Cover: Stephen Corran

Curraghs Wildlife Park

BIAZA 2021 ANNUAL REPORT

BIAZA
BRITISH & IRISH ASSOCIATION OF ZOOS & AQUARIUMS

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

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Credit: Matthew Lissimore

Dr Christoph Schwitzer

Chair of Council

BIAZA Chair's Report 2021

At the end of last year's report, I said that I was looking forward to a robust and sustained recovery of all our community's activities after the significant challenges imposed by global events in 2020. I am pleased to say that 2021 indeed saw a strong rebound across BIAZA's membership, once zoos and aquariums were permitted to reopen after the lockdown early in the year. Our members again showed remarkable resilience and flexibility in dealing with periods of closure and continuing limitations on various aspects of their operations. The BIAZA Office kept on top of all legislative and guidance changes that were introduced throughout the year, and continued to advise members of their implications for the sector in all our jurisdictions – certainly no small feat, and I am extraordinarily grateful to the entire Office team, who since February 2021 have been under the able leadership of Dr Jo Judge.

Visitor numbers to our members increased from a low of 17.7m in 2020 to 25.1m in 2021 – a good result considering almost four months of forced closure, but still some way off the 35.7m visitors that flocked to British and Irish zoos and aquariums in 2019. The number of research projects conducted by our members increased by 60% from the year before to 1,186 and was thus only 10% lower than before the pandemic. Likewise, with 792, the number of conservation projects that our members supported in 2021 was just 8% shy of 2019, with a total conservation spend of £26.5m actually exceeding pre-pandemic levels. Unfortunately, the same cannot yet be said for the education work of British and Irish zoos and aquariums – while the number of formal education sessions went up by almost 130,000 year on year, it was still 74% lower than in 2019, as face-to-face sessions continued to suffer from public health restrictions. However, numbers of education staff employed by our members increased by 24% in 2021, as zoos and aquariums were gearing up for the return of school groups and other learners.

Most of the work of BIAZA's Committees and Working Groups continued to be done virtually throughout the year. I would like to thank all Committee and Working Group Chairs and members, who once again donated their time and expertise so generously to our Association. Their achievements were plentiful, and as usual, I am only highlighting a select few here:

The Membership & Licensing Committee was able to resume its collection visits, and its very effective mentorship programme helped three Provisional Members to attain Full Member status. Overall, BIAZA's membership grew by 14 across the various categories. The Living Collections Committee ran no less than five virtual conferences for its various Working Groups and also continued with a large-scale review of BIAZA's animal husbandry resources. Likewise, the Field Conservation Committee ran a successful virtual native species conference, developed a new Conservation Policy and supported the new BIAZA Strategy with the development of conservation objectives.

The Research Committee reviewed 32 applications through the research support process, of which 17 were issued with letters of support. It also ran a two-day virtual conference. The Animal Welfare Working Group launched the Events Toolkit and continued work on new welfare toolkit chapters. The Conservation Education Committee held a virtual conference, restarted its regional meetings and fundraised for a bursary scheme. The Mission Enabling Committee, kindly supported by Prof. David Field as Interim Chair throughout the year, carried out several significant tasks through its different working groups. To give but one example, the Environmental Impact & Sustainability Working Group ran a successful carbon footprint assessment workshop for BIAZA members and developed a new Sustainability Policy. Many of the working groups under the Mission Enabling Committee also provided ad-hoc support to the BIAZA Office, for which their members cannot be thanked enough.

Our lobbying work, spearheaded by the Public Affairs Working Group (PAWG), continued to develop significantly in 2021 beyond the emergency lobbying that was required at the height of events in 2020. During the reporting year, PAWG looked at forthcoming legislative changes with the potential to affect our sector and worked collaboratively with government departments to drive positive change. The Ministers from five different jurisdictions giving welcome addresses at the Annual Conference was testament to the relevance and credibility that BIAZA enjoys among the UK and Irish governments.

Changes to the BIAZA Office team included the arrival of Dr Jo Judge as our new CEO, as already mentioned above. Jo hit the ground running and started putting together a new strategy for BIAZA, which will be put to Council for approval in 2022. I would like to take this opportunity to thank Nicky Needham and Dr Cerian Tatchley for taking on the role of Joint Acting Directors and very capably steering the BIAZA ship through uncharted waters during much of 2020 and into 2021. Thank you also to the entire BIAZA Office team for another year of extraordinary work and dedication.

Lastly, I would like to thank all members of BIAZA Council for their commitment to the Association during 2021. Mike Bird stepped down as BIAZA's Treasurer, an office that he held with energy and enthusiasm for no less than 15 years. He was succeeded by Tom Owen, who took over chairing the Finance & Resources Committee in July. I am particularly grateful to Mike, and to Lynn Whitnall, who stepped down from Council after six years. A warm welcome to Tom, and also to Jamie Christon, who was voted onto Council at the AGM after having already served for a term as Chair of the Mission Enabling Committee.

