



Oxford City Farm Goat Milkers Agreement

1. Oxford City Farm is a Community Urban Farming project. Our goal is to care for healthy animals to produce wholesome food. For this programme, the goal is to produce milk and meat cooperatively as a community. We aspire to give the animals happy and healthy lives in line with RSPCA's guidance for animal care.
2. The milking programme has an annual fee to be paid prior to starting milking shifts. The fee is subject to increases based on budgetary requirements. (May 2023: £70 non-refundable). There will be times when circumstances change and one or more goats are not milking for a time period unexpectedly (illness/medication etc). During this time fees remain the same although farm staff will do their best to have animals producing in line with healthy farming practices that promote animal welfare.
3. Milkers sign up for a whole year. A two month minimum notice period is required if a milker needs to leave.
4. Duties required of milkers each shift are:
 - a) Care: Feed, water, milk, check feet, bedding, collecting poo from all areas of the pen the goats are in.
 - b) Site maintenance: Check fencing, feed store and pens/parlour, poo collecting
 - c) Maintain records: Fill in yields spreadsheet and rota
 - d) Communicate with milkers appropriately (see point 7)
 - e) Monitor health: Reading records, observing and recording wellbeing, using appropriate tools to monitor, contacting help if needed.
 - f) Any additional seasonal tasks as specified on tasks list.
5. In addition to the duties listed above, milking programme participants also need to help with maintenance beyond normal milking sessions during a volunteer session on a Friday or a Saturday. Programme members agree to join at least 1 Friday or Saturday volunteer session per year to be coordinated with the OCF Animal Lead. People are welcome to volunteer more frequently at open sessions or any other time if coordinated with the OCF Animal Lead.
6. Assistance might also be requested (but not required) in the following areas on an ad hoc basis:
 - a) Assisting in organisational duties undertaken by the Volunteer Coordinator
 - b) Training others when qualified
 - c) Assisting in producing feed
 - d) Mucking out
 - e) Other activities needed to supply the welfare of the animals and support of the milking programme
7. Communication: Communication is done by 1) Diary 2) WhatsApp 3) Email. All records and qualitative information to be written in the diary in the barn/feed storage area. Front page of the diary will have all contact details (phone and email where possible) of community growers and staff team, including veterinarian emergency contacts.
8. In the case of goat illness, milkers will report the situation on whatsapp to get advice from the group. In the case of a clear emergency all milkers can call the vet directly.
9. All milkers enter the site at their own risk.



10. Dogs are not allowed on the farm site, with the exception of assistance dogs. Assistance dogs are not permitted inside the goat area.
11. Parents will be responsible for children at all times. No one under 18 years old may be on the site by themselves at any time.
12. Milkers will be ready to milk at 07:30 to 08:00am for a morning shift (as applicable) and 6pm for an evening shift. In winter this is more flexible and can match sunrise and sunset but milking in the dark is fine.
13. Milkers need to adhere to hygiene standards. This includes:
 - a) Being conscious to ensure you and your visitor's boots have been washed before entering the goat enclosure, particularly if you have visited another farm since your last visit to the site as this will prevent the spread of disease.
 - b) Ensuring all equipment including milking benches are cleaned and tidied after each use.
 - c) Milkers are responsible for ensuring their hands are washed after coming into contact with the goats and area.
14. Milkers agree to take full responsibility for the milk they consume, including all people that consume this milk. If milkers choose not to pasteurise they must be aware that unpasteurised milk can contain a higher level of bacteria than pasteurised milk and this may disagree with some drinkers. This word of caution extends to all products produced from this milk.
15. Oxford City Farm is not liable for any mishap of any sort.
16. Failure to meet the above agreement twice gives Oxford City Farm remit to exclude the milker from the programme.
17. We aspire to give the animals good lives while they are in the care of Oxford City Farm. Decisions about the livestock kept on site will be made by the staff team prioritising good farming practices and the productivity of the animals. This means that animals will eventually be either sold or dispatched to the abattoir and their meat either sold or donated. Factors influencing the decision by the Farm staff are productivity, gender, and financials.
18. Each member must sign a copy of this milkers agreement annually in May.
19. This agreement will be revisited each year in May and amended as necessary.

Milker(s) - multiple names and signatures for families/households joining together	
Print name	
Signature	
Date	

OCF Animal Lead - Bradley Soule - bradley@oxfordcityfarm.org.uk

Volunteer Coordinator - Maria Ramundo - volunteering@oxfordcityfarm.org.uk