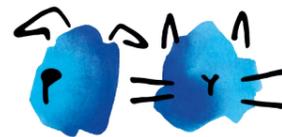


# Programme Overview



**BATTERSEA**  
Academy

# WELCOME TO BATTERSEA ACADEMY

Aimed at managers, staff or senior volunteers in decision making roles, this 4.5 day programme introduces key concepts in organisational management, cat behavioural and welfare assessing, rehoming, operational practice and identifying and implementing change.

Made up of classroom presentations, facilitated conversations, practical exercises and real-life demonstrations, the programme provides delegates with the opportunity to experience and reflect on Battersea practice and learn skills that can be transferred and applied within their own organisation.

Our aim is to provide delegates with the opportunity to think about how their own organisation works, what could be changed and how that change could be implemented.

If you would like to attend this programme please email [academy@battersea.org.uk](mailto:academy@battersea.org.uk) or register your interest here:

**[battersea.org.uk/register-your-interest-battersea-academy](https://battersea.org.uk/register-your-interest-battersea-academy)**

## Programme Aim

**“To enable every rescue to do the best with what they have”**

## Programme Outcomes

**By the end of this programme you will be able to:**

Describe the animal issues and problems in your catchment area and the impact of these issues on animal welfare, the environment and human society.

Describe how metrics can help you to make decisions to run your shelter more effectively.

Describe the framework of ethical decision making, apply them to a decision-making process and demonstrate the rationale behind deciding.

Identify opportunities to improve your care and rehoming practices.

Identify the change(s) you could make and create a plan for change.



## Programme Overview

---

### Day 1

Day 1 looks at the wider problem of the unwanted animal population in your area and considers how your vision and operating model helps you to make a positive change.

Through a series of facilitated discussions and activities you will consider how your organisation's effectiveness and sustainability can be influenced by its design, policies and management.

**What will be covered:**

- Realistic Goal Setting
- The Animal Journey
- Shelter Metrics
- Managing Your Intake

---

### Day 2

Day 2 introduces the subject of ethical decision making through a consideration of ethical frameworks and the value of animal life, along with ethical reasoning and how to apply it to the work that you do.

The remainder of the day focuses on identifying some of the different behavioural strategies and body language displayed by cats, summarising the key factors to consider when interpreting behaviour and body language. You will also consider the information that needs to be collected at the intake stage, have the opportunity to observe the Battersea cat journey and, reflecting on your own approach, identify opportunities to improve the cat's journey in your organisation.

**What will be covered:**

- Ethical Decision Making
- Cat Behaviour and Body Language
- Cat Intake
- Tour of Cat Journey

# Modules

---

## Day 3

Through spending time in our cattery with our animals the morning of Day 3 provides an opportunity to reflect on and put into practice different stress management techniques and protocols utilising the principles of cat friendly interactions.

You will continue to build on your knowledge of temperament and welfare assessment outlining factors to consider when assessing temperament. You will also look at an approach to assessing welfare and how assessing the welfare status of a cat can be used to inform their needs, management and improve their welfare. Application of your knowledge is achieved through conducting a Welfare Walk Around observing cat behaviour, discussing the journey of the cats and recording observations.

### What will be covered:

- Cat Friendly Interactions
- Stress Management in Cats
- Welfare and Temperament Assessment
- Welfare Walk Around

---

## Day 4

The aim of Day 4 is to enable you to identify improvements in your organisations decision making and rehoming practises that will have a positive impact on the well-being of the cats in your care.

You will identify information used to inform decisions and outcomes for your cats and look at some tools that can be used to assess their quality of life. The remainder of the day will focus on assessing cats in order to make evidence-based decisions for cats and identifying factors that influence your ability to rehome a cat effectively, quickly and to the right environment.

### What will be covered:

- Decision Making to Improve Cat Welfare
- Rehoming – Pet Homes (Cat Perspective)
- Rehoming – Pet Homes (Customer Perspective)
- Rehoming – Non-pet outlets



## Modules

---

### Day 5

Day 5 focuses on how to implement change and how you know that the change has been successful. This work draws on your experience throughout the week, aiming to support your planning and implementation of real change in your own organisation.

**What will be covered:**

- Identifying Change
- Planning and Measuring Change