Yet again, the year 2021 showed how much we can achieve as a community by working together under the BIAZA umbrella, and I am confident that 2022 will be even better!

BIAZA CEO Office Report 2021

Although there was great relief when all BIAZA members were able to reopen all areas by the end of May, the challenges of the Covid-19 pandemic continued for much of 2021. The vast majority of the BIAZA Council, Committee and Working Group efforts continued online and there was an increased focus on public affairs, building on the relationships developed in 2020 and forging new ones with key government departments, influential stakeholders and Ministers in the UK and Ireland.

BIAZA Office

There were some changes in the office during the year. Dr Jo Judge joined as Chief Executive in February, Jo brings her experience of leading another membership organisation, the National Biodiversity Network Trust, and years of experience in wildlife and conservation research. Jo's arrival meant that Dr Cerian Tatchley and Nicky Needham's tenures as Joint Acting Directors came to an end and they returned to their roles as Senior Managers. Cerian and Nicky provided fantastic leadership for the organisation through an incredibly difficult period and we are extremely grateful to them for stepping up in BIAZA's time of need.

Cerian went on maternity leave in March and Betty Tsang joined us as a part-time temporary Admin Assistant in the same month, leaving in September to start a Masters degree at Exeter. Cerian returned from maternity leave in September.

BIAZA's long-term office rental agreement at ZSL London Zoo came to an end in March and we used space at SEA LIFE London Aquarium for in person team meetings on an ad-hoc basis throughout the year when Covid related restrictions allowed.

Credit: Vickie Larkin

Membership

Despite the continued difficulties experienced by the sector in 2021, we welcomed three new Provisional Members and three members moved from Provisional to Full Membership. We also acquired one new Accredited Associate, three new Professional Associates, four new Basic Associates, four new Honorary Associates, six new Corporate Associates and one new Educational Associate.

Committees and Working Groups

The Committees and Working Groups continued their work virtually for the majority of 2021. The Mission Enabling Committee underwent a restructure, a new Health and Safety Networking Forum was established and two major new policies, on conservation and sustainability, were published. More details on the achievements of the Committees and Working Groups are given in the Committee pages that follow this report.

Conferences and workshops

The 2021 Annual Conference, which focussed on the Renewed Relevance of Zoos and Aquariums, was held online in June. Presentations covered topics including societal wellbeing, diversity and inclusion, sustainability and zoonoses. The zoo ministers from five of the nations covered by BIAZA (UK and Ireland) provided video messages. At the AGM, held at the same time, Lynn Whitnall (ZSH) stepped down and Jamie Christon (Chester Zoo) was voted onto Council.

We had 52 nominations across 8 award categories and awarded 18 bronze, 22 silver and 12 golds. We also had a Covid Hero category which recognised the efforts of an individual or group who had gone above and beyond in support of their collection or the BIAZA community during the Covid-19 pandemic. The winners were Brian Curran from Five Sisters Zoo and the BIAZA Office Team along with Chair, Christoph Schwitzer, who were recognised for the fantastic level of support and information they provided throughout the pandemic.

The BIAZA Office hosted a series of lunchtime webinars under the banner of "BIAZA brings you…." covering topics such as staying connected to zoos during covid, education and academic engagement, the value of *ex situ* conservation, accessibility, championing excellence and zookeeper attachment to animals in their care.

Most committees and working groups held successful virtual conferences, which widened the opportunities for attendance and the Records Working Group managed a blended event with part of the conference being held in person at Dudley Zoo.

Well attended regional meetings were also held at Yorkshire Wildlife Park, RZSS Edinburgh Zoo, Trentham Monkey Forest, Noah's Ark Zoo Farm and Jimmy's Farm & Wildlife Park.

Credit: Harriet Sherman

Multi-stakeholder groups

The Chair of the Great Ape Welfare Group, Susannah Thorpe, had to step back due to illness. Daniel Simmonds (ZSL) and Nick Davis (Chester Zoo) took over as Interim Chair and Deputy Chair respectively. The group contributed to the drafting of the new Great Ape appendix to the Secretary of State's Standards for Modern Zoo practice (SSSMZP).

The Elephant Welfare Group spent the early part of the year finalising the 10-year report which was submitted to Defra at the end of June. The group also contributed to the drafting of Appendix 8 of the revised SSSMZP. Technically the group has now fulfilled its remit, however, the future of the group will be determined following the government's response to the 10-year report, expected in 2022.

Political activity

2021 was another busy year with regard to public affairs. The beginning of the year saw continued lobbying around the effects of the Covid-19 pandemic, including securing an extension to the Zoo Animals Fund in England, the extension of the Zoo and Aquarium Animal Welfare Fund and creation of a Zoo and Aquarium Conservation Project Fund in Scotland and further funding for zoos and aquariums in Ireland.

