BIAZA 2020 ANNUAL REPORT

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BIAZA Council, Committees and Staff 2020

BIAZA OFFICERS AND COMMITTEE CHAIRS

Chair
Dr C. Schwitzer, Dublin Zoo
Vice-Chair
Mr D. Richardson
Honorary Treasurer
Mr M. Bird
Chair Membership & Licensing Committee
Dr B. Carroll

Chair Living Collections Committee
Mr M. Bushell, Bristol Zoo Gardens
Chair Field Conservation Committee
Dr A. Bowkett, Wild Planet Trust
Chair Research Committee
Dr K. Pullen, Wild Planet Trust
Chair Conservation Education Committee
Mrs N. Bridge, National Marine Aquarium
Chair Mission Enabling Committee
Mr J. Christon, Chester Zoo

Council

Mr G. Batters, Zoological Society of East Anglia
Dr J. Cretney, Marwell Zoo
Dr L. Dickie, Jersey Zoo
Mrs K. Duke, The Deep
Professor D. Field, Royal Zoological Society of Scotland
Mr S. McKeown, Fota Wildlife Park
Mr T. Morphew, Folly Farm
Mrs C. Rugg, Wild Planet Trust
Ms P. Smout, Hawk Conservancy Trust
Mrs L. Whitnall, Paradise Wildlife Park

Associate Representative - Ms T. Hill
BVA Representative - Dr SJ. Smith

BIAZA Office

Dr M. Willemsen – Chief Executive Officer (until 2020)
Mrs N. Needham – Joint Acting Director
Dr C. Tatchley – Joint Acting Director
Mrs A. Blatherwick – Membership Officer
Ms F. Lawrence-Thompson – Projects and Administration Officer
Mr E. Asamoa - Financial Controller
Mr J. Pullen – Accreditation Development Officer (until 2020)
Ms A. Murphy, Communications and Public Affairs Manager (until 2020)
Mr A. Hall, Senior Officer for Communications and Public Affairs (from 2020)

Membership & Licensing Committee (MLC)

Dr B. Carroll (Chair)
Mr M. Bird (BIAZA Honorary Treasurer)
Mrs K. Duke – The Deep
Mr B. Lawrence – co-opted member
Mr S. McKeown – Fota Wildlife Park
Mr D. Richardson (BIAZA Vice-Chair)
Ms P. Smout – Hawk Conservancy Trust
Ms R. Willers – Shepreth Wildlife Park
Dr SJ. Smith – BVA representative

Living Collections Committee (LCC)

Mr M. Bushell (Chair) – Bristol Zoo Gardens
Mr Z. Showell (Vice-Chair/Co-Chair Records Working Group) – Shaldon Wildlife Trust
Mr J. Mackie (Co-Chair Animal Behaviour & Training Working Group) – ZSL London Zoo
Ms K. Wilkins (Co-Chair Animal Behaviour & Training Working Group) – Yorkshire Wildlife Park (from 2020)
Mr J. Robson (Chair Aquarium Working Group) – SEA LIFE London
Mr R. Brown (Co-Chair Bird Working Group) – Marwell Zoo
Mr G. Ward (Co-Chair Bird Working Group) – ZSL
Mr M. Webb (Chair Mammal Working Group) – ZSL Whipsnade Zoo
Mr S. Seiffert (Chair Plant Working Group) – ZSL
Ms H. Jenkins (Co-Chair Records Working Group) – ZSL (until 2020)
Ms L. Ball (Co-Chair Records Working Group) – Chester Zoo (from 2020)
Mr I. Gill (Chair Reptile & Amphibian Working Group) – Chester Zoo
Ms L. Lane (Chair Terrestrial Invertebrate Working Group) – Askham Bryan Wildlife and Conservation Park
Dr P. Dobbs (Chair Veterinary Focus Group) – Twycross Zoo
Ms J. Harley (Research Champion) – Tayto Park

Field Conservation Committee (FCC)

Dr A. Bowkett (Chair) – Wild Planet Trust
Dr C. Murn (Vice-Chair) – Hawk Conservancy Trust
Mr S. Wilson (Vice-Chair) – Chester Zoo (until 2020)
Dr T. Hamston (Chair Native Species Working Group) – Wild Planet Trust (until 2020)
Mr J. Brereton (Chair Native Species Working Group) – Sparsholt College (from 2020)
Ms C. Barton – Chester Zoo
Mr J. Dawson – Durrell Wildlife Conservation Trust
Dr G. McCabe – Bristol Zoo Gardens
Ms L. Miller – Twycross Zoo (until 2020)
Ms R. Moore – Colchester Zoo
Dr A. Marshall – University of Sunshine Coast, co-opted member
Dr K. Mileham – IUCN, co-opted member
Mr C. Sturdy – City College Norwich, co-opted member (from 2020)
Mrs O. Walter – IZVG, co-opted member

Research Committee (RC)

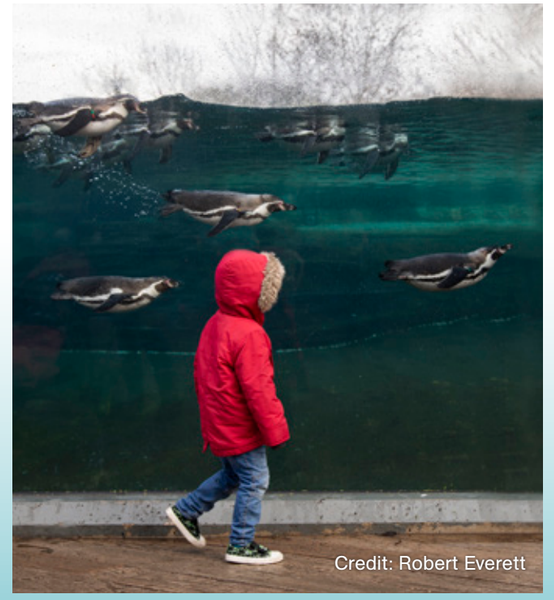
Dr K. Pullen (Chair) – Wild Planet Trust
Dr P. Rose (Vice-Chair) – Sparsholt College
Dr F. Clark – Bristol Zoo Gardens
Dr S. Dow – Bristol Zoo Gardens
Ms A. Ferguson – ZSL London Zoo
Ms D. Free – Marwell Zoo
Ms K. McDonald – West Midland Safari Park
Dr J. Newbolt – Wild Planet Trust Paignton Zoo (until 2020)
Ms F. Patel – Twycross Zoo (until 2020)
Mr L. Rowden – ZSL London Zoo
Dr L. Williams – Chester Zoo
Ms L. Bell – Myerscough College, co-opted member
Dr S. Hill – University of Chester, co-opted member
Dr C. Michaels – ZSL London Zoo, co-opted member

Conservation Education Committee (CEC)

Ms N. Bridge (Chair) – National Marine Aquarium
Ms N. Mallott (Co-Vice-Chair) – Knowsley Safari
Mr BJ. McCubbin (Co-Vice Chair) – Hanwell Zoo
Ms C. Addison (South West Region) – Wild Planet Trust Paignton Zoo (until 2020)
Ms J. Bancroft – Yorkshire Wildlife Park
Ms N. Buckley (Middle and Eastern Region) – Chester Zoo
Dr N. Burke (Irish Region) – Galway Atlantaquaria
Mr G. Groizard (Northern Region) – The Deep
Mrs C. Jonas – Dartmoor Zoological Park
Mr A. Welsh (Far North Region) – Five Sisters Zoo
Mr C. Stevenson (Southern Region) – Crocodiles of the World
Ms L. Fox – Gloucestershire Wildlife Trust, co-opted member
Dr S. Thomas – Auckland Zoo, co-opted member

Mission Enabling Committee (MEC)

Mr J. Christon (Chair) – Chester Zoo
Mr R. Morris (Chair Built Environment Working Group) – Knowsley Safari
Mr S. Mannie (Chair Commercial & Guest Services Working Group) – Marwell Zoo
Mr P. Simmons (Co-Chair Communications Working Group) – Marwell Zoo (until 2020)
Ms B. Leach (Co-Chair Communications Working Group) – The Deep (until 2020)
Ms E. Kershaw (Chair Environmental Impact & Sustainability Working Group) – Bristol Zoo Gardens (until 2020)
Mr I. Stacey (Chair Health & Safety Working Group) – ZSL London Zoo (until 2020)
Ms J. Trigwell (Co-Chair Health & Safety Working Group) – ZSL London Zoo (from 2020)
Ms P. Miles (Co-Chair Health & Safety Working Group) – Chessington Zoo (from 2020)
Ms F. Evans (Acting Chair Human Resources & Organisational Development Working Group) – ZSL (until 2020)
Mr D. Craven (Chair Volunteer Managers Working Group) – Jersey Zoo


Credit: Robert Everett

Our Vision - *To be a powerful force in the care and conservation of the natural world*

Our Mission - *BIAZA is a professional organisation which represents its members and promotes the values of good zoos and aquariums. It leads and supports its members to:*

- *inspire people to help conserve the natural world*
- *participate in effective co-operative conservation programmes*
- *deliver the highest quality environmental education, training and research*
- *achieve the highest standards of animal care and welfare in zoos, aquariums and in the wild*

BIAZA is a member of:

