



Dog Policy

Introduction:

Learners can benefit educationally and emotionally, increase their understanding of responsibility and develop empathy and nurturing skills through contact with a dog. In addition to these benefits, learners take great enjoyment from interaction with a dog.

Is there a risk in bringing a dog into the provision?

Yes, there is, though there are a variety of accidents, which can happen within the provision environment which far exceed the number of injuries or incidents caused by a dog. Therefore, it is just another risk that needs to be managed. A thorough risk assessment has been carried out and is included in this document (see Appendix 1).

Dogs are not allowed anywhere on the provision site at anytime unless specifically authorised by a Director. This includes drop off and collection times. This policy outlines measures put in place to allow the provision dog to be present.

Provision Policy:

- The dog will be owned by the Directors of Productive Learning UK Ltd.
- Only the provision dog will be allowed on the premises. All other dogs must not come on site unless they are a known therapy or assistance dog, and the Directors have given authorisation beforehand.
- The provision dog is a miniature schnauzer and was chosen because of its intelligence, size, responsiveness to training and hypoallergenic fur which does not shed. They are a sociable and friendly breed.
- A valid risk assessment must be in place in relation to the provision dog and will be reviewed annually in line with all other policies.
- Staff, learners and visitors who are known to have an allergic reaction to dogs must not go near the dog. All visitors will be informed on arrival that there is a dog within the provision.
- If the dog is ill, he will not be permitted to come into the provision.
- The dog will be kept on a lead when moving around the provision or on a walk and will be under the control and supervision of an appropriate adult.
- Learners must never be left alone with the dog and there must be appropriate adult supervision at all times.
- Learners should be reminded of what is appropriate behaviour around the dog. Learners should remain calm around the dog. They should not make sudden movements and must never stare into the dog's eyes as this could be threatening for the dog. Learners should not put their faces near the dog and should always approach it standing up.
- Learners should never go near or disturb the dog when they are sleeping or eating.



- Learners must not be allowed to play roughly with the dog.
- Everyone should wait until the dog is sitting or lying down before touching or stroking him.
- If the dog is surrounded by a large number of learners, the dog could become nervous and agitated. Therefore, the adult in charge of the dog at that moment must ensure that they monitor the situation.
- Dogs express their feelings through their body language. Growling or bearing of teeth indicate that the dog is feeling angry or threatened. Flattened ears, tail lowered or between their legs, hiding behind their owner, whining or growling are signs that the dog is frightened or nervous. If the dog is displaying any of these warning signs they should be immediately removed from that particular situation or environment.
- Learners should not eat close to the dog.
- Learners should be careful to stroke the dog on his body, chest, back and not their face or top of their head.
- Learners should always wash their hands after handling their dog.
- All visitors will be informed about the dog and related protocols on arrival, if there are any issues for visitors in relation to the dog, these will be relayed to a Director immediately.
- Any dog foul should be cleaned immediately and disposed of appropriately.
- The Directors will know the whereabouts of the dog at all times and which member of staff is supervising.
- The dog will stay primarily in the office of the Director of Operations with the door closed.
- The dog will be included in the fire evacuation procedure under the supervision of the Directors.

Actions:

If someone reports having an issue with the dog, this information must be passed to the Director of Operations or Managing Director as soon as possible. All concerns will be responded to by the Director of Operations.

Roles and Responsibilities:

- The Directors have a responsibility to ensure that the provision has a written policy for the dog in the provision.
- The Director of Operations is responsible for implementing this policy.
- Learners, staff and visitors are required to abide by this policy.
- The Director of Operations will support learning about dogs and how best to behave around the provision dog. This will include highlighting that not all dogs are well trained, and that caution must be used around unknown dogs outside of the provision.

Reasons to have a dog in the Provision:

In summary, academic research has shown that dogs working and helping in an educational environment can achieve the following:



- Improve academic achievement
- Increase literacy skills
- Calming behaviours
- Increase social skills and self-esteem
- Increase confidence
- Teach responsibility and respect to all life
- Help prevent truancy
- Motivate learners who are often less attentive

The following information has been taken from a range of sources to provide further detail about the benefits of having a dog in a provision/school setting:

Behaviour:

In some educational settings, dogs are making a difference in the behaviour of pupils. Researchers report that students can identify with animals, and with empathy for the dog, can better understand how fellow learners may feel. It was found that violent behaviour in learners participating in research declined by 55% and general aggression went down 62%. Behaviour problems occur in educational settings, and these can interfere with learning. Some educational settings are using dogs to improve behaviour problems by promoting positive behaviour in learners. In a controlled study, learners were found to have fewer disciplinary referrals in settings with a dog than settings without. Learners' behaviour improved toward staff, and learners also showed more confidence and responsibility. Additionally, parents reported that learners seemed more interested in the educational setting as a result of having a dog there.

