



Accreditation framework overview

Our accreditation framework is built around **four key pillars** that define what makes a veterinary workplace thrive. Each theme supports better working lives for veterinary professionals – and better outcomes for the organisations they work in.

Where vet teams thrive

HEALTH & WELLBEING

Supporting people to feel safe, well, and balanced at work

Physical wellbeing – Keeping people safe and promoting good physical health

Psychological wellbeing – Fostering kindness, respect, and good mental health

Managing stress – Reducing work-related stress to make work more enjoyable

Work-life balance – Helping people maintain a healthy balance between work and personal life

Flexibility – Adapting working patterns to support effective working



LEADERSHIP & MANAGEMENT

Enabling effective, supportive, and transparent leadership

Communication – Sharing information clearly and transparently

Role clarity – Making sure everyone knows what they're responsible for

Leader capability – Helping leaders support their teams and the business

Performance conversations – Involving people in setting and achieving goals

Recruitment – Hiring the right people with the right support

Relationships – Building great relationships with clients, teams, and external partners



CULTURE

Creating a positive, fair, and inclusive environment

Teamwork – Working well together and helping each other succeed

Positive culture – Making it a great place to work

Open and fair culture – Promoting fairness, equity, inclusion, and diversity



LEARNING & DEVELOPMENT

Helping people grow and continuously improve

Learning for all – Supporting learning at all levels

Career development – Creating opportunities to progress

Mentoring – Providing support to help everyone thrive

Continuous improvement – Being open to learning from mistakes and improving together

