



Dog Policy

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Applicable	SPJ & SPS		

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1 Aims

- To allow staff, pupils and visitors to bring their dogs onto the School site when appropriate, whilst ensuring the safety of all site users.
- To ensure that owners bringing dogs onto the School site are fully aware of their responsibilities.

2 Scope and application

- This policy applies to all persons whilst on the School site.
- This policy does not apply to assistance animals. In accordance with the Equality Act, reasonable adjustments will be made to accommodate any assistance animals (guide dogs for the blind, hearing dogs for the deaf, etc).
- The term “School site” in this policy includes all buildings and outdoor areas within the School grounds.
- The term “owner” in this policy applies to any person bringing a dog onto the School site, whether that dog is their personal property or not.
- The term “on site accommodation” applies to any staff accommodation either entirely on the School site, or with a dedicated entrance directly onto the School site.
- All members of the School community are expected to respect this policy. A Risk Assessment must be conducted to eliminate or, where this is not possible, mitigate any risk identified.

3 Legislation

There is no specific legislation relating to the keeping or bringing of pet animals into the workplace, however the Health and Safety at Work etc. Act does require the employer to ensure the safety, health and welfare, so far as is reasonably practicable, of its personnel and others.

4 Objections

All site users have the right to state their objection (e.g., an allergy, phobia, or religious grounds) to an animal’s presence in the immediate area where they work, study or have cause to visit on a regular basis. Concerned staff should speak to their line manager in the first instance, or the appropriate staff member for their area of employment as follows:

- Support staff – HR Manager (Development and Wellbeing)
- SPJ academic staff – SPJ Head
- SPS academic staff – Deputy Head, Staff Development and Wellbeing

5 Rules and Requirements for staff

- Dogs who live permanently in on site staff accommodation will be considered a ‘resident dog’. Resident dogs have implied permission to be on the School site, subject to all other provisions of this policy.
- A limited number of dogs will be permitted which are linked to roles as ‘School dogs’ – for example a Junior School dog or a Boarding House dog. This will be at the discretion of the High Master and all provisions of this policy will apply.
- The School recognises that there may be unavoidable occasions when a staff member needs to bring their dog to School, on a short term and temporary basis. Examples of such occasions might

be where a dog has had a recent operation or the dog care has fallen through. Staff wishing to bring their dog to work in these circumstances may only do so with express permission from the High Master. This provision applies equally during term time and School holidays.

- Prior to bringing a dog onto the School site, owners must:
 - Complete a [risk assessment](#) for the dog and submit this to the Director of Operations;
 - Confirm that they have read, understood and will abide by this policy and will implement all control measures contained in the dog's risk assessment;
 - Confirm that their dog has no history of aggressive behavior;
 - Confirm that all dogs brought onto site are insured and that the policy contains third party / public liability cover.
- Failure to comply with this policy may result in the permission to bring a dog onto the School site being withdrawn
- When there are pupils or external visitors/contractors on site, dogs must be kept on a maximum 2.5 metre-long lead at all times in all outdoor areas. An exception to this may be only permitted for resident dogs or School dogs if fully risk assessed.
- At times, non-resident staff may be asked not to bring dogs on site, for example when the school is hired for filming. Any such request will be communicated in advance so staff have time to make alternative arrangements.
- As a general principle, in outdoor areas of the School site, dogs should be kept away from areas being used either by the School community or used by external parties authorised to do so. Dogs may be walked on a lead around the circumference of the fields/other areas when they are in use.
- Dogs are not allowed in the Dining Hall, Catering Kitchen, Staff Room, toilets or shower areas at any time.
- Owners must take measures to ensure that their dog cannot escape from an office or other secure area. Owners must bring in a crate or a dog bed and lead for their dog so that they may be secured whenever the owner needs to leave their office. Dogs must not be left loose in offices under the care of other colleagues.
- Owners must take measures to prevent dog fights and dogs biting or attacking people or other animals.
- Owners must take measures to ensure their dog does not cause an accident or create slip or trip hazards.
- Owners are responsible for cleaning up their dog's waste immediately and disposing of it in a clean and hygienic fashion.
- Owners must take measures to prevent infections from dogs causing health problems to staff, pupils or visitors.
- Aggressive dogs, or those with a history of aggression, must not be brought onto School site.
- Bitches should not be brought onto the School site while in season.
- Dogs with young puppies (those under the age of 8 weeks) must not be brought onto the School site as there is the risk of the mother becoming overprotective, which may cause her to react out of character.
- It is the responsibility of the owner to ensure that any legal requirements in the keeping of animals are met.
- Owners are responsible for the safety and welfare of their dog at all times, including during emergency evacuations. Owners must ensure that their dog does not present a hazard to others during an emergency evacuation.

6 Rules and Requirements for visitors

- Visitors' dogs are permitted on site at drop-off and pick-up times and during sports fixtures. Dogs must be kept on a lead, under the full control and supervision of their adult owner at all times.
- Visitors may not bring their dogs inside any building on the School site.
- Dogs must be kept at a safe distance from all areas in active use by members of the School community or by authorised external parties.
- Dogs are permitted on the sidelines of sports pitches during fixtures, provided they are restrained on a fixed lead not exceeding 1.5 metres in length.
- Dogs may be exercised on a lead not exceeding 2.5 metres in length around the perimeter of sports pitches and other external areas of the School site, when those areas are not in use. Dogs are not permitted on sports pitches at any time.
- Owners are responsible for their dogs at all times. Persons bringing animals onto the School site may be held liable for any injury to staff, pupils or visitors, or damage caused to the grounds, premises, facilities, or furnishings by their dog; therefore, appropriate third-party insurance cover is recommended.
- Owners must take measures to prevent dog fights and dogs biting or attacking people or other animals.
- Owners must take measures to ensure their dog does not cause an accident or create slip or trip hazards.
- Owners are responsible for cleaning up their dog's waste immediately and disposing of it in a clean and hygienic fashion.
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- It is the responsibility of the owner to ensure that any legal requirements in the keeping of animals are met.
- Owners are responsible for the safety and welfare of their dog at all times, including during emergency evacuations. Owners must ensure that their dog does not present a hazard to others during an emergency evacuation.
- Owners who are asked to remove their dog from the School site by a member of staff for any reason must do so immediately.

7 Stray/Unsupervised Dogs

Any stray/unsupervised dogs on the School site should be reported to the London Borough of Wandsworth's Animal Welfare Team:

dogcontrol@wandsworth.gov.uk

Weekdays 7am – 9pm: 020 8871 7606

Weekends and Bank Holidays: 020 8871 7490