Social Development:

Dogs in an educational setting offer an opportunity for improving social development. They are especially useful for teaching learners' social skills and responsibility. Specifically, they are using dogs to help older learners build self-esteem; learn about positive and negative reinforcement, responsibility, and boundaries. Older learners use dogs to help communicate, teach kindness, and empower.

With a dog in an educational setting, learners have the opportunity to learn how to care for the animal. This includes walking and grooming. Researchers report that involving learners in the daily care of educational setting dogs is a positive experience, promoting their own daily care. The learners also learn about responsibility, caring, and sharing when helping each other take care of a dog at an educational setting.

As a reward:

Dogs will be gentle and loving, but at the same time full of fun and enjoyment for the learners. Those learners who have performed incredibly well during the week or those who have made progress in a certain area, or those who have achieved tasks set for them, will be rewarded with spending time to interact with the dog.



Walking, grooming, playing and training are some of the responsibilities learners will be allowed to undertake. It has been proved that working and playing with a dog improves learners' social skills and self-esteem.

Support Dogs can work with learners on a one-one basis and will especially help those learners who have been bullied, abused, going through upsetting/difficult times or even scared/phobic of dogs. The dog will bring much joy and help to all the learners they meet and are happy to provide plenty of hugs to the learners they are spending time with. Learners who struggle with social interaction can find a reassuring friend in a dog.

Provision Dog - Frequently Asked Questions (FAQs):

Q - Who is the legal owner of the dog and who pays for its costs?

A - The legal owner of the dog will be the Director of Operations, and she will bear the costs associated with owning the dog.

Q - Is the dog from a reputable breeder?

A - Yes. The dog is from a home where both parents were seen and has been specifically chosen for its temperament, size and hypoallergenic fur.

Q - Will the dog be a distraction?

A - The dog will be kept in the Directors of Operations office. The office is separate from the workshops and training rooms to ensure it only comes into contact with learners who are happy to have contact, under strict supervision.

Q - Has a risk assessment been undertaken?

A - Yes, we have carefully considered having a dog in the provision and sought advice from many sources, including other provisions/schools that successfully have a dog. (See Appendix 1).

Q - Who is responsible for training?

A - The Director of Operations will be the legal owner of the dog and as a result, will be responsible for their training.

Q - How will the dog be toileted to ensure hygiene for all?

A - In the interest of health and hygiene the provision dog will be toileted when taken out for short walks in the grounds. Only staff members will clear this away appropriately leaving no trace on the ground, cleaning the area with disinfectant if needed.

The policy of no dogs on the provision site is still applicable as we are unable to put effective control measures in place that guarantee temperament and safety when learners come into unsupervised contact with unknown dogs. Whilst being trained, and still a puppy, there may be the occasional 'toilet accident', this will be cleared away by staff only and the area cleaned thoroughly.



Q - How will the dog's welfare be considered?

A - The dog will be walked regularly and given free time outside. This will also be used as a behaviour reward, in line with our behaviour policy for learners to accompany a member of staff when they are being walked. The dog will be kept in the Director of Operations office and will only have planned and supervised contact with learners and visitors. The dog will be carefully trained over a period of time and will have unlimited access to food and water. We will work carefully to ensure the dog's welfare is always considered.

Q - How will this be managed where learners/staff/visitors have allergies?

A - Learners/staff/visitors will not need to touch the dog, which will relieve the possibility of allergic reactions. We already manage a number of allergies at the provision, and this will be no different for learners and adults that are allergic to dogs. Individual needs will always be met, and we are happy to work to put additional control measures in place for individual allergies. He is given a high-quality food and regularly groomed to reduce any possibility of allergens.

Q - A learner is frightened of dogs; how will you manage this?

A - Access to the dog is carefully managed and supervised and learners do not need to have close contact with it unless they express an interest in doing so. We will work closely with learners who are fearful of dogs to alleviate their fear and to teach them how to manage this.

Policy Review

This policy will be reviewed regularly in line with legislative updates, and in any event not less than annually.

A handwritten signature in black ink, appearing to read 'Nicholas Morris', written over a horizontal line.

Nicholas Morris
Director – Productive Learning UK Limited



Appendix 1 – Dog in Provision Risk Assessment:

Learners will learn the principles of good pet ownership and be taught how to handle the dog safely and responsibly; they will take great pleasure from interaction with the dog.

The dog will live with the Director of Operations at her home at their own expense and be introduced to the provision environment and the learners gradually.

There are no diseases that could be caught from the dog as he will be kept up to date with immunisations including rabies, and worming treatment as in line with European vet guidelines. A register of his annual health check will be kept both by the Director of Operations and the vet's surgery. It is accepted that interacting with animals is not appropriate for all learners but that for some it has the potential to provide many positive benefits.