Away from the pandemic, the GB government introduced their Animal Welfare Action Plan, which included two new pieces of legislation with relevance for the zoo and aquarium sector, the Animal Welfare (Kept Animals) Bill and the Animal Welfare (Sentience) Bill. The Kept Animals Bill moves the conservation requirements from the face of the Zoo Licensing Act into the standards and strengthens the power of the SSSMZP by requiring licence holders to "comply with" the standards rather than the current have "regard to". The Kept Animals Bill also includes a ban on the keeping of primates as pets. The Animal Sentience Bill and the Committee that will be set up through it will require that all central government policy making must have all due regard to the sentience of animals, from inception to implementation.

BIAZA successfully lobbied MPs to support the conservation work of good zoos and aquariums, evidenced by several MPs from across the house voicing their support during the second reading of the Kept Animals Bill in the House of Commons. We also gave oral and written evidence to the Committee stage of the Bill and Andrew Rosindell MP (Conservative) and Sarah Champion MP (Labour) jointly tabled three amendments to the Bill on our behalf. The Bill is expected to continue its progress through the Houses of Parliament in 2022.

Additionally, BIAZA continued to liaise with government departments and ministers and shadow ministers across the UK and Ireland on topics including Brexit, Avian Influenza and the Ivory Ban.

The All Party Parliamentary Group (APPG) for Zoos and Aquariums held several meetings, including a site visit to Marwell Zoo. The APPG meetings covered a range of subjects relating to the sector including conservation, the continuing challenges faced as a result of Covid-19, the Kept Animals and Animal Sentience Bills and Brexit. We also coordinated a meeting of the Welsh Cross Party Group for Zoos and Animal Attractions.

BIAZA also responded to JNCC's consultation on the 7th Quinquennial Review of the lists of protected species on Schedules 5 (animals) and 8 (plants) of the Wildlife and Countryside Act, along with joining a consortium of wildlife NGOs led by Froglife to highlight our concerns on the changes proposed.

Communications

We continued providing ad hoc updates to keep members abreast of the changing Covid-19 restrictions and requirements throughout 2021. The weekly BIAZA BiteSize newsletter became our main method of member updates on the full gamut of relevant news.

The #LoveYourZoo campaign returned for another successful year and we collaborated with the Climate Coalition on the Big Green Week Campaign. We worked with a number of our members to promote the "In Your Hands" paper, including producing a short video highlighting the conservation work included in the paper. We also garnered press coverage across national and regional television, radio, newspapers and more on a variety of topics relevant to the sector.

Moving Forward

In 2022 we will be launching our new five-year strategy, with four strategic goals to further our purpose in bringing together our members, driving excellence in animal welfare and conservation, demonstrating the societal value of zoos and aquariums and influencing and shaping animal welfare, conservation and environmental policy across all the nations we encompass.

As always, we are immensely grateful to all our Council, Committee and Working Group members, and staff from across our membership, who volunteer their time and expertise, without whom we would not be able to deliver on our ambitions.

BIAZA 2021 ANNUAL REPORT

Credit: Simon Reynolds

Thomas Owen

Treasurer

Treasurer's Report

Finance & Resources

In my first year as Treasurer, I have been amazed by how the BIAZA team has continued to provide a forum to allow members to receive advice, continued with the provision of special interest forums and specialist working groups, been strong vocal advocates for and promoted the wider zoo and aquarium community at large and forged relationships and made representations to key government bodies and working parties. This has all been achieved while finding a 'new way' to work remotely, with limited access to resources, all within a rapidly changing economic, social, political and regulatory landscape. I am immensely proud of their achievements and continuing dedication during what has been a difficult period for all concerned.

With the majority of our members again unable to open their doors to visitors for several months due to the continuing impact of Covid-19 at the beginning of 2021, the Trustees showed their continuing support by reducing their subscription fees for a second consecutive year. The fees were reduced by 20% (2020: 50%) as member zoos and aquariums emerged from the effects of the pandemic. The Trustees also took action to restrict all expenditure to a minimum, within any contractual obligations, in order to ensure that we would have sufficient reserves to continue operating and deliver on our strategic aims in 2022 and beyond.

Total membership income for the year was £375,507 (2020: £213,483). The increase is a result of the lower discount rate offered in subscription fees agreed by the Trustees. Income from other activities of £12,269 (2020: £22,614) continued to be greatly impacted by Covid-19.

Expenditure of £325,061 was lower than the previous year by £29,474. Alongside savings in staff and recruitment costs, the impact of pandemic restrictions, reduced the capacity of the organisation to deliver on a number of specific member services. However, staff levels were maintained in order to represent our members as strongly as possible in informing and seeking assistance from our national governments on behalf of our members and continually keeping our members advised of all the support and assistance that has been available. All other costs were closely managed to ensure administration expenditure was kept to a minimum. While there was a £20,013 decrease in the application of restricted funds in the year, where expenditure was incurred, it has been used in line with the purpose for which it was founded and will continue to do so.

Despite the challenges faced by the Association and the aforementioned pressure on member income, it has been able to increase unrestricted reserves by £23,093 to £334,524. This provides unrestricted cover for 9 months' operating expenses, which allows us to remain within our policy to maintain a minimum of six months' expenditure as reserves.

