

## **Ethics and Welfare Panel: Terms of reference**

### **Role**

- 1.** Ethics and Welfare Panel exists to:
  - Advise Policy Committee on ethical and welfare issues relating to policy development.
  - Advise BVA working groups on ethical and animal welfare considerations and provide ongoing advice throughout the policy development process.
  - Review draft policies to ensure appropriate consideration of ethical issues, first and foremost in relation to animal welfare.
  - Review draft policies to ensure justifiable conclusions based on the available scientific evidence and ethical analysis.
  - Horizon scan for issues of ethical and welfare related concern for consideration by Policy Committee.

### **Authority and accountability**

- 2.** Ethics and Welfare Panel is a committee of BVA Council, and the chair is accountable to Council for the work of the committee. Committees of Council are appointed and dissolved by BVA Board.

### **Composition**

- 3.** Ethics and Welfare Panel is composed of eleven members, including:
  - Eight vet members
  - One vet nurse member
  - Two non-vet members

### **Appointment of members**

- 4.** The appointment of members is by application to the Committee Appointments Group. CAG appoints using a blind recruitment process against a skills matrix in line with the role description. The appointments are approved by Council.

### **Election of chair**

- 5.** The chair is elected from the vet members.
- 6.** The election is carried out by a ballot of all members of the panel to a simple majority. In the event of a tie the Officer in the chair shall have an additional casting vote.
- 7.** The chair is elected for a term of three years, regardless of their remaining term of office as a panel member.

### **Role of chair**

- 8.** The chair works with the BVA team to set the agenda. They chair debates and summarises decisions. The chair is a non-voting member of BVA Council.

### **Tenure**

- 9.** All members serve for a term of up to three years and may apply for a second term. Members may seek re-appointment for a third term following a break in service of at least one year.

## **Meetings**

- 10.** Ethics and Welfare Panel meets three times per year. Meetings are held with a remote option available.

## **Conduct**

- 11.** All members of the panel are expected to contribute to the work of the panel, both in and outside meetings, including reading papers, and contributing to discussions in person and via the online workspace.
- 12.** All members of the panel are expected to work collaboratively with members of BVA Officers and staff, communicate with courtesy, uphold our values, and challenge attitudes and behaviours which are not consistent with those values.
- 13.** Members should not represent or present BVA's views on any policy matters to the media or government without prior approval.

Last updated: May 2026