> the impact of animal welfare on conservation, education and research within zoos and aquariums	<b>Demonstrate</b> an understanding of evidence-based animal welfare research and an ability to extract valid research outcomes

			Engage with continued professional development (CPD) opportunities
2.10.2 Applied Animal Welfare	Identify welfare considerations in daily husbandry procedures and actions to improve welfare	Define the importance of evidence-based animal welfare	Develop and implement welfare-based protocols/procedures
	Demonstrate application of positive animal welfare in daily husbandry	Explain how to access evidence-based resources	Evidence data collection and use of results to improve animal welfare
	Suggest ways in which animal welfare can be improved	Demonstrate application of evidence-based animal welfare within a zoo setting and husbandry practices	Analyse records and implement welfare interventions
	Conduct oneself appropriately when in the vicinity of animals, including adopting appropriate handling and moving of animals	Evidence record keeping to monitor animal welfare	Demonstrate information sharing/collaboration outside of institution
		Demonstrate information sharing within their institution	Demonstrate knowledge of relevant animal welfare legislation
2.10.3 Animal Welfare Assessment	Explain what animal welfare assessments are	Summarise considerations for designing, interpretation and completion of welfare assessments	Design a welfare assessment and explain validity of parameters used
	Summarise why animal welfare assessments are important	Explain the difference between welfare inputs and outputs and evaluate their value in welfare assessments	Demonstrate delivery of a systematic welfare assessment system

	<b>Conduct</b> an animal welfare assessment	<b>Explain</b> different methods/parameters for measuring welfare	<b>Demonstrate</b> delivery of a formalised procedure for application of welfare interventions
	<b>Identify</b> areas requiring welfare intervention and <b>apply</b>		

By the end of your 6-month probation you must be able to.

Senior keepers must constantly hit (All yellow, and green).