Conservation Planning Specialist Group **CPSG**
Global Information Serving Conservation **SPECIES 360**
European Association of Zoos and Aquaria **EAZA**
World Association of Zoos and Aquariums **WAZA**
International Union for Conservation of Nature **IUCN**

Credit: Louise Larcombe

Dr Christoph Schwitzer

Chair of Council

BIAZA Chair's Report 2020

Much has been said and written about the historic challenges of 2020. It was a year that brought a global pandemic unprecedented in our lifetimes, causing more than 130,000 deaths across the nations that are home to our community, grinding our national economies to a halt and limiting the civil liberties we had taken for granted for so long. The vast majority of BIAZA member zoos and aquariums were forced to close during three consecutive lockdowns, in the spring and autumn of 2020 and in the winter of 2020/21. Sadly, following the first lockdown, one of our members Wild Planet Trust Living Coasts announced it would not be reopening. In England, zoos were only permitted to open fully (including indoor areas, shops and cafés) on 38 days since the first lockdown started. In Ireland, Dublin Zoo was closed on 242 days between 10 March 2020 and 26 April 2021, and our member aquariums suffered even longer closures. This resulted in the most dramatic decline in visitor numbers that any of us had ever experienced – visits to BIAZA collections almost exactly halved year-on-year, from 35.7m in 2019 to 17.7m in 2020. The impact on our members' revenues was equally dramatic, with average revenue losses of £2m and seven collections reporting income reductions of more than £10m compared to the previous year. As a result, most zoos and aquariums had no choice but to reduce their mission-related activities significantly, with particularly severe effects on conservation education (84% decline in taught session visits year-on-year), research (-43%) and conservation projects (-27%). Sadly, almost 90% of our members had to furlough staff, and more than 1,000 colleagues across our community lost their jobs or had their hours cut, including almost 100 zoo educators. I wish all of them well and hope that many will find employment in our sector again when the financial situation of zoos and aquariums improves.

But 2020 certainly was not all doom and gloom. In every challenge also lies an opportunity, as they say. The pandemic highlighted, rather impressively, the enormous relevance that zoos and aquariums enjoy among the British and Irish public and in politics – both as quality days out that connect people to nature and provide that little piece of normality in these strange times, and as conservation hubs that must survive this crisis in order to ensure species survival. The unwavering public support for zoos and aquariums manifested itself in the extremely generous donations from the British and Irish public to many of our members' fundraising campaigns during closure.

The pandemic year also demonstrated how very resilient our community is in the face of adversity. Often on very short notice, our members completely reinvented the way they were operating across areas as diverse as ticket sales, visitor flow across sites, biosecurity, as well as retail and catering. BIAZA itself rose to the challenge, transforming itself within a matter of days and re-prioritising its operations to focus on public affairs, political lobbying and daily communication with our members. We set up a Public Affairs Working Group, as well as task forces on permanent closure of collections and on zoo and aquarium reopening, producing and updating significant amounts of guidance for our members and for government departments. Our political lobbying helped to secure major sector-specific government support in England, Scotland and Ireland. It was heartening to see how professionally our association worked together and how well our members supported each other in this crisis. I am incredibly grateful to all those who freely gave their time and expertise to achieve some truly incredible outcomes, a few of which I want to highlight here:

The Living Collections Committee ran eight virtual conferences for its working groups and established the new Domestics Focus Group. The Field Conservation Committee launched BIAZA's new Field Conservation Guidelines. The Research Committee ran a virtual conference in July that reached many more people than could ever attend in person. The Conservation Education Committee held numerous informal networking and update meetings to support educators, both working and furloughed, and developed resources to support members to adapt education and engagement methods for use under Covid-19 safety measures. The Environmental Impact & Sustainability Working Group completed the Sustainability Guidelines. The Health & Safety Working Group completed the BIAZA Health and Safety Guidelines. And last but not least, the Communications Working Group created the excellent #YourZoosNeedYou winter campaign video.

The BIAZA Office also saw some significant changes in 2020. Dr Madelon Willemsen resigned from her position as CEO after she had sadly lost her husband earlier in the year. I thank Madelon for her short but significant contribution to the Association. While we were recruiting for a new CEO, BIAZA's two senior managers, Nicky Needham and Dr Cerian Tatchley, took up the roles of Joint Acting Directors and provided very capable interim leadership. We also welcomed Andy Hall as our new Senior Officer for Communications and Public Affairs. Thank you to the entire BIAZA Office team for their dedicated service to our community during this challenging year.

I am grateful to all members of Council and to the members of the Committees and Working Groups for their time and commitment given to BIAZA in 2020. Particular thanks go to our Vice-Chair, Douglas Richardson, and to the Chairs of the Membership & Licensing Committee, Dr Bryan Carroll, and the Mission Enabling Committee, Jamie Christon, who devoted significant extra time to help steer the Association in the absence of a CEO and while the Chair of Council moved institutions. The challenges of 2020 have provided a powerful illustration of how important, and indeed vital, BIAZA's work as a strong (cross-)national association is for the zoo and aquarium sector in the UK and Ireland. I look forward to a robust and sustained recovery of all our community's activities in 2021!

BIAZA Office Report 2020

To echo the words of the Chair, 2020 was an unprecedented year for zoos and aquariums. The combined effect of differing regulations and timetables within the national & devolved governments required constant vigilance from the Office, with the lack of clarity and, at times, conflicting rules adding challenge for our team.

BIAZA Office

There were a lot of changes in the Office. Early in the year, Aliide Murphy, Communications and Public Affairs Manager, moved on. We were lucky to be quickly joined by Andy Hall, Senior Officer for Communications and Public Affairs, who is developing a stronger political strategy as we continue to work to ensure zoo and aquarium needs are met through this challenging period.

As the first lockdown began, the Office moved to working from home. Alex Blatherwick and Frankie Lawrence-Thompson were briefly furloughed and the fixed-term contract for John Pullen, Accreditation Development Officer, came to an end. Following several months working from Australia CEO Dr Madelon Willemsen resigned and Dr Cerian Tatchley and Nicky Needham were named Joint Acting Directors to oversee BIAZA in the interim until a new CEO could be appointed.

Membership

In 2020, despite disruption to committee meetings, we welcomed two new Provisional Members. 2020 also saw a simplification of the Basic Associate application process by reducing the number of required sponsors and expansion of Corporate Associate sponsors to include members of EAZA, AZA, ZAA and CAZA.

Committees and Working Groups

In March, all Committees and Working Groups moved from holding in-person meetings to online meetings.

Several new groups were established including the Public Affairs Working Group (PAWG), the Legislation Focus Group (within Records Working Group) and Domestics Focus Group (within Mammal Working Group).

The achievements of the Committees and Working Groups, including those highlighted by the Chair, are listed in the Committee pages which follow this report.

Conferences and workshops

The 2020 Annual Conference was cancelled and the AGM held virtually in September. There were no Council positions up for election. Despite not being able to hold the gala dinner we did celebrate 58 awards including 16 bronze, 23 silver and 16 gold. Beau-Jensen McCubbin was awarded Rising Star and John Partridge and Jo Limmer were awarded Outstanding Achievement.

While a lot of events were cancelled or postponed some Committee and Working Group Conferences were held online, vastly increasing their reach, including the Research Conference, National Aquarium Conference and Conservation Education Committee Conference.

Multi-stakeholder groups

In 2020 the Great Ape Welfare group focused on the outcomes of their previous research (a survey of facilities and management practices and comprehensive captive and wild literature reviews for each great ape species) and on setting strategic objectives.

Credit: Emily Phillips

Credit: Susan Lees

The Elephant Welfare group focused on analysing the data provided by the elephant holding collections and writing their 10-year report to Government. This faced delays due to Covid-19 but considerable progress was made and the report will be presented to Defra in 2021.

New collaborations

2020 was a year of new collaborations, working with like-minded associations to share the latest updates and advice, meeting people including ALVA, ASVA, Tourism Alliance, Visit Britain and NFAN. We hope that we will continue to grow these relationships and position our members at the core of the best visitor attraction and conservation networks.

Political activity

This year relationships were formed and expanded with key Government departments and Ministers in UK and Ireland as we lobbied the highest levels of Government to give zoos, aquariums and safari parks a path through this unprecedented pandemic. Zoos were mentioned hundreds of times in UK parliament and consistently noted by senior ministers (including the Prime Minister) when announcing Covid-19 restrictions.

This increased focus led to unprecedented support packages from Government including: a £100 million Zoo Support Fund and Zoo Animals Fund in England; the Scottish Zoo and Aquarium Animal Welfare Fund in Scotland; and a fund that benefited every zoo licence holder in Ireland. We also secured earlier reopening dates in summer and an exception for zoos in England under tier 4 restrictions in winter.

As well as Covid-19 we have also spent significant amounts of time in discussion with Government on topics such as Brexit and Avian influenza, and contributed to consultations on primates as pets, forest risk commodities and trophy hunting.

The All-Party Parliamentary Group for Zoos and Aquariums held several meetings and expanded their membership. Their support writing open letters and personally lobbying ministers has been invaluable. With their help we achieved one of the longest and best attended adjournment debates in parliament. The APPG also helped forge important new relationships for BIAZA with the ICCF, CIEEM, National Trust and Wildlife Trusts. A new Cross-party Group for Zoos and Animal Attractions was established in the Welsh Senedd and has created a pro-zoo caucus.

