

LITTLE OAK SANCTUARY

SANCTUARY HAND

CODE OF CONDUCT



PREPARED BY

KATE LUKE - CO-FOUNDER & MANAGER

ABOUT LITTLE OAK SANCTUARY



A LITTLE BIT ABOUT OUR HUMBLE CHARITY

We provide a place of sanctuary for farmed animals in need. Our work promotes the idea that **compassion is an action word, that by its very definition, should have no boundaries.** As a sanctuary for farmed animals, we provide refuge for animals who have come from abuse, neglect or abandonment; those who have nowhere else to turn.

We work towards a world where there is compassion for all animals, through our empathy education programs for kids, advocacy and open days. A passionate for-purpose organisation, we seek solutions that are environmentally friendly and socially responsible.

OUR HISTORY

In 2012, James and I took in two tiny piglets, Heavenly Hiraani Tiger Piggy (Tiger) and Little Timmy Piglet (Timmy). Little did we know the place these two amazing beings would take in our hearts. They opened our eyes to the incredible beings that pigs are, and we knew we had to share their stories.

Tragically, Timmy passed away before we were able to share his story with the world. We started the sanctuary in 2013 in his honour - it is named Little Oak as we planted an Oak tree over his grave, he was a tiny piglet with great strength, and his story would go on to plant seeds of compassion in many hearts.

James and I have since dedicated our lives to helping animals in need and creating a compassionate world.

In 2015 we purchased a larger property to ensure the sanctuary would be more sustainable, to ensure the animals in our care had a safe place for their natural lifespan.

We run the day to day operations of the sanctuary, our heart and soul goes into our work - it is our life mission, basically, it means a great deal to us, and it is our home too. As a volunteer-run organisation, we rely on the support of our community to continue to deliver our services creating a more compassionate world for animals.

OUR GOALS AND OBJECTIVES

Our goals and objectives are as follows:

- **To rescue, rehabilitate and rehome where possible, farmed animals in need**
- **To educate and inform the public about the issues that animals face, and the benefits of a vegan lifestyle for animals, the environment and our health**
- **To create a sustainable organisation that will go on for as long as farmed animals need us.**
- **To build and support a community of compassionate people.**



A NOTE FROM THE CO-FOUNDERS



KATE LUKE

CO FOUNDER & MANAGER



JAMES LUKE

CO FOUNDER & PROPERTY
MANAGER



SHAUN THE SHEEP

JUST ONE OF THE 200+ ANIMALS
YOU'RE VOLUNTEERING FOR

Thank you for giving up your precious time to help the animals and the work of Little Oak Sanctuary, you're quite literally, a lifesaver for animals.

When you volunteer, James or myself (Kate) or both of us, will be present. As the co-founders of the sanctuary, we have a lot of experience with farmed animals, and we manage and oversee the day to day operations of the sanctuary.

If you are a new volunteer, you will be asked to follow a regular volunteer for your first few visits so that they can take you through what is required. It's vital that you listen and follow their instructions, if you're unsure of anything please let them know.

If you feel unable to complete any task, please do not proceed, and let someone know, it's perfectly ok to say no to anything you're asked to do - volunteering is voluntary!

If you have any concerns about anything or anyone, please let Kate or James know.

Remember why you're volunteering - for the animals. Their needs always come first, but so does your safety. If you have any questions about any of the animal residents or any concerns, please let myself or James know.

Kate Luke

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Our Sanctuary-hand volunteering program is open to applicants from all backgrounds and has no 'minimum attendance' requirements. Our volunteering program exists to both help the sanctuary undertake routine tasks and larger projects, but also form a safe community space where people can learn about farmed animals and the issues they face. Our aim is to provide an inclusive and positive space where everyone feels welcome and safe. With this in mind, we have developed the following Code of Conduct, which we expect everyone to follow if you come along to our on-site volunteering or help out on a stall or at an outside event.

1. At all times, please be respectful towards sanctuary co-founders Kate and James, listen when they speak, and follow their instructions. Be mindful that the sanctuary is located on Kate and James property, and they put a tremendous amount of work into it, so please be respectful.
2. We want you to have fun and make new friends, and we welcome chatting during volunteering, but please remember to listen when Kate, James or the volunteering supervisor gives instructions.
3. Respect the animals, do not approach animals that are actively trying to get away and be aware that many animals have had traumatic backgrounds, or might be wary of strangers. Take the cue from the animals, if they do not seek out interaction, please give them space. Do not make jokes or rude comments about the animals.
4. Likewise, please respect our wonderful sanctuary grounds. We ask that you take care of the equipment, put it back where you collected it from and clean up after yourself if necessary. If you aren't sure where something goes, what needs to be done, or anything else, please ask for help.





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5. We often hold stalls at markets or festivals and put on events such as the Compassionate Stakes outside of the sanctuary. James, Kate and the events team work hard to organise these stalls, and it is important that the golden rule, compassion for all, is maintained whilst helping out or interacting with the community. As with volunteering at the sanctuary, please respect the venues we are operating at, and abide by their requirements.

6. Remember that everyone over 18 (and those below 18 with a guardian) is welcome to volunteer at Little Oak Sanctuary, regardless of their ethnicity, sexuality, religion or ability. Don't shame, judge or be rude to anyone. Little Oak Sanctuary expects all its volunteers to treat others with dignity and respect. It should go without saying (but we're going to say it) – physical, verbal or emotional harassment or abuse is not acceptable. There is no room for misogyny, sexism, racism, transphobia, comments about anyone else's body – even in joke form, these will not be tolerated.

7. There are many awesome people to meet but be aware of your manner and bear others' comfort in mind. Unwanted verbal or physical contact is not acceptable. Failure to adhere to this may result in you no longer being welcome in our volunteering community.

8. If you feel unsafe, threatened, harassed, or are just feeling uncomfortable about something that is occurring, please speak to the volunteer supervisor or a co-founder immediately. We're here to believe you and to help.

9. Please be punctual to volunteering. We understand things pop up, but with a small group of volunteers, for a limited period, it can be very disruptive to have late arrivals, so if you're running significantly late, it might be best to stay home and come another time.

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10. Lunchtime is a special time at Little Oak Sanctuary. It's a great time to share food and conversation with fellow compassionate people. If you can, please bring a small amount of vegan food to share with other volunteers. Each month we will circulate the recipes of food shared throughout the month.

11. Your contributions are greatly appreciated, no matter how great or small.

12. Most importantly - enjoy yourself!



