

This document covers both establishments - at REDACTED and Wyton.

The following summarises our findings over the past year:

Coping with COVID: You are using strict measures to protect teams on both sites. No personnel affected by COVID so far, probably due to remote locations of both sites. There are regular discussions about the importance of the biosecurity procedures to animals and staff. Temperatures of all staff are taken daily before they enter establishments. There is good staff compliance with these measures. There are distinct, separate crisis teams on each site. The animal care teams are split so a maximum of 50% would be affected if anyone contracts COVID. Levels of consumables have been analysed and extra bought in to try to mitigate possible shortages of supplies.

Wyton: is providing replacement breeding dogs for the French facility to reduce travelling time compared with dogs coming from US. There is a good regular courier who engages with the process. A shipment before 31st December 2020 would be timely due to unknown procedures post 1st January 2021.

REDACTED.

Number of PPLs	2
Number of PILs	REDACTED; 4 PIL holders at Wyton
Species	Wyton (dogs only – 17 rehomed this year so far – usually ex-breeders). REDACTED
Severity	Mild
Compliance history	Recent non-compliances Recent compliance advice– one case of inspector advice due to dog being bleed slightly too early for PPL limits. Also, a discussion at Wyton of health screening under the Veterinary Surgeons Act and what procedures can and can't be delegated by a vet.
PELh effectiveness/visibility	You are the establishment licence holder for REDACTED sites. You have developed good interaction between sites, including all the teams. There are regular (3-weekly) calls of one-hour duration with REDACTED staff, rotating around the various teams, in which they can ask any questions. You are readily available to staff at Wyton. Contact details are freely available. As you are from an animal technician background you are very interested in the animals and the people and want to be part of the care teams. Your own line manager in France is very approachable. As it is a small team, decisions to purchase things occur very quickly to address any requirements.

	<p>Although part of Marshall Farm Group, the European part is very separate from US and you have full autonomy to develop as you see fit.</p>
AWERB effectiveness	<p>There is an active rehoming policy for dogs, supported by the AWERB. There is a rigorous selection process for suitable dogs, taking account of behaviour and temperament, and suitable owners. All details of rehomed dogs kept for 5 years. Owners give a lot of feedback after taking animals and are encouraged to make contact for advice if any problems arise. No problems have been notified to date.</p> <p>The two establishments hold a joint AWERB. This is currently online (MS Teams): one in July plus one at end of September. Attendees include NACWOs and NTCOs from both establishments plus the PPL holder and NVS. There are good discussions and an action table comes from meetings. Actions are assessed at next AWERB meeting and updated. You chair the meeting. All paperwork is distributed well in advance of meetings and action points are chased up.</p> <p>REDACTED observed an on-site AWERB meeting in March 2020 and noted that there was good attention to all the required tasks.</p>
NVS effectiveness/involvement	<p>REDACTED is now the NVS for both sites. REDACTED routinely visits REDACTED 2-3 times a month and REDACTED travel time away. REDACTED.</p>
NACWO effectiveness	<p>There are currently REDACTED NACWOS at REDACTED, 5 at Wyton. Other staff are interested in undertaking NACWO training. This is important as some of NACWOS now have a personal licence and you want to avoid any conflict of interest arising. You have an established team that wants to remain; but also succession plans are in place.</p>
Facilities	<p>REDACTED.</p> <p>Wyton: The new dog facilities (Building REDACTED) are working well. Dogs react well to being able to interact with staff at waist height. This seems to keep animals calmer. You are maintaining and refurbishing the older facilities to have as back-up facility in case of disease outbreak, when cleaning newer facilities or if there is an overspill of dogs from the newer areas.</p> <p>A new area is being developed at Wyton as a procedure room for bleeding <i>etc.</i> Once LED lights have been sourced and fitted, you will apply to add this area to the establishment licence.</p>

	<p>Blood processing: blood is couriered to REDACTED site for processing. The REDACTED personal licence team are still supervising Wyton staff. The aim is to have the Wyton site independent but not until sufficient training has been undertaken.</p> <p>REDACTED.</p>
Working relationships	You have a relatively small team, very interactive, including between sites.
Training plans and records	<p>Staff are being trained in dealing with protests, including presentations by the police anti-terrorist unit. This has reassured staff about how this is being monitored.</p> <p>You changed the NTCO recently on both sites: REDACTED. At Wyton, REDACTED is undertaking this role. Both will undertake more formal NTCO training. They work well together and are both very engaged with staff.</p> <p>The electronic training records now cover both sites. There is a trigger that automatically sends email if training is due/ overdue.</p>
Supervision and competency checking	REDACTED and REDACTED are training staff at Wyton to bleed dogs and REDACTED will assess competency.
Environmental enrichment	<p>REDACTED</p> <p>Dogs: suspended toys in pens but toys on the floor are only provided in play pens to reduce possessive behaviours that may result in aggressive interactions. There are large blue 'sleeping' barrels hanging on chains and platforms of different materials at different heights.</p>
Standard of asepsis during surgery	N/A
Efficiency of breeding	<p>There has been no material change in demand for animals. Breeding colonies have altered but not drastically and most in line with what was being planned. There have been no surplus animals and breeding is matched to orders. Dog production levels are routinely kept to just under what is needed to avoid a surplus. Dogs have a longer saleable life plus if rapid supply is needed, dogs can be imported from the US.</p>
Public interest	<p>REDACTED.</p> <p>There are monthly visits from protesters at Wyton, usually on Friday in the middle of the month. The same protesters move to REDACTED on the same day. There is a good exchange of information with REDACTED plus communication with local and Metropolitan Police. New camera systems have been installed and controlled access to individual buildings as they are refurbished. There is a shut down on visits/deliveries</p>

	when protests are known to be occurring. No animals are visible from outside the site.
Culture of Care	You have a good culture of care for both staff and animals, with support from the ethos of the controlling company.
Risk Profile	Increasing / Decreasing / Remaining Constant There is an inherent risk due to the use of a special species.

Target areas for 2020/21 – Inspector suggestions for top three areas (to be discussed, adapted and agreed during/after the meeting)

1. REDACTED.
2. Complete the training of the Wyton staff so the site can operate the dog bleeding process independently of REDACTED.
3. REDACTED.