Communications

The year started with monthly newsletters, but due to rapidly changing restrictions we began sending daily updates to our members with the latest Covid-19 news, funding links and other vital information. After four months of daily updates we switched to ad hoc updates alongside the new-look weekly BIAZA BiteSize newsletter.

Highlights this year include the #YourZoosNeedYou and #BIAZABrightSide campaigns and the winter campaign video. We achieved consistent press coverage in collaboration with our members including on BBC news, radio, TV broadcasts, national newspapers and more.

Moving Forward

In 2021 we aim to build on and consolidate our new relationships and networks to support members in their Covid recovery. With the leadership of new CEO Dr Jo Judge we will review the BIAZA strategy so that we remain at the forefront of conservation.

Sincere thanks to Committee and Working Group members, and staff members from zoos and aquariums who have volunteered their time and expertise to help support BIAZA and facilitate our work in the Office, through such a challenging year.

BIAZA 2020 ANNUAL REPORT

Credit: Niall Owen

Mike Bird

Honorary Treasurer

Treasurer's Report

Finance & Resources

All of our members have been unable to open to visitors for several months due to the coronavirus pandemic in 2020. With this in mind, the Trustees decided to reduce subscription fees by 50%. The Trustees also took action to restrict all expenditure to the minimum, within any contractual obligations in order to ensure that we would have sufficient reserves to continue operating well into 2021.

Total income from membership for the year was £213,483, a decrease of £205,557 from the previous year. The low levels of membership income, down by £183,176 as a result of the major reduction in subscription fees agreed by the Trustees, were further exacerbated by Restricted Fund income reducing by £22,381. Income from other activities at £22,164 showed a small increase of £618 against 2019.

Expenditure was lower than in the previous year by £152,355. There have been savings in staff costs, as a result of not having a CEO for the full year and some savings in protecting jobs by utilising the government Coronavirus Job Retention Scheme. The staff levels were maintained in order to represent our members as strongly as possible in informing and seeking assistance from the national governments on behalf of our members and in keeping our members advised of all the support and assistance that has been available. In addition, all other costs were cut to the bare minimum so that administration expenditure was kept to a minimum level. There was an increase of £13,632 in the application of restricted funds which have all been used in line with the purposes for which they were founded.

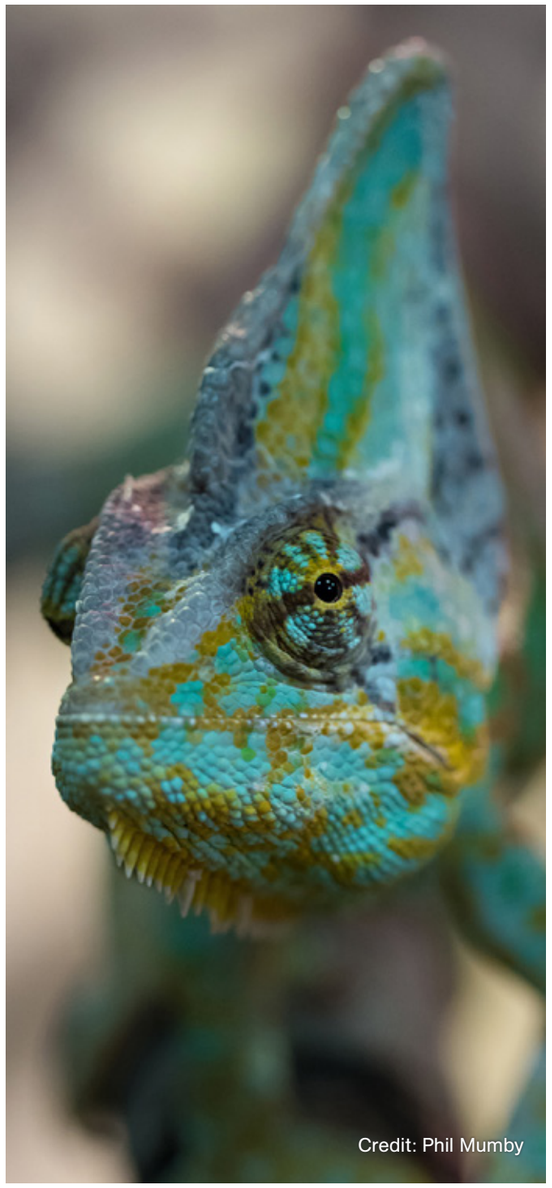
The Association has utilised £96,042 unrestricted reserves in order to maintain staffing levels to support our members during the crisis, leaving £311,431 of unrestricted reserves, and as at the commencement of 2021 holds reserves to cover ten months' operating expenses.

Restricted fund reserves have reduced by £22,368 to £52,888. These reserves will continue to be utilised as appropriate.

I am proud to say that our staff and officers have achieved coverage of a vast amount of work in the interests of the members and in promoting the zoo community at large and in making representations to the governments within limited resources and funding.

The diligence with which the team controls spending means that the unrestricted reserves at the end of 2020 are within the constraints of our policy to keep a minimum of six months' expenditure as reserves.

The Trustees will continue to review income, expenditure and reserves until our members are able to operate at pre-pandemic activity levels and as we develop our strategy for moving forward.



Credit: Phil Mumby

Credit: Roisin Maddison

Dr Bryan Carroll

Chair

Committee Reports

Membership & Licensing Committee

Overview 2020

As with every aspect of life, the Covid-19 pandemic affected the working of the Membership & Licensing Committee. During the first lockdown, we made the decision to focus on absolutely essential work only to allow BIAZA office staff to adjust to the demands of the pandemic and while key staff members were furloughed. Although we were able to hold our meetings, we have been hampered by being unable to undertake visits to collections. This has affected mentors being able to work with Provisional Members and also our ability to undertake investigations into the small number of complaints received. Work on the membership accreditation scheme has been suspended and will be reviewed in 2021.

Status and Changes in Membership

	31/12/19	31/12/20	+/-
Full Members	117	117	+1/-1
Provisional Members	5	6	+2/-1
Accredited Associates	10	10	0
Basic Associates	14	11	-3
Professional Associates	18	19	+2/-1
Honorary Associates	32	33	+1
Corporate Associates	48	51	+6/-3
Educational Associates	10	10	0
Educational Associates with Animals	1	3	+2
Under Construction Associates	0	0	0

Achievements from 2020

- New members:
  - Moved to Full Membership - Wild Zoological Park
  - Provisional Member – Plantasia and Fenn Bell Conservation Project
  - Corporate Associate – Allsorted Ltd, CLM Services Ltd, Crossborder Animal Services, Finch Consulting, Tantonite and Zooscapes
  - Educational Associate with Animals - Bede's Senior School and North Lindsey College
  - Professional Associate – Neil Forbes and Matt Haworth
  - Honorary Associate – Dave Coles
- Held three virtual meetings to continue supporting the membership, upholding standards, and accepting new members even during lockdown
- Simplified the Basic Associate application process by reducing the number of required sponsors and expanded Corporate Associate sponsors to include members of EAZA, AZA and CAZA

Aims for 2021

- Develop mentoring and inspection training
- Review the accreditation scheme

Credit: Rick Newton

Mark Bushell

Chair

Committee Reports

Living Collections Committee

Achievements from 2020

- Ran eight virtual conferences for our working groups
- Began a widescale process of review of BIAZA husbandry resources
- Established the Domestics Focus Group, currently part of the Mammal Working Group

Aims for 2021

- Produce Close Contact Guidelines
- Produce Ethical Acquisition and Disposition Guidelines
- Continue the process of review of online husbandry resources
- Update the BIAZA Animal Transfer Policy

Credit: Matt Lissimore

Dr Andrew Bowkett

Chair

Committee Reports

Field Conservation Committee

Achievements from 2020

- Ran a successful Conservation Conference jointly with Native Species Working Group with the theme of rewilding
- Launched new Field Conservation Guidelines
- Native Species Working Group summarised extensive data on wild species recorded in zoological gardens

Aims for 2021

- Support development of conservation objectives for new BIAZA strategy
- Integrate good conservation practice into BIAZA policy framework
- Run a virtual Native Species Conference
- Establish a citizen science partnership with Backyard Bio
- Develop a new native species campaign