While our members emerge from the pandemic, they are now facing new economic headwinds. As such, the Trustees will continue to regularly review income, expenditure and reserves as we move forward with our strategy and deliver for our members.

Credit: Ian Unwin

BIAZA 2021 ANNUAL REPORT

Credit: Charli Ellis

Dr Bryan Carroll

Chair

Committee Reports

Membership & Licensing Committee

Overview 2021

In 2021, the Covid-19 pandemic continued to affect BIAZA, its members and the working of the committee. There were no face-to-face meetings in 2021. Visits to collections became possible, mentors could visit Provisional Members and we were pleased to see three of them elevated to Full Member status. We also saw a further three Provisional Members join BIAZA. I am also pleased to report that overall our membership grew by 14 across the different membership categories.

The membership of the committee changed with Mike Bird stepping down as Treasurer of BIAZA. Mike had served for many years and on behalf of the committee I'd like to thank him for his excellent contributions over those years. In his place we welcome our new Treasurer, Tom Owen.

Status and Changes in Membership

	31/12/20	31/12/21	+/-
Full Members	117	120	+3
Provisional Members	6	6	+3/-3
Accredited Associates	10	11	+1
Basic Associates	11	14	+4/-1
Professional Associates	19	20	+3/-2
Honorary Associates	33	36	+4/-1
Corporate Associates	51	53	+6/-4
Educational Associates	10	10	0
Educational Associates with Animals	3	4	+1
Under Construction Associates	0	0	0

Achievements from 2021

- New members:
  - Provisional Membership: All Things Wild, St Andrews Aquarium, Twinlakes Park
  - Accredited Associate: Andrew Clements
  - Basic Associate: Anna Merrett, Karen Blackport, Stacy Adams, Tracy Dove
  - Corporate Associate: Dearadh Zú, Dino Don Inc., MP Creations, Semantic, Shaping Behaviour, Vision XS
  - Educational Associate (with animals): The ARC Centre
  - Moved to Full Member: Northumberland Country Zoo, Ponderosa Zoo, Wild Discovery
  - Honorary Associate: Mark Pilgrim, Sarah Bird, Simon Tonge, Terry Hornsey
  - Professional Associate: Benjamin Kennedy, Christopher Burton, Fiona Smith

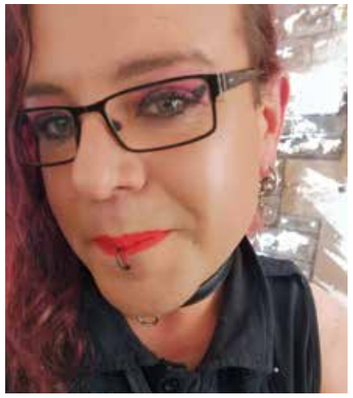
Aims for 2022

- Develop mentoring and inspection training
- Review the accreditation scheme

Credit: Dave Butcher

Melissa Bushell

Chair



Committee Reports

Living Collections Committee

Achievements from 2021

- Ran 5 virtual conferences for our working groups
- Continued with the widescale process of review of BIAZA husbandry resources

Aims for 2022

- 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
- Update BIAZA's Institutional Collection Planning Guidelines
- Support development of strong animal care criteria within BIAZA accreditation process
- Complete emergency response guidance
- Develop guidance for members on carrying out due diligence in working with non-BIAZA/EAZA animal breeders
- Support BIAZA with the consultation on the proposed Standards of Modern Zoo Practice as they relate to animal care and welfare
- Advise on relevant BIAZA accreditation criteria

Credit: Roisin Maddison

Dr Andrew Bowkett

Chair

Committee Reports

Field Conservation Committee

Achievements from 2021

- Supported development of conservation objectives for new BIAZA strategy
- Developed and launched a new BIAZA Conservation Policy
- Ran a successful virtual Native Species Conference

Aims for 2022

- Facilitate members' selection of field conservation projects, through providing guidance on due diligence and access to conservation networks
- Develop a new native species biodiversity sampling campaign to support BIAZA members in recording native species on site
- Support the IUCN Reverse the Red campaign and review the role of BIAZA in the development of a National Species Survival Centre for the UK
- Support BIAZA with the consultation on the proposed Standards of Modern Zoo Practice as they relate to field conservation and subsequently review the BIAZA Conservation Policy
- Plan and deliver a BIAZA Conservation Conference, Native Species Working Group Conference and other events, for the general promotion of biodiversity conservation and to address any training needs
- Support ongoing management of native species studbooks
- Advise on effective conservation-based BIAZA accreditation criteria

