



Working Animals Federation of Australia (WAFA) Core Values Member Charter

Preamble

Preamble The Working Animals Federation of Australia (WAFA) is committed to the highest standards of welfare, care, and respect for all working animals across Australia. Our mission is to serve as a leading voice for the ethical treatment and well-being of working animals, advocating for their dignity and fair treatment in all sectors. WAFA members are expected to uphold this commitment by demonstrating integrity, collaboration, innovation, and inclusivity in all their endeavours. Through our collective efforts, we strive to create a world where working animals and their human partners can thrive, and where society values and honours their invaluable contributions.

Our Values

As members of WAFA, we embody the following core values in our practices, ensuring that we act with purpose, respect, and a commitment to continuous improvement.

1. Integrity and Transparency

- We are committed to maintaining the highest ethical standards in our accreditation processes, ensuring that all assessments and decisions are based on fairness, objectivity, and the best interests of working animals. We aim to cultivate trust by being honest and transparent in all aspects of our operations.
- Our policies and procedures are open and accessible, allowing stakeholders, partners, and the public to have a clear understanding of how decisions are made and how we operate. We believe that transparency leads to accountability and strengthens our collective mission.

2. Respect for All

- Every individual, animal and human, deserves respect for the roles they play within society. We recognize that working animals make essential contributions to human communities, and we advocate for their right to dignified, humane treatment in every context.
- We are committed to creating environments where both animals and humans are treated with empathy and understanding. We seek to foster a culture where respect and compassion are at the core of every interaction.

3. Collaboration for Meaningful Change

- We recognise that creating lasting, positive change requires collaboration. By working together with stakeholders, experts, trainers, communities, and other organizations, we strive to develop innovative solutions that improve the lives of working animals.

- Through collective efforts, we advocate for policies, programs, and standards that ensure the protection and care of working animals. We aim to inspire shared responsibility and encourage all stakeholders to work together to promote ethical practices.

4. Innovation in Education and Research

- We believe in the power of education and research to drive progress. By supporting and engaging in scientific research, we work to continuously enhance our understanding of the needs of working animals, and to identify new methods for improving their care.
- We encourage creativity and innovation in solving challenges faced by working animals. This includes exploring new technologies, training methods, and health practices that can improve outcomes for animals and their human partners.

5. Customer-Centred Focus

- Our commitment to customer focus means that we always prioritize the needs of our clients and partners. By understanding their unique challenges, we tailor our services to provide practical solutions that support both the welfare of working animals and the effectiveness of their human handlers.
- We strive to offer high-quality, responsive service, ensuring that our clients have access to the resources, guidance, and support they need to succeed. This includes providing expert consultation, training, and resources to help them meet the highest standards of care.

6. Excellence in Standards

- WAFA members are committed to excellence in every aspect of our work. Whether it's in accreditation, training, advocacy, or day-to-day animal care, we aim to set the benchmark for best practices. We regularly review and update our standards to ensure they reflect the latest evidence and industry developments.
- We believe that excellence is not a destination but a journey. We strive for continuous improvement, seeking feedback from our stakeholders, partners, and the community to refine our approaches and achieve the best possible outcomes for working animals.

7. Diversity and Inclusion

- We value diversity in all its forms, from the wide range of working animal species to the different cultural, social, and professional backgrounds of our members. By embracing diversity, we enhance creativity, increase innovation, and improve decision-making within the working animal sector.
- We ensure that all individuals, regardless of their background or identity, are included and valued in our community. We strive to create an environment where everyone feels welcome and empowered to contribute.

8. Environmental Sustainability and Social Responsibility

- We are committed to promoting environmentally sustainable practices that contribute to the long-term well-being of working animals and the ecosystems they rely on. This includes advocating for responsible land management, conservation efforts, and environmental stewardship.
- We believe in the broader social responsibility of our work, supporting initiatives that benefit the wider community. We aim to ensure that the use of working animals is aligned with ethical principles that respect both animal welfare and human dignity.

9. Teamwork and Support

- Through collaboration and mutual support, we foster an environment where individuals can grow, contribute, and succeed. We encourage open communication, teamwork, and the sharing of knowledge and expertise to strengthen the working animal community.
- We provide opportunities for our members to develop professionally and personally. By promoting a culture of mutual respect and cooperation, we help build a strong, unified team committed to the welfare of working animals.

10. Empowerment Through Knowledge and Resources

- We empower individuals and organizations by providing access to critical information, training, and resources that help them make a positive impact on the lives of working animals. Our educational programs are designed to equip caregivers, handlers, and trainers with the knowledge they need to succeed.
- By fostering an empowered community of professionals, we aim to create a ripple effect, where well-informed and supported individuals help raise awareness and drive positive change in their communities.

11. Growth and Continuous Learning

- We embrace a growth mindset, continuously seeking opportunities to expand our knowledge and improve our practices. This includes staying abreast of the latest research, trends, and technological advancements in animal care and welfare.
- We encourage our members to challenge the status quo and think creatively to solve problems and develop new approaches that benefit working animals. By embracing a culture of continuous learning, we ensure that our work remains relevant, effective, and forward-thinking.

12. Community Engagement and Awareness

- We actively engage with communities to promote understanding and appreciation of working animals. Through educational outreach, campaigns, and public relations efforts, we aim to build stronger connections and advocate for responsible practices.

- We work closely with local communities, government agencies, and organizations to advocate for policies that protect and promote the welfare of working animals. Our outreach efforts aim to educate the public about the essential roles that working animals play in society.

13. Work-Life Balance and Wellbeing

- We understand that the well-being of our team members is critical to achieving our mission. We prioritize work-life balance by providing a supportive work environment that fosters personal health, professional growth, and job satisfaction.
- We are dedicated to maintaining a workplace culture that values well-being, encourages resilience, and supports the mental and physical health of all our members.

14. Accessibility and Inclusivity

- We are committed to making our services, resources, and information accessible to all individuals, regardless of their background or abilities. We provide materials in various formats, including community language translations, easy English, AUSLAN, and assistive technologies.
- By removing barriers to access, we aim to empower individuals from diverse backgrounds and abilities to fully participate in the working animal community. This inclusivity fosters an environment where everyone can contribute and benefit from the resources and opportunities available.

As a member of WAFA, we commit to upholding these values in all our actions and interactions within the working animal community. By embodying these principles, we can collectively enhance the welfare of working animals, support their human partners, and ensure a future where working animals are valued, respected, and cared for in every aspect of their lives. Together, we will create lasting positive change for working animals across Australia.

Together, we uphold this charter to ensure that every human and animal in Australia is treated with respect, dignity, and compassion.

Document Control

Version	Date	Author	Change Description	Approved By
V1.1	30/04/2025	V. Solomon	Initial	