Credit: Mark Eastment

Dr Kirsten Pullen

Chair

Committee Reports

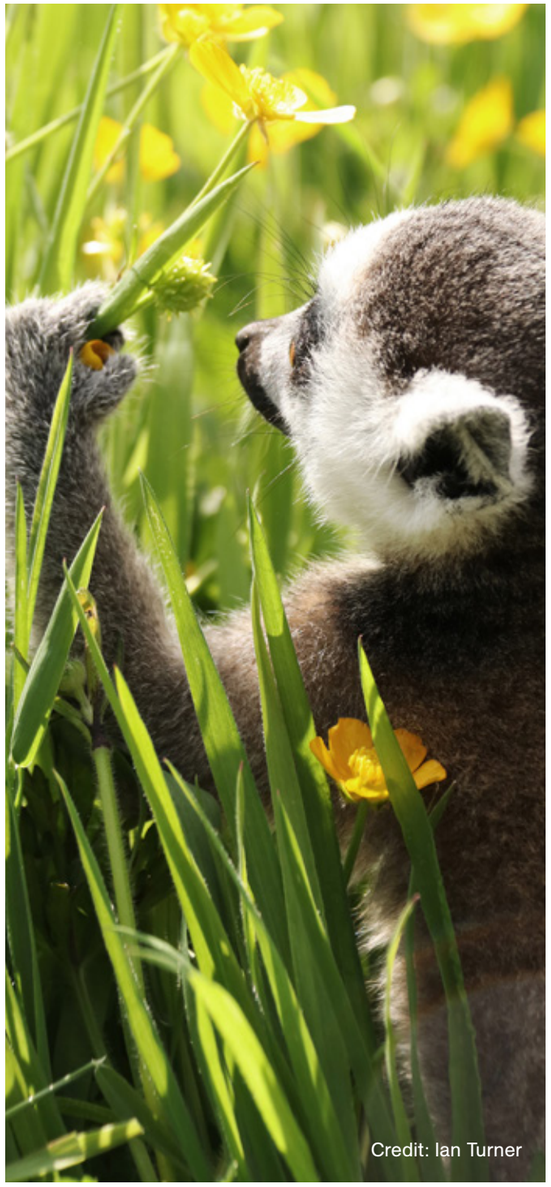
Research Committee

Achievements from 2020

- Ran a virtual conference in July that showcased speakers from the Committee and their research with a live discussion panel
- Continued to develop links with ABWAK and Ratel research summaries
- Enhanced social media presence utilising Facebook Live to expand reach to a wider audience
- Continued to support high quality zoo research through the research support process - 23 reviewed of which 12 were approved including PhDs, Masters and Undergraduate studies
- Held an Animal Welfare Working Group workshop at Tayto Park in January 2020 to explain the benefits of welfare assessment and the practicalities of using the BIAZA Welfare Assessment Tool
- Updated research priorities on the BIAZA website
- Continued communication with Working Groups via Research Liaison officers and engagement at virtual meetings including the Mammal Working Group online conference and the Reptile & Amphibian Working Group (RAWG) conference
- RAWG conference included the bicolour poison frog research project part coordinated by Research Liaison. RAWG Vet Focus Group was updated with additional information from more cases, and the Lighting Focus Group coordinator began developing tools for future research projects on this area of herptile care

Aims for 2021

- Run a conference of submitted talks and invited speakers over two days in July 2021
- Review of the role of research within BIAZA strategy
- Enact changes to membership and recruit new members for vacant positions
- Continue to develop ABWAK links and Ratel research summaries
- Increase dialogue and communication with Working Groups, to ensure active Committee involvement through Research Liaisons
- Review uptake and usage of Welfare Assessment Toolkit
- Undertake more multi-person Facebook Live broadcasts and host a weekly Facebook Live



Credit: Ian Turner

Credit: Adam Spencer

Nicola Bridge
Chair

Committee Reports

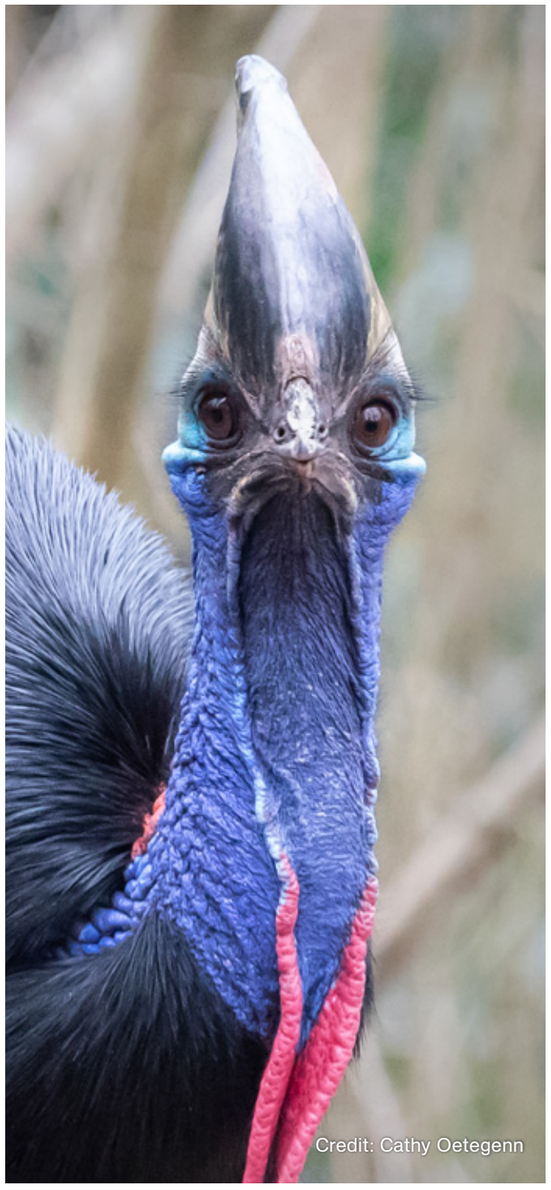
Conservation Education Committee

Achievements from 2020

- Held numerous informal networking and update meetings to support educators, both working and furloughed
- Developed resources to support members to adapt education and engagement methods for use under Covid-19 safety measures
- Delivered a week-long online conference
- Raised money to facilitate a bursary for use in 2022
- Discussed the role of the Zoo Educator, highlighted by individuals' responses to the pandemic, moving to online models, and the effects of furlough
- Engaged members on our Facebook page throughout the year, focusing on morale, working practices, online offerings and development

Aims for 2021

- Support BIAZA strategy development, ensuring that appropriate support for conservation education activities is included
- Facilitate a small collection hybrid 2021 Educators' Conference
- Refine working practices to ensure the Committee is effective in its work for the BIAZA membership
- Increase the visibility of the role of Educators in Zoos and Aquariums



Credit: Cathy Oetegenn

Diploma in the Management of Zoo and Aquarium Animals (DMZAA)

By Sparsholt College

It has been a challenging year for all. Our National Zoo Academy students have faced financial hardship, changes to their employment situations and family concerns – all of which naturally impact on their studies. We developed a suite of innovative practices to manage these exceptional pressures and we have offered flexibility wherever possible. For example, our excellent Regional Coordinators have sought to defer course places, adapt assignment schedules, and facilitate wellbeing support from our professional and expert team.

Induction and Residential Weeks were held online for the first time, with guest speakers and students alike extremely effective at engaging with meetings, chats, interactive resources, discussions and even the online yoga session!

In fact, Inductions worked so well online (and reduced staff removal from collections during the crisis) that this approach is going to be used moving forwards. Residential Week however remains a highly valued face-to-face experience and is already being planned for the next academic year, on campus at Sparsholt's conference facilities.

As lockdown restrictions changed, the National Test in March had to move online too, for candidates not wishing to postpone, and results have been good. The college had early experience of this in 2020 and so we were able to use successful methods again, to set up in March 2021. Completers Summer 2020 achieved 14 passes, 34 merits, 12 distinctions and 2 distinction stars.

Our previously named 'Volunteer Programme' has been given independent status by City & Guilds and is now called The Level 3 Certificate in the Management of Zoo and Aquarium Animals (CMZAAV). All past and existing students are being transferred to this new achievement code to gain the benefit of a full digital credential from C&G, upon completion. The option to 'Top Up' to the DMZAA qualification remains should a candidate gain paid employment and is in a suitable position to carry out the extra assignments required.

The extensive suite of learning materials is steadily being updated with each manual being reviewed by the relevant BIAZA Working Group for expert and up-to-date adaptation. Following BIAZA's approval, the materials are then being updated on Sparsholt's Virtual Learning Environment ready for September 2021, together with revised assignment briefs.

Sparsholt is also recruiting students for the Zookeeper/Aquarist Apprenticeship and dependent on collections' needs currently this aims to start delivery on 1 June. Having the benefit of experience from the last year, we are now 'pandemic proofing' delivery and offering more online interactions with Industry Experts than previously planned, as well as face-to-face and independent guided learning.