Credit: Knowsley Safari

Dr Kirsten Pullen & Dr Paul Rose

Co-Chairs

Committee Reports

Research Committee

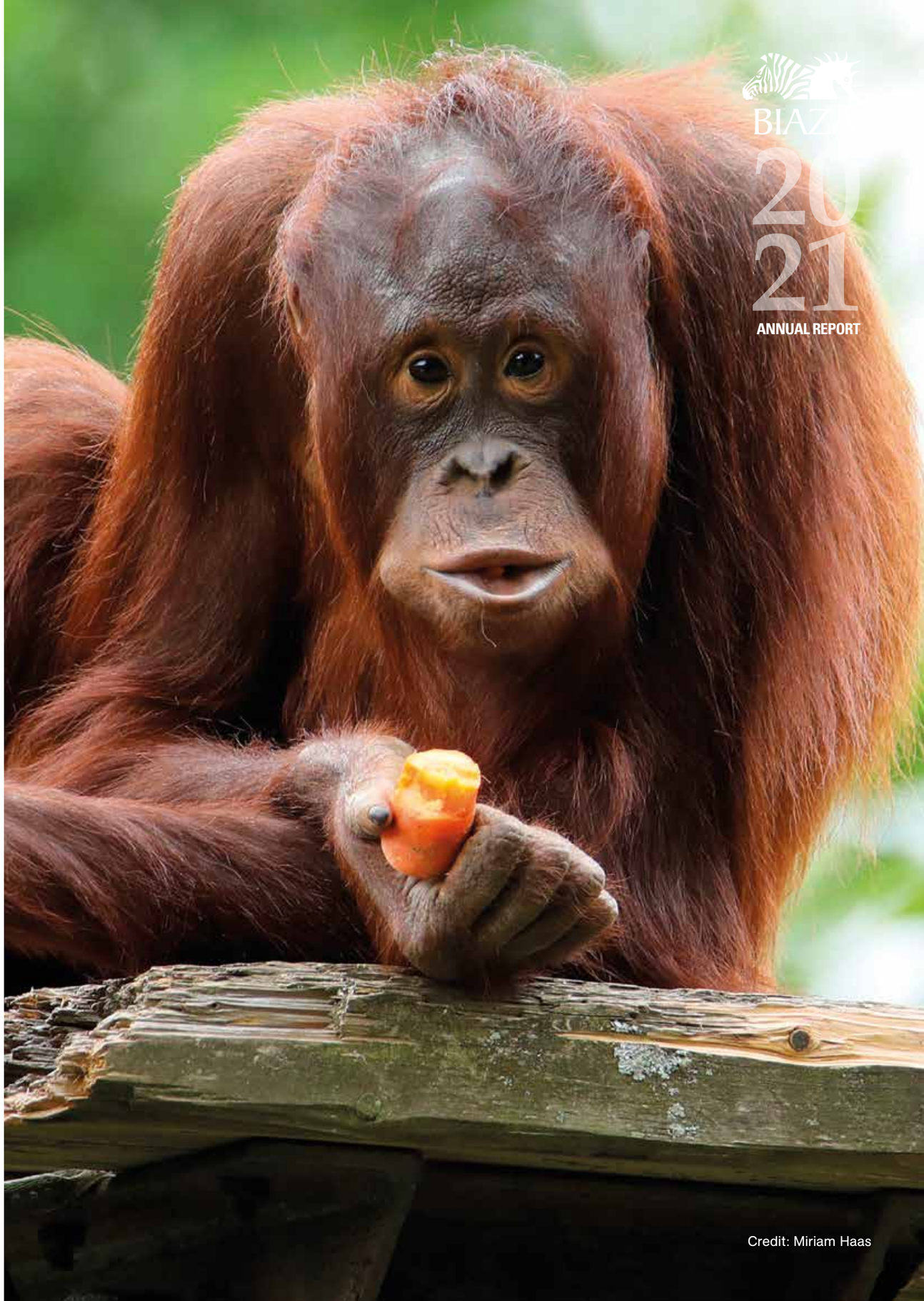
Achievements from 2021

- Supported high quality zoo research through the research support process - 32 reviewed of which 17 were provided with a letter of support including PhD, Masters and Undergraduate level studies
- Ran a virtual conference over two days in July that showcased speakers from the Committee and external, a live discussion panel and social event
- Continued links with ABWAK and Ratel research summaries written by different Committee members
- Continued to use an enhanced social media presence via Facebook Live to expand reach to a wider audience, especially over periods of lockdown
- Continued communication with Working Groups via Research Liaison officers and engagement at virtual meetings
- Presented on opportunities for student research at the Records Group virtual meeting
- Animal Welfare Working Group launched the Events Toolkit, established a Human-Animal Interactions Subgroup and continued work on new welfare toolkit chapters
- Created a project with the Environmental Impact & Sustainability Working Group to investigate resource use of animal enclosures

Aims for 2022

- Run a physical conference of submitted talks and invited speakers over two days in July 2021 at ZSL London Zoo
- Have the summer meeting of the Committee and Engagement Group in person
- Review groups that sit under the Committee, e.g. Nutrition Subgroup.
- Discuss roles for research within BIAZA strategy
- Consider the role of the Research Engagement Group
- Continue to develop ABWAK links and Ratel research summaries
- Increase communication with Working Groups, ensure active involvement through Research Liaisons
- Animal Welfare Working Group to launch new chapters to the Animal Welfare Toolkit including human-animal interactions and quality of life assessments
- Celebrate the 25th anniversary of the Committee ready for 2023 and publish a paper to disseminate the reach and activity of the Committee over the past 25 years