Significant Hazards and Associated Risks Those hazards which may result in serious harm or affect several people	Those who might be harmed Persons at risk from the significant hazards identified	Residual Risk Rating (H) – High (M) – Med (L) – Low	Control Measures: Controls, including relevant sources of guidance and actions to be taken to minimise risks
Dog getting over excited when interacting with learners/staff. Keeping safe when dog walking.	Learner/staff knocked to ground Learner/staff tripped over Learner/staff scratched by dog Learner/staff bitten by dog	L M L M	<ul style="list-style-type: none"> • The dog will always be in the care of a responsible adult and will never be allowed to freely roam the provision premises unsupervised. • Learners are not left with the dog unsupervised. • During the day the dog will always be on a lead when he is outside of the office. The dog will be trained not to jump up or bite. Learners will be taught how to read the dogs behaviour and the impact of their actions. • The dog will attend the groomers regularly to make sure his claws are kept short and is also walked on concrete/tarmac to keep them trimmed. • All staff will have been introduced to the dog and the



			<p>expectations.</p> <ul style="list-style-type: none"> • A member of staff will always have the dog on the lead and have responsibility to ensure that they have control of him. • Learners may walk the dog with a member of staff. The member of staff or designated learner will always hold the lead. • The member of staff will pick up any dog excrement and will remind learners of the importance of washing hands on return from the walk. • Learners will be given the choice if they would like to stroke the dog. • All staff/learners to be vigilant to look where they are walking to avoid tripping over the dog. • The dog to be on a short lead when walking around with a member of staff.
<p>The dog gets loose from office area, his bed or from his lead.</p>	<p>Learner/staff knocked to ground</p> <p>Learner/staff scratched by dog</p> <p>Learner/staff bitten by dog</p>	<p>L</p> <p>L</p> <p>M</p>	<ul style="list-style-type: none"> • If the dog does get loose from the office a member of staff will come and put the dog back in the office.
<p>Dog hair causing allergies</p>	<p>Children/staff have allergic reaction</p>	<p>L</p>	<ul style="list-style-type: none"> • The dog is a Miniature Schnauzer and has been selected because they do not shed their fur and are classed as hypoallergenic. • The dog is groomed every six weeks. • No current learners have dog allergies – all incoming learners will be informed of the presence of the dog and any allergies noted and informed to all staff. • Staff members will also be asked to inform the Directors of



			<p>any allergies.</p> <ul style="list-style-type: none"> • Fully supervised, learners will have the opportunity to interact with the dog if they wish and those with allergies will be able to opt out of any interaction. • Learners will be taught to wash their hands after active participation with the dog. Wounds on exposed skin must be covered. • Flea treatment will be carried out at monthly intervals. Worming treatment is carried out in line with Vet guidelines, at three monthly intervals. • If the dog is sick, he will not come into the provision until he is better. • The dog will not go into the Food Tech. Workshop.
Learners/staff catching disease from the dog	Learners/staff contract diseases that can be carried by dogs.	L	<ul style="list-style-type: none"> • Should the dog defecate in the provision or on the provision site a member of staff will clear this up immediately and dispose of it in an appropriate and safe manner. Poo bags will be carried by the staff member walking the dog. • All immunisations will be kept up-to-date and a register of this is kept by the Director of Operations and the dogs Vet.
Financial cost of the dog's upkeep	Provision unable to afford ongoing cost of the dog's day-to-day upkeep or medical bills	L	<ul style="list-style-type: none"> • The dog is the financial responsibility of the Director of Operations. She is financially responsible for all his care and day-to-day costs. • The dog is the responsibility of the Director of Operations outside of the provision opening hours. • Dog training costs will be paid for by the Director of Operations.



<p>Claim is made against school reference behaviour of the dog</p>	<p>School not adequately covered financially</p>	<p>L</p>	<ul style="list-style-type: none"> The Director of Operations will meet the cost of insuring the dog's medical needs. Liability insurance will be held to a value of £2m and will be renewed annually, and the cost of this met by the Director of Operations. The certificates are kept with the Director of Operations.
<p>Fire Alarm</p>	<p>Who has responsibility to remove dog from the building</p>	<p>M</p>	<ul style="list-style-type: none"> Dog signed in as a member of staff, so Fire Marshalls know when he is onsite. Removal of the dog will be highlighted in the Fire Evacuation Procedure.
<p>Noise / Barking</p>	<p>Learners will be distracted by the noise</p>	<p>L</p>	<ul style="list-style-type: none"> The dog has been introduced to children from birth, and also the provision environment from 10 weeks old so is used to noisy environments, therefore reducing the chance of him barking.
<p>Dog Phobia</p>	<p>Distress caused by close proximity to the dog</p>	<p>L</p>	<ul style="list-style-type: none"> Visitors and learners are advised that a dog is in the office and can be removed if requested. The majority of the dogs' time in the provision will be in the office and if it is known a learner has a phobia he will not be permitted to come out of the office.