Credit: Charlie Wylie

Credit: David Roberts

Jamie Christon
Chair

Committee Reports
Mission Enabling Committee

Environmental Impact & Sustainability Working Group

Achievements from 2020

- Competed the Sustainability Guidelines
- Input into the UK government consultation on forest risk commodities

Aims for 2021

- Focus on carbon in advance of COP26. Aim to see more members measuring their carbon footprint and committing to carbon reduction/net zero and those members with spare land considering nature-based solutions and carbon sequestration
- Explore opportunities with the UK Roundtable on sustainable palm oil and sustainable soya, WWF and EFECA to help progress the animal feed industry in sourcing sustainable deforestation-free commodities

Volunteer Managers Working Group

Achievements from 2020

- Continued meeting online to inform, support and share information throughout 2020
- Supported volunteer managers and coordinators to plan for reopening, plan for volunteers' activities remotely and prepare for volunteers returning

Aims for 2021

- Continue to provide opportunities for volunteering issues and themes to be discussed on a regular basis
- Explore new opportunities to pool our resources (such as training for volunteers) through Facebook, BIAZA website and apps to provide tools for our members to develop and build on

Commercial & Guest Services Working Group

Achievements from 2020

- Provided an accessible support network to members and the wider BIAZA community to help plan for an environment which was very much not business as usual
- Held virtual meetings in May, July and November discussing interpretation of the regulations and methods of practical application including on-line ticketing, hygiene, social distancing, experiences, commercial operations and management of members/pass holders

Health & Safety Working Group

Achievements from 2020

- Completed the BIAZA Health and Safety Guidelines

Communications Working Group

Achievements from 2020

- Created an interim communications strategy to manage a period of change for BIAZA communications
- Created a #YourZoosNeedYou winter campaign video

Aims for 2021

- Feed into the BIAZA strategy
- Manage the formation of new working groups with dedicated focuses

Credit: Ben Pascoe

BIAZA Members and Associates 2020

Full Members

Africa Alive!
Alameda Wildlife Conservation Park
Amazon World
Amazona
Amazonia
Ardmore Open Farm
Askham Bryan Wildlife and Conservation Park
Banham Zoo
Battersea Park Children's Zoo
Beale Wildlife Park
Becky Falls Woodland Park
Belfast Zoological Gardens
Berkshire College of Agriculture
Birdworld
Birmingham Wildlife Conservation Park
Blackpool Zoo
Blair Drummond Safari Park
Blue Planet Aquarium
Bristol Zoo Gardens
Calderglen Country Park Zoo
Camperdown Wildlife Centre
Chessington World of Adventures
Chester Zoo
Colchester Zoo
Combe Martin Wildlife and Dinosaur Park
Crocodiles of the World
Curraghs Wildlife Park
Dartmoor Zoological Park
Deep Sea World
Dingle Oceanworld Aquarium
Drayton Manor Zoo
Drusillas Park
Dublin Zoo
Dudley Zoo & Castle
Exmoor Zoological Park
Exploris Aquarium
Five Sisters Zoo
Flamingo Land
Folly Farm
Fota Wildlife Park
Galway Atlantaquaria
Gauntlet Birds of Prey, Eagle and Vulture Park
Golders Hill Park Zoo
Hanwell Zoo
Harewood Bird Garden
Hawk Conservancy Trust
Hobbledown
International Centre for Birds of Prey
Isle of Wight Zoo
Jersey Zoo
Jimmy's Farm & Wildlife Park
Kirkleatham Owl Centre
Knowsley Safari
Lake District Coast Aquarium
Lake District Wildlife Park
Lakeland Wildlife Oasis
Lakes Aquarium
Linton Zoo Conservation Park
Longleat
Lotherton Wildlife World
Mablethorpe Seal Sanctuary
Manor Wildlife Park
Marwell Zoo
National Marine Aquarium
New Forest Wildlife Park
Noah's Ark Zoo Farm
Northumberland College Zoo
Oceanarium
Old MacDonald's Farm
Paradise Wildlife Park
Peak Wildlife Park
Pensthorpe
Raptor Foundation
Reaseheath Mini Zoo
RZSS Edinburgh Zoo
RZSS Highland Wildlife Park
Sealife Adventure
SEA LIFE Centre Weymouth
SEA LIFE Great Yarmouth
SEA LIFE London
Secret Valley Wildlife Park
Shaldon Wildlife Trust
Shepreth Wildlife Park
Sparsholt College Hampshire
Tayto Park
The Big Cat Sanctuary (Wildlife Heritage Foundation)
The Deep
The Living Rainforest
The Scottish Deer Centre
Thrigby Hall Wildlife Gardens
Tilgate Nature Centre
Trentham Monkey Forest
Tropical Butterfly House
Tropical World
Tropical World @ Alcorns
Tropiquaria Zoo
Twycross Zoo
Welsh Mountain Zoo
West Midland Safari Park
Wild Planet Trust Living Coasts (until 2020)
Wild Planet Trust Newquay Zoo
Wild Planet Trust Paignton Zoo
Wild Zoological Park (from 2020)
Wildwood Trust
Williamson Park
Wingham Wildlife Park
Woburn Safari Park
Woodside Wildlife Park
WWT Arundel
WWT Castle Espie
WWT Llanelli Wetland Centre
WWT London Wetland Centre
WWT Martin Mere
WWT Slimbridge
WWT Washington
Yorkshire Wildlife Park
ZSL London Zoo
ZSL Whipsnade Zoo

Provisional Members

Fenn Bell Conservation Project (from 2020)
Northumberland Country Zoo
Oaklands College Habitat
Plantasia (from 2020)
Ponderosa Zoo
Wild Discovery
Wild Zoological Park (moved to Full Members in 2020)

Credit: Daniel Kane

Associate Members

Accredited Associates

Blackler, Antony Lawrence MBE
Chalmers-Watson, Keith
Ford, Matthew
Gow, Derek
Hill, Terri
Limmer, Jo
McAlpine, Lady Judy
Palmieri, Ed
Wisniewski, Louise
Zoolokal

Professional Associates

Bourne, Debra
Burton, John
Consorte-Mcrea, Adriana
Cracknell, Jon (until 2020)
Forbes, Neil (from 2020)
Green, John Richard
Haworth, Matt (from 2020)
Hunt, David
Lambert, Jeff
Nevin, Tony R.
O'Donovan, Declan
Pankhurst, Sheila
Pellet, Sarah
Regan, John
Ryder-Davies, Philip
Scott, Peter
Suddock, Peter
Trim, Steven Anthony
Webster, Chris
Williamson, Andrew

Basic Associates

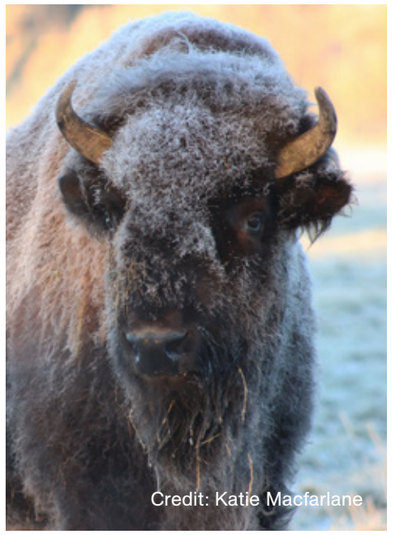
Bailey, James (until 2020)
Beveridge, Andy
Bradshaw, R. S. (until 2020)
Dale-Tunnicliffe, Dr Sue
Ellis, Ivan
Fransen, Sally
Gough, Christopher
Hartley, Andy (until 2020)
Harvey, Graham John
Ridgway, Mark
Sheppard, David
Sheridan, Anthony
Smith, Ray
Tuson, Karen

Honorary Associates

Adams, John
Baines, Frances
Beer, Andy
Bertram, Dr Brian
Bird, Mike
Blossom, Joe
Bone, Sir Drummond
Brambell, Dr Michael
Carroll, Dr Bryan
Challis, Mark
Coles, Dave (from 2020)
Cooper, Prof John E.
Cranbrook, The Earl of
Gipps, Dr Jo OBE
Goodall, Brig. Steve E. M.
Greed, Geoffrey
Hayward, John
Hosey, Geoff
Lawrence, Bob
Lucas, Prof Grenville OBE
Mallinson, Jeremy OBE
Manton, Victor J. A. OBE
Meyrick, Ian
Moore, Dr Terry
Muchmore, Ian
O'Dell, Clive
Olney, Peter J. S. MBE
Parry-Jones, Jemima MBE
Potter, Rosemary
Reid, Prof Gordon MacGregor
Stevens, Peter
Stevenson, Dr Miranda OBE
Wheater, Prof Roger J. OBE

Corporate Associates

1-2-1 (Animal Handling) Products Ltd
AIVAF Ltd
Alan Bishop Themeworks
Allsorted Ltd (from 2020)
Aquamax
Aquarium Technology Ltd
Arthur J Gallagher (until 2020)
AXA XL, a division of AXA
Chapman Zoo Consultancy
CLM Services Ltd (from 2020)
Coast (Toast Communications)
Crew
Crossborder Animal Services (from 2020)
Cubo
DCR Theming
Delphis Eco
DigiTickets
DRG Consulting
Drink Natural
Finch Consulting (from 2020)
Fools Paradise (until 2020)
Fordingbridge
Haith's Pro
HJ Lea Oakes
HMJ Design
Intelligent Mobile
International Zoo Veterinary Group
James Rowlands
JCS Livestock
Kay Elliot Architects
Lorica Leisure
Lycetts
Marine Nutrition
McL Projects Ltd
Medimark
MK40 Architects
M+M Welding and Fabrication Ltd


Credit: Katie Macfarlane

Nautilus
North Herts Surfacing
Pareto FM
Ray Hole Architects
Riverside Garden Centre
RPS Planning & Development
Safe 4 Solutions
Sam Cole Food Group
Sandy Barton Media
Spillaway Projects (until 2020)
Tantonite (from 2020)
Timberplay Ltd
Vennersys Systems & Services Ltd
Wild Republic Retail
Zooprofis
Zooscapes (from 2020)
Zootech UK

Educational Associates

Anglia Ruskin University, Environmental Biology
Bede's Senior School (from 2020)
Bishop Burton College
Botanic Gardens Education Network (BGEN)
Chester University, Dept of Biological Sciences
Cornwall College Newquay, Centre for Applied Zoology
Edinburgh University, College of Medicine and Veterinary Medicine
The Frozen Ark Project
North Lindsey College (from 2020)
Nottingham Trent University, Dept of Animal, Rural & Environmental Sciences
SGS College
Species 360
Writtle College, School of Equine and Animal Science

BIAZA

2020

ANNUAL REPORT

Credit: Alma Leaper

BIAZA

2020

ANNUAL REPORT

The British & Irish Association of Zoos and Aquariums

(A Company Limited by Guarantee)

Financial Statements and Council of Association Report
For the year ended 31 December 2020

Credit: Robyn Youdan

BIAZA
BRITISH & IRISH ASSOCIATION OF ZOOS & AQUARIUMS

The British & Irish Association of Zoos and Aquariums

(A Company Limited by Guarantee)

Financial Statements and Council of Association Report

For the year ended 31 December 2020

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Financial Statements

For the year ended 31 December 2020

Chair of Council of the Association	Dr C. Schwitzer
Vice Chairman of Council of the Association	Mr D. Richardson
Treasurer of Council of the Association	Mr M. Bird
Executive Director	Dr M. Willemsen (From 14 June 2019 to 6 June 2020)
(Acting) Joint Executive Director	Mrs N. Needham (From 15 June 2020 to 8 February 2021)
(Acting) Joint Executive Director	Dr C. Tatchley (From 15 June 2020 to 8 February 2021)
Executive Director	Dr J. Judge (From 8 February 2021)
Company number	6789783
Charity numbers	1128168 (England and Wales) SC040783 (Scotland)
Registered Office	Regent's Park London NW1 4RY
Independent Examiner	S. Francis-Joseph FCCA Anthony Joseph & Co Limited Chartered Certified Accountants & Statutory Auditors Business & Technology Centre Bessemer Drive Stevenage Herts. SG1 2DX
Principal address	Regent's Park London NW1 4RY
Website Address	www.biaza.org.uk
Bankers	CAF Bank Ltd and Barclays Bank Plc

Council of the Association's Report

Financial statements for the year ended 31 December 2020

The Council of the Association present their report and the financial statements for the year ended 31 December 2020 which have been prepared to meet the requirements for a director's report and financial statements for Companies Act 2006. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Legal and administrative details

The British & Irish Association of Zoos and Aquariums is a charitable company limited by guarantee and registered in England and Wales and governed by its Memorandum and Articles of Association. The Council of the Association are also the Trustees of the Charity, and the Board of Directors of the Company. The Charitable Company was incorporated on 13 January 2009 and commenced its operations on 1 February 2009. Prior to these dates the activities of the organisation were carried out by an unincorporated charity. On commencement of the charitable company's operations, all of the assets, liabilities and activities of the unincorporated charity were transferred to this charitable company to enable the organisation to carry out its objectives.

Statement of Council of the Association's responsibilities

The members of the Council (who are also directors of BIAZA for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations. Company Law requires the Council to prepare financial statements for each financial year. Under that law the Council must prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Council must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing these financial statements the Council is required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

The Council is responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Council is responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Council confirm that they have properly discharged their responsibilities in accordance with the above.

Objectives

The British & Irish Association of Zoos and Aquariums (BIAZA) is a conservation, education and scientific wildlife charity, representing the interests of 122 zoological and wildlife collections; it is the umbrella organisation for the responsible zoo community in Britain and Ireland.

The Association was first established as an unincorporated charitable organization in 1966, out of a mutual desire to see sound principles of animal management and codes of practice widely adopted within the zoo community throughout the British Isles.

The Association and its members participate in cooperative conservation and education work, particularly through coordinated conservation breeding programmes for endangered and threatened species of animal – known as *ex situ* conservation – and through the provision of valuable support for habitat and species conservation in the wild, known as *in situ* conservation.

Furthermore, the Association has also sought to improve welfare standards amongst its membership as new scientific information and animal husbandry techniques have become available. It also plays a significant role in reviewing zoo licensing, working closely with the Zoos Expert Committee (a Defra advisory body); a process to which it is pleased to contribute its expertise and experience.

In furtherance of its objects the charity is affiliated to the following organisations:

- European Association of Zoos and Aquaria (EAZA)
- World Association of Zoos and Aquariums (WAZA)
- Conservation Planning Specialist Group (CPSG)
- International Union for the Conservation of Nature (IUCN)

The members of the Council continue to carry out the Association's aims for the public benefit within the definition of its objectives and the Charity Commission's guidance on Charity Trustees public benefit duties. As illustrated by this and the annexed annual report, the members of the Council have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

Activities and achievements

During this unprecedented year BIAZA has continued to support its members to uphold the highest standards of animal welfare and undertake vital conservation, education and research work. In 2020 BIAZA members; delivered education sessions for more than 190,000 children and students, supported more than 700 research projects and 600 conservation projects, and contributed more than £36 million to conservation.

The Living Collections Committee began a widescale review of BIAZA husbandry resources and established the Domestics Focus Group and Legislation Focus Group. New Field Conservation Guidelines were launched by the Field Conservation Committee. The Environmental Impact & Sustainability Working Group competed the BIAZA Sustainability Guidelines. The Health & Safety Working Group completed the BIAZA Health and Safety Guidelines. The Research Committee and Conservation Education Committee enhanced their social media presence to reach a wider audience and provide a support network. Work to develop a BIAZA member accreditation framework was suspended.

The Association continues to work collaboratively with EAZA, WAZA and the IUCN to achieve conservation goals. In 2020 new working relationships were established with the Association of Leading Visitor Attractions (ALVA), Association of Scottish Visitor Attractions (ASVA), Tourism Alliance, Visit Britain and the National Farm Attractions Network (NFAN) to share the latest updates and advice.

BIAZA continued its work as the professional body representing zoos in discussions with Defra and APHA on Brexit and Avian influenza. The Association has consulted at national and EU level on primates as pets, forest risk commodities and trophy hunting and has continued to work with the All-Party Parliamentary Group for Zoos and Aquariums to keep MPs engaged and informed. A new Cross-party Group for Zoos and Animal Attractions was established in the Welsh Senedd.

The Association expanded its public affairs work, establishing a Public Affairs Working Group and lobbying the highest levels of Government for unprecedented support packages including a £100 million Zoo Animals Fund. Communication campaigns #YourZoosNeedYou and #BIAZABrightSide achieved consistent press coverage in collaboration with our members highlighting the vital work of zoos and aquariums.

The Annual Report and one edition of the newsletter BIAZA News were produced. Monthly e-newsletter, BIAZA BiteSize, became weekly supplemented with daily updates at the height of the pandemic. The Annual Conference was postponed and the AGM held virtually. Full details are in the Annual Report.

Financial Overview

The total Incoming Resources for the period amounted to £236,125 (2019: £442,177). Of this amount £213,483 (2019: £419,040) was derived from membership income, which is the principal funding source of the organisation. Amounts received from events in the year was £22,164 (2019: £21,546). Investment income representing income from bank interest received was £388 (2019: £991). Details to this are in Note 2 on page 34 of the accounts. The reduction in Incoming Resources is due to the Council's decision to reduce the membership income to 50% of the previous year's fees. This is to take into account the effect of the COVID-19 situation which has had a significant impact on the members' income.

The total Resources Expended in the year (in furtherance of the organisation's objectives) amounted to £354,535 (2019: £506,890). Of this amount £262,291 (2019: £366,590) related to expenditure in respect of (Direct) Charitable Activities, £1,650 (2019: £3,250) for Governance Costs and £90,594 (2019: £137,050) spent for Management and Administrative expenses. Details to this are in Note 3 on page 35 of the accounts.

The net result of the above amounted to an excess of expenditure over income in the year in the sum of £118,410 (2019: £64,713). All of this resulting in a balance of funds carried forward (after transfers) of £364,319 (2019: £482,729).

Reserves policy

Council has agreed a reserves policy, in the light of the current and future needs of the charity, to keep a minimum of six months expenditure as reserves, with every effort being made to keep the reserves higher than this. At 31 December 2020 the unrestricted fund reserves amounted £311,431 against the projected annual unrestricted fund expenditure of £363,066, which is approximately ten months' worth of expenditure. As detailed in the accounting policies note, Council has considered material uncertainties in respect of the organisation's status as a going concern and have concluded that there are no material uncertainties that affect the organisation's status as a going concern. The period covered in this review is 12 months from the date of the annual report.

Risk management

The Council of the Association have examined the significant risks to which the charity is exposed, and are satisfied that systems are in place or are being introduced to monitor and control these risks and to mitigate any impact they may have on the charity. The key risk to the organisation relates to advisory services to members covering operational procedures and guidelines. The procedures in place ensure the clarity of documentation and advice provided.

Council of the Association's Report

For the year ended 31 December 2020

Council of the Association

Council members are elected by the full membership via ballot at the Annual General Meeting, as per the Memorandum and Articles of Association. Council members considered for election to serve in the Council should have, as a pre-requisite the relevant skills and experience to further the organisation's objectives. The Council is the governing and decision making body of the Association. The Council of the Association members set out in the table below have held office during the whole of the period from 1 January 2020 to the date of this report unless otherwise stated.

Council

Dublin Zoo	Dr C. Schwitzer	Chair
Independent	Mr D. Richardson	Vice-Chair
	Mr M. Bird	Hon. Treasurer
	Dr J.B. Carroll	Chair Membership & Licensing Committee
Wild Planet Trust	Dr A. Bowkett	Chair Field Conservation Committee
Chester Zoo	Mr J. Christon	Chair Mission Enabling Committee
National Marine Aquarium	Mrs N. Bridge	Chair Conservation Education Committee
Wild Planet Trust	Dr K. Pullen	Chair Research Committee
Bristol Zoo Gardens	Mr M. Bushell	Chair Living Collections Committee
ZSEA Banham Zoo	Mr G. Batters	
Wild Planet Trust	Mrs C. Rugg	
The Deep	Mrs K. Duke	
Paradise Wildlife Park	Mrs L. Whitnall	
Fota Wildlife Park	Mr S. McKeown	
Jersey Zoo	Dr L. Dickie	
Folly Farm	Mr T. Morphew	
Hawk Conservancy Trust	Ms P. Smout	
Associate Representative	Ms T. Hill	
Marwell Wildlife	Dr J. Cretney	
ZSEA Africa Alive!/RZSS	Professor D. Field	
BVA Representative	Dr S. J. Smith	

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

Approved by the Council of the Association on 21 May 2021 and signed on their behalf by:

Council Member

Dr. C. Schwitzer, Chair of Council

The British & Irish Association of Zoos and Aquariums
Financial Statement 2020

Independent Examiner's Report

To the Council of the British & Irish Association of Zoos and Aquariums for the year ended 31 December 2020

I report to the Council (who are also Directors for the purpose of company law) on my examination of the financial statements of The British & Irish Association of Zoos and Aquariums ('the charitable company') for the year ended 31 December 2020 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's Council, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's Council those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's Council as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the Council of charitable company, you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the financial statements of the charitable company are not required to be audited under Part 16 of the Act and are eligible for independent examination, I report in respect of my examination of the charitable company's financial statements carried out under section 145 of the Charities Act 2011 ('the 2011 Act') and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently, I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- accounting records were not kept in respect of the charitable company as required by section 386 of the 2006 Act; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the financial statements give a 'true and fair view which is not a matter considered as part of an independent examination; or
- the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

S. Francis-Joseph FCCA

Anthony Joseph & Co. Limited

Chartered Certified Accountants

Stevenage, Herts. SG1 2DX

Date: 2021

Credit: Markus Wilder

Statement of Financial Activities (including Income & Expenditure Account)

For the year ended 31 December 2020

	Note	Unrestricted Fund £	Restricted Fund £	2020 Total £	2019 Total £
Income					
Donations		90	-	90	600
Income from charitable activities:					
Membership Income	2	200,419	13,064	213,483	419,040
Income from activities	2	22,164		22,164	21,546
Investment Income:					
Bank interest		388	-	388	991
		223,061	13,064	236,125	442,177
Expenditure					
Expenditure on charitable activities:					
Delivery of activities and services	3	319,103	35,432	354,535	506,890
Total expenditure		319,103	35,432	354,535	506,890
Net Income / Expenditure		(96,042)	(22,368)	(118,410)	(64,713)
Total Funds Brought Forward at 1 January 2020	11	407,473	75,256	482,729	547,442
Total Funds Carried Forward at 31 December 2020	11	311,431	52,888	364,319	482,729

The notes on pages 32 to 41 form part of these accounts.

The British & Irish Association of Zoos and Aquariums
Financial Statement 2020

Balance Sheet

As at 31 December 2020

	Notes	£	2020 £	£	2019 £
Fixed Assets	8		12,524		16,183
Current Assets					
Debtors	9	802	-	38,755	-
Cash at Bank and in Hand		371,238	-	477,255	-
		372,040	-	516,010	-
Current Liabilities					
Creditors falling due in one year	10	20,245	-	49,464	-
Net Current Assets		-	351,795	-	466,546
Net assets		-	364,319	-	482,729
Represented by:					
Unrestricted fund	11	-	311,431	-	407,473
Restricted fund	11	-	52,888	-	75,256
Total Funds	11	-	364,319	-	482,729

For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These financial statements are prepared in accordance with the special provisions applicable to companies subject to the small companies regime.

The financial statements on pages 30 to 41 were authorized for issue by the Council of the Association on 21 May 2021 and were signed on its behalf by:

Dr. C. Schwitzer- Chair of Council

M. Bird – Hon. Treasurer

The notes on pages 32 to 41 form part of these accounts.

The British & Irish Association of Zoos and Aquariums
Financial Statement 2020

Notes to the financial statements

For the year ended 31 December 2020

1 Accounting policies

The principal accounting policies adopted in the preparation of the financial statements are as follows:

(a) Basis of preparation

The financial statements have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable to UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP) FRS102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognized at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

In preparing the financial statements the council members have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102, the restatement of comparative items was required. After due consideration, it was concluded that no restatement of the comparatives was required.

The financial statements have been prepared on a going concern basis. In arriving at this conclusion the council members have taken into account any material uncertainties that may affect the charity's ability to continue as a going concern. Council has concluded that there are no uncertainties that affect the charity's ability to continue as a going concern. The period covered by this assessment is at a minimum twelve months from the date of the approval of the accounts.

The charity has taken advantage of the exemption, not to prepare a Statement of Cash Flows as conferred by FRS 102 (September 2015 version) and Bulletin 1.

(b) Incoming resources

As for most elements of incoming resources, donations are recognized when received. However, membership subscriptions are accounted for in the year to which they relate.

Investment income is recognized on a receivable basis.

(c) Resources expended

Expenditure is recognized on an accrual basis as a liability is incurred and is reported as part of the expenditure to which it relates.

- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on the basis which is derived from the staff costs associated with each activity as follows:

Communication & Publicity	10%
Conservation and management	35%
Education	10%
Membership services	15%
Management and administration	30%

(d) Depreciation

Depreciation is provided on all tangible fixed assets at the following rates:

Furniture and fittings	25% on written down value basis
Computer and electronic equipment	25% on written down value basis

Capitalization of items of a fixed asset nature is based on the nature of the expenditure.

(e) Taxation status

The Association is registered for VAT. The Association produces literature, principally to its own members, in accordance with its objective to encourage the proper care of wild animals in captivity. HM Revenue & Customs have accepted that there is not a liability to tax on any surplus which may be generated by this activity.

(f) Pensions

The charity operates a defined contribution scheme. The pension charge recorded in the accounts is the amount of contributions payable in the accounting year.

(g) Fund accounting

Unrestricted funds comprise the accumulated reserves of the charity. They are available for use at the discretion of the council in furtherance of the general objectives of the charity. Designated funds are also unrestricted funds, but represent funds set aside for a specific purpose by the council. Transfers between funds are carried out only on the Board's approval.

Restricted funds are not unrestricted funds, they represent funds that are to be used for a specific purpose.

(h) Debtors

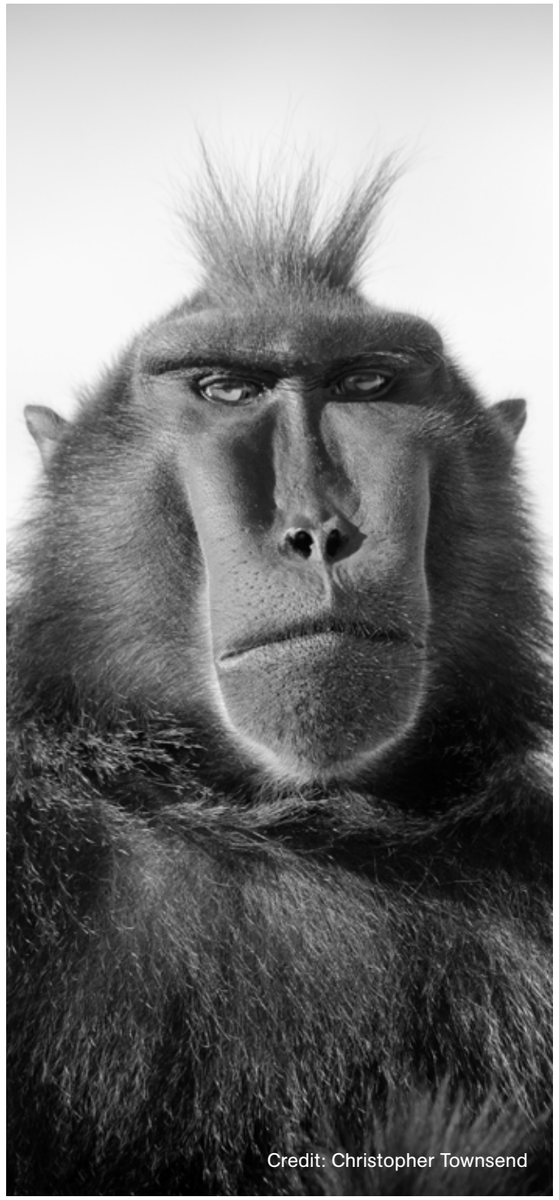
Trade and other debtors are recognized at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

(i) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments in deposits or similar accounts.

(j) Creditors and provisions

Creditors and provisions are recognized where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognized at their settlement amount after allowing for any trade discounts due.