Credit: Stephen Corran



Credit: Miriam Haas

Nicola Bridge
Chair

Committee Reports
Conservation Education Committee

Achievements from 2021

- Held a successful online conference bringing together educators from across the sector to share lessons learned through the pandemic and start planning for the future
- Restarted education regional meetings online and in some regions in person
- Raised money to facilitate a bursary for use in 2022
- Continued to engage members on our Facebook page throughout the year, to keep educators connected and motivated despite ongoing pandemic impacts

Aims for 2022

- Develop the Committee workplan for supporting the BIAZA strategy
- Review the Conservation Education Guidelines and convert them into BIAZA standards
- Support BIAZA accreditation development, ensuring that appropriate support for conservation education activities is included
- Hold an in-person conference at Dartmoor Zoo focused on fun within conservation education
- Support the positioning of our sector as a valuable part of the natural environment education sector to Government
- Encourage and facilitate collaborative education projects across BIAZA members

Credit: Ross Drape

Credit: Matthew Lissimore

Shelby Brereton
Curriculum Leader

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

Many thanks to Penny Hounsome for her work as Curriculum Leader on the course. Shelby Brereton has taken on this role as of October 2021.

Achievements from 2021

- Since 2020, there have been students from 113 collections, and 25 countries
- 53 DMZAA Students Graduated in 2021. Congratulations to Emma Robert from Bishop Burton College for Best Overall Performance
- New DMZAA and CMZAAV students welcomed with weeklong residentials, visiting both Marwell Zoo and Cotswold Wildlife Park

Aims for 2022

- 65 new DMZAA students and 11 new CMZAAV students
- Run webinars and informal coffee chats to encourage networking and support learning
- Support BIAZA strategy development, ensuring that we continue to build on 20-year legacy of the course
- Encourage students to continue their CPD by engaging with BIAZA, ABWAK and other workshops and conferences

Credit: Suzanne Rowe

David Field

Chair

Committee Reports

Mission Enabling Committee

Environmental Impact & Sustainability Working Group

Achievements from 2021

- Developed a new BIAZA Sustainability Policy
- Ran a successful palm oil animal feed webinar for members and animal feed suppliers
- Ran an informative internal communication campaign around COP26, including blogs and social media
- Ran successful carbon footprint assessment workshop for BIAZA members
- Contributed to UK Government consultation on due diligence law resources
- Continued to represent the sector at UK palm oil and soy roundtable groups

Aims for 2022

- Develop resources and audit tool kit for members to reduce their use of uncertified/unsustainable soy in their supply chains
- Coordinate pilot research project into sustainable husbandry
- Develop stronger use of social media as a sustainability forum
- Input into UK Government secondary legislation on forest risk commodities

Volunteer Managers Working Group

Achievements from 2021

- Provided opportunities for members to raise and discuss volunteering issues
- Continued meeting online to network, inform, support and share information
- Supported volunteer managers and coordinators to plan for reopening, plan for activities remotely and prepare for volunteers returning

Aims for 2022

- Design, present and deliver an October meet-up for BIAZA volunteer managers and better connect volunteers to an event during Volunteers' Week
- Continue to provide regular opportunities for discussions face to face, over the phone and online

Commercial & Guest Services Working Group

Achievements from 2021

- Held first face-to-face meeting in two years at Yorkshire Wildlife Park
- Welcomed Claudia Roberts, CEO of the Zoological Society of East Anglia into the group

Aims for 2022

- Look at the post-pandemic commercial and operational environment and how we can exploit changes in the way we operate. Better understand the societal, cultural and behavioural legacy that will influence what our guests expect from us
- Recruit first aquarium member

Credit: Daniel Kane

Health & Safety Working Group

Achievements from 2021

- Provided ad hoc support to BIAZA Office and membership on H&S issues
- Contributed to progressive updates to BIAZA's Covid Operations Guidance

Aims for 2022

- Update and communicate BIAZA H&S Guidelines
- Develop H&S resources hub on the BIAZA website
- Launch a Health and Safety Google Group for queries and updates and to support best practice in areas including Covid operations, Avian Influenza risk mitigation and legal requirements e.g. Martyn's Law
- Support BIAZA Office in responding to relevant aspects of the SSSMZP consultation

Communications Working Group

Achievements from 2021

- Underwent a major restructure to set up a number of task forces; Social Media Task Force, Elephant Task Force and Public Affairs Working Group
- Welcomed a new Chair (Gareth Siddorn, Chester Zoo)
- Public Affairs Working Group met weekly to lead BIAZA lobbying efforts to engage a wide range of ministers, politicians and media on policy issues including legislation, primates as pets and zoo licensing
- Elephant Task Force – met regularly to lead BIAZA's proactive efforts to secure a thriving future for elephants in member zoos and safari parks
- Social Media Task Force – established in 2021 to enhance social media skills across the sector

Aims for 2022

- Help craft a communications and public affairs strategy for BIAZA
- Host a Communications conference
- Form new task forces including an Irish Public Affairs Group

Credit: Cris Janson Piers

BIAZA Council, Committees and Staff 2021

Council

Chair - Dr Christoph Schwitzer, Dublin Zoo
Vice-Chair - Douglas Richardson
Treasurer - Mike Bird (until 2021)
Tom Owen, Chester Zoo (from 2021)

Dr Bryan Carroll
Melissa Bushell, Bristol Zoo Gardens
Dr Andrew Bowkett, Wild Planet Trust
Dr Kirsten Pullen, Wild Planet Trust
Nicola Bridge, National Marine Aquarium
Jamie Christon, Chester Zoo (from 2021)
Professor David Field, Royal Zoological Society of Scotland (from 2021)
Gary Batters
Dr James Cretney, Marwell Zoo
Dr Lesley Dickie, Jersey Zoo
Katy Duke, The Deep
Sean McKeown, Fota Wildlife Park
Tim Morphew, Folly Farm
Clare Rugg, Wild Planet Trust
Penny Smout, Hawk Conservancy Trust
Lynn Whitnall, Paradise Wildlife Park (until 2021)

Associate Representative - Terri Hill
BVA Representative - Dr Sarah Jayne Smith

BIAZA Office

Dr Jo Judge – Chief Executive Officer (from 2021)
Nicky Needham – Senior Manager
Dr Cerian Tatchley – Senior Manager
Alex Blatherwick – Membership Officer
Frankie Lawrence-Thompson – Projects and Administration Officer
Eric Asamoa - Financial Controller
Andy Hall - Communications and Public Affairs Manager
Betty Tsang – Administration Assistant (temp role 2021)

Membership & Licensing Committee (MLC)

Dr Bryan Carroll (Chair)
Mike Bird (BIAZA Treasurer) (until 2021)
Tom Owen – Chester Zoo (BIAZA Treasurer) (from 2021)
Katy Duke – The Deep
Bob Lawrence – co-opted member
Sean McKeown – Fota Wildlife Park
Douglas Richardson (BIAZA Vice-Chair)
Penny Smout – Hawk Conservancy Trust
Rebecca Willers – Shepreth Wildlife Park
Dr Sarah-Jayne Smith – BVA representative

Living Collections Committee (LCC)

Melissa Bushell (Chair) – Bristol Zoo Gardens
Zak Showell (Vice-Chair/Co-Chair Records Working Group) – Shaldon Wildlife Trust
Jim Mackie (Co-Chair Animal Behaviour & Training Working Group) – ZSL London Zoo
Kim Wilkins (Co-Chair Animal Behaviour & Training Working Group) – Yorkshire Wildlife Park
James Robson (Chair Aquarium Working Group) – SEA LIFE London (until 2021)
James Wright (Chair Aquarium Working Group) – SEA LIFE London (from 2021)
Ross Brown (Co-Chair Bird Working Group) – Marwell Zoo
Gary Ward (Co-Chair Bird Working Group) – ZSL
Matt Webb (Chair Mammal Working Group) – ZSL Whipsnade Zoo
Sven Seiffert (Chair Plant Working Group) – ZSL
Liz Ball (Co-Chair Records Working Group) – Chester Zoo
Iri Gill (Chair Reptile & Amphibian Working Group) – Chester Zoo
Lauren Lane (Chair Terrestrial Invertebrate Working Group) – Askham Bryan Wildlife and Conservation Park
Dr Pip Dobbs (Chair Veterinary Focus Group) – Twycross Zoo
Dr Kirsten Pullen (Research Champion) – Wild Planet Trust

Field Conservation Committee (FCC)

Dr Andrew Bowkett (Chair) – Wild Planet Trust
Dr Campbell Murn (Vice-Chair) – Hawk Conservancy Trust
James Brereton (Chair Native Species Working Group) – Sparsholt College
Cat Barton – Chester Zoo
Jeff Dawson – Durrell Wildlife Conservation Trust
Dr Grainne McCabe – Bristol Zoo Gardens
Rebecca Moore – Colchester Zoo
Dr Andrew Marshall – University of Sunshine Coast, co-opted member
Dr Kira Mileham – IUCN, co-opted member
Olivia Walter – IZVG, co-opted member

Research Committee (RC)

Dr Kirsten Pullen (Co-Chair) – Wild Planet Trust
Dr Paul Rose (Co-Chair) – Sparsholt College (from 2021)
Lewis Rowden (Vice-Chair) – ZSL London Zoo (from 2021)
Dr Fay Clark – Bristol Zoo Gardens (until 2021)
Dr Sue Dow – Bristol Zoo Gardens (until 2021)
Amanda Ferguson (Chair of Nutrition Group) - ZSL London Zoo
Dani Free – Marwell Zoo
Katie McDonald - West Midland Safari Park
Dr Leah Williams – Chester Zoo
Lou Bell – Myerscough College, co-opted member (until 2021)
Dr Sonya Hill – University of Chester, co-opted member (until 2021)
Dr Chris Michaels – ZSL London Zoo
Dr Christina Stanley - University of Chester, co-opted member (from 2021)
Dr Jon Bielby - Liverpool John Moores University, co-opted member (from 2021)
Dr Ellen Williams - Harper Adams University, co-opted member (from 2021)
Bridget Johnson – Knowsley Safari
Greg Counsell – Chester Zoo (from 2021)
Jessica Harley (Chair Animal Welfare Working Group) – Knowsley Safari
Dr Romain Pizzi – Five Sisters Zoo (from 2021)
Chris Sturdy – Easton College, co-opted member (until 2021)
Dr Michael Sweet – University of Derby, co-opted member (until 2021)

Conservation Education Committee (CEC)

Nicola Bridge (Chair) – National Marine Aquarium
Nikki Mallott (Co-Vice-Chair) – Knowsley Safari
Beau-Jensen McCubbin (Co-Vice Chair) – Hanwell Zoo
Jade Bancroft – Yorkshire Wildlife Park (until 2021)
Nic Buckley (Middle and Eastern Region) – Chester Zoo
Noirin Burke (Irish Region) – Galway Atlantaquaria (until 2021)
Glen Groizard (Northern Region) – The Deep
Coral Jonas – Dartmoor Zoological Park
Adam Welsh (Far North Region) – Five Sisters Zoo
Colin Stevenson (Southern Region) – Crocodiles of the World
Lorna Fox – Gloucestershire Wildlife Trust, co-opted member
Dr Sarah Thomas – Auckland Zoo, co-opted member
Beccy Angus – Royal Zoological Society of Scotland (from 2021)
Jo Clark (South West Region) – Wild Planet Trust (from 2021)
Lynda McSweeney (Irish Region) - Fota Wildlife Park (from 2021)
Andy Moore – Colchester Zoo (from 2021)

Mission Enabling Committee (MEC)

Jamie Christon (Chair) – Chester Zoo (until 2021)
Professor David Field (Interim Chair) - Royal Zoological Society of Scotland (from 2021)
Richard Morris (Chair Built Environment Working Group) – Knowsley Safari
Sean Mannie (Chair Commercial & Guest Services Working Group) – Marwell Zoo
Daniel Craven (Chair Volunteer Managers Working Group) – Jersey Zoo
Duncan East (Chair Environmental Impact and Sustainability Working Group) - Marwell Zoo (from 2021)
Jennifer Trigwell (Co-Chair Health & Safety Working Group) - ZSL London Zoo
Philippa Miles (Co-Chair Health & Safety Working Group) - Chessington World of Adventures

Credit: Nathan Bowen

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**

BIAZA Members and Associates 2021

Full Members

Africa Alive Zoological Reserve
Alameda Wildlife Conservation Park
Amazon World
Amazona
Amazonia
Ardmore Open Farm & Mini Zoo
Askham Bryan Wildlife and Conservation Park
Banham Zoological Gardens
Battersea Park Children's Zoo
Beale Wildlife Park
Becky Falls Ancient 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 Zoo
Camperdown Wildlife Centre
Chessington World of Adventures
Chester Zoo
Colchester Zoo
Combe Martin Wildlife & Dinosaur Park
Crocodiles of the World
Curraghs Wildlife Park
Dartmoor Zoological Park
Deep Sea World
Dingle Oceanworld Aquarium
Drayton Manor Zoo
Drusillas Zoo 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
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
Northumberland Country Zoo
Oceanarium
Old MacDonald's Farm
Paradise Wildlife Park
Peak Wildlife Park
Pensthorpe Natural Park
Ponderosa Zoo
Raptor Foundation
Reaseheath Mini Zoo
RZSS Edinburgh Zoo
RZSS Highland Wildlife Park
SEA LIFE Centre Weymouth
SEA LIFE Great Yarmouth
SEA LIFE London
Sealife Adventure
Secret Valley Wildlife Park
Shaldon Wildlife Trust
Shepreth Wildlife Park
Sparsholt College
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 Discovery
Wild Planet Trust Newquay Zoo
Wild Planet Trust Paignton Zoo
Wild Zoological Park
Wildheart Animal Sanctuary
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

All Things Wild (from 2021)
Fenn Bell Conservation Project
Northumberland Country Zoo (moved to Full Member 2021)
Oaklands College Habitat
Plantasia
Ponderosa Zoo (moved to Full Member 2021)
St Andrews Aquarium (from 2021)
Twinlakes Park (from 2021)
Wild Discovery (moved to Full Member 2021)

Credit: Matthew Lissimore

Associate Members

Accredited Associates