Credit: Christopher Townsend

Notes to the financial statements

For the year ended 31 December 2020

2 Income from charitable activities

		2020 £	2019 £
Membership Income:			
Associate Members Subscriptions	- Unrestricted	16,739	15,393
Non Associate Members Subscriptions	- Unrestricted	183,680	368,202
Non Members Fees	- Unrestricted	-	-
Other Membership Services	- Restricted	13,064	35,445
		213,483	419,040

Income from other activities: Unrestricted

	2020 £	2019 £
Parliamentary Reception	-	-
Promotions	2,988	13,892
Annual Conference	-	-
Corporate Sponsorship	1,300	5,400
Management Fees	14,400	-
Miscellaneous Income	3,476	2,254
	22,164	21,546

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For the year ended 31 December 2020

3 Charitable Activities

	Communication & Publicity £	Conservation & Animal Management £	Education £	Membership Services- Unrestricted/ Designated £	Membership Services- Restricted £	2020 Total £	2019 Total £
Unrestricted							
Staff Costs	24,284	84,993	24,284	57,710		191,271	212,021
Grants and Donations (Note 6)	-	-	-	-		-	5,000
Conservation Support & Research Costs (Note 6)	-	2,690	-	-		2,690	30,500
Premises Expenses	628	2,198	628	942		4,396	3,699
General Office Expenses	260	911	260	391		1,822	3,035
Ref. Materials, Publicity, PR etc	388	3,701	-	-		4,089	20,898
Depreciation	408	1,427	408	611		2,854	3,013
Computer and Website support costs	502	1,756	502	752		3,512	8,849
Travel, Subsistence & Subscriptions	827	4,324	827	1,240		7,218	31,631
Events, Promotions & Conferences	85	-	2,552	-		2,637	7,586
Exhibition Costs	-	-	-	-		-	17,550
Recruitment Costs	865	3,028	865	1,298		6,056	-
Consultancy	-	-	-	-		-	-
Governance Costs (Refer Note 4)	231	841	231	347		1650	3,250
Support Costs (Refer Note 5)	12,956	45,297	12,956	19,385		90,594	137,050
Other Costs	47	149	47	71		314	1,008
Designated & Restricted							
Specific member services:							
- Restricted (Refer Note 11)					35,432	35,432	21,800
- Designated		-				-	-
	41,481	151,315	43,560	82,747	35,432	354,535	506,890

Notes to the financial statements

For the year ended 31 December 2020

4 Governance Costs - Unrestricted

	2020 £	2019 £
Consultancy Fees	-	-
Independent Examiners Fee/Auditors Remuneration	1,650	3,250
	1,650	3,250

5 Management & Administrative Costs - Unrestricted

Management and Administration - Staff Costs	72,851	90,866
Premises Costs	1,884	1,585
General Office Expenses	826	1,623
Depreciation	1,223	1,292
Bank Charges	303	376
Training Costs	75	1,802
Recruitment Costs	2,595	8,215
Computer and Website Support Costs	1,505	3,793
Other Costs	3,332	7,339
Consultancy Fees	6,000	20,159
	90,594	137,050

6 Conservation Support & Research Costs

The Conservation Support & Research Costs includes costs relating to the 'Grab That Gap 2020' awards in the year totalling £382. Also, an amount of £2,308 was awarded to Delft University of Technology for a graduate project.

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Notes to the financial statements

For the year ended 31 December 2020

7 Staff costs

	2020 £	2019 £
Salaries	228,592	266,387
Social security	19,738	21,232
	248,330	287,619
Pension contribution	15,792	15,268
	264,122	302,887

The number of employees receiving total employment benefits of more than £60,000 are as follows:	2020 No.	2019 No.
£60,000 - £70,000	-	-

The average number of employees during the period was 7 (2019: 7). This being categorized into: Management & Administration – 3 (2019: 2), Conservation & Animal Management – 2 (2019: 2) and Communications & Members Services – 2 (2019: 3). Both the payroll and pension costs are allocated to activities in the proportions as detailed in accounting policies note and are wholly charged to unrestricted funds. The pay for all members of staff are reviewed annually and set/increased as appropriate with agreed levels at the finance panel meeting of the Council.

The council members were not paid or received any other benefit from the charity, neither were they reimbursed expenses during the year (2019: Nil). No council member received payment for professional or other services supplied to the charity (2019: Nil).

The key management personnel of the charity, comprise the council members and the Chief Executive Officers. The total employee benefits of the key management personnel of the charity were £55,406 (2019: £81,510).

Notes to the financial statements

For the year ended 31 December 2020

8 Fixed Assets

	Fixtures & Fittings £	Plant & Equipment £	Total £
Cost			
At 1 January 2020	635	28,542	29,177
Additions in the year	-	417	417
At 31 December 2020	635	28,959	29,594
Accumulated depreciation			
At 1 January 2020	441	12,553	12,994
Charge for the period	49	4,027	4,076
At 31 December 2020	490	16,580	17,070
Net Book Value			
At 31 December 2020	145	12,379	12,524
At 31 December 2019	194	15,989	16,183

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Notes to the financial statements

For the year ended 31 December 2020

9 Debtors

	2020 £	2019 £
Trade Debtors	503	32,009
Other Debtors	-	1,563
Prepayments and Accrued Income	299	5,183
	802	38,755

10 Creditors

	2020 £	2019 £
Trade Creditors	2,560	14,659
Other Taxation and Social Security	14,623	18,901
Other Creditors	1,562	1,804
Accruals and Deferred Income	1,500	14,100
	20,245	49,464

Notes to the financial statements

For the year ended 31 December 2020

11 Restricted funds

	Balance at 1 January 2020 £	Movement in year: Incoming Resources/ Transfers £	Movement in year: Resources Expended/ Transfers £	Restricted Funds: Balance at 31 December 2020 £
Zoo Animal Management Course	30,004	-	14,800	15,204
Elephant Project	10,885	6,000	8,781	8,104
World Land Trust	168	1,500	-	1,668
Aquariums Fund	15,327	-	5,871	9,456
Working Group Funds	13,949	4,332	4,509	13,772
Conservation Conference Fund	4,923	-	1,354	3,569
Great Ape Welfare Group	-	1,132	117	1,015
Conservation Education Committee	-	100	-	100
	75,256	13,064	35,432	52,888

Unrestricted and Designated Funds

	Balance at 1 January 2020	Incoming Resources	Resources Expended/ Transfers	Balance at 31 December 2020
Unrestricted Funds	407,473	223,061	319,103	311,431
	407,473	223,061	319,103	311,431
Total Funds				**364,319**

The Great Ape Welfare group (GAWg) is a partnership between BIAZA and the University of Birmingham, which brings together zoo practitioners, researchers of wild and captive great apes and representatives of great-ape-related welfare, regulatory and government organisations to define best practice in great ape welfare, celebrate current successes, and to work together to generate tangible evidence-based improvements in welfare, husbandry and policy inter-linked with conservation and research.

The Zoo Animal Management Course (Diploma in the Management of Zoo and Aquarium Animals) fund is set up to further the educational objectives of the charity. The Elephant Project represents donations from Member collections holding elephants for elephant welfare research. The Aquariums Fund is money collected from non-BIAZA aquarium members and is used for an aquatic project; the NSWG fund is for native species work; and the Working Group Funds is funds held for other BIAZA Working Groups. The World Land Trust is money donated by members to the BIAZA conservation projects overseas in partnership with the World Land Trust. The Conservation Conference Fund was set up to provide funding for the conference costs

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For the year ended 31 December 2020

12 Net assets held by funds

	Unrestricted Fund £	Designated Fund £	Restricted Funds £	2020 Total £
Fixed assets	12,524			12,524
Cash at bank and in hand	318,350		52,888	371,238
Other net current assets/(liabilities)	(19,443)			(19,443)
	311,431		52,888	364,319

13 Financial commitments and contingent liabilities

There were no financial commitments nor contingent liabilities at the year ended 31 December 2020.

The British & Irish Association of Zoos and Aquariums

Financial Statement 2020

BIAZA

2020

ANNUAL REPORT

Credit: Phil Mumby

Cover: Thao Whipping Frogs
Eleanor Stobbart
Paignton Zoo

FORDINGBRIDGE
inspiring design + build

With the effects of the pandemic having wide-reaching impact through the BIAZA community, Fordingbridge have assisted wherever possible.

Last April, we launched our "Home Learning Page"; a free tool specifically for BIAZA members to promote their Education and Zoo-To-You marketing opportunities to a country of children learning from home. We promoted this through our social media channels, company website and directly through our network of the thousands of schools we work with for canopy installations across the UK.

We did this to drive engagement for your organisations and assist in your fundraising efforts. We would hope that many of these virtual-learners and teachers have now become physical visitors upon reopening.

Fordingbridge can also help drive revenue; using our in-house design team to manufacture and install canopies for covered dining/viewing areas to negate 'rainy day' ticket slumps, and create statement, sustainable buildings to enhance animal welfare and visitor experience.

Like you, we are passionate about what we do, striving to exceed client expectations and deliver beyond the brief. We would love to work in partnership with your attraction to provide an exciting addition for your visitors throughout the year.

E: info@fordingbridge.co.uk . T: 01243 554455 . W: www.fordingbridge.co.uk

BIAZA
BRITISH & IRISH ASSOCIATION OF ZOOS & AQUARIUMS

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Registered Office Regent's Park, London NW1 4RY. Registered Charity Number 1128168 and SC040783 (Scotland).

Published by **Coast Agency** www.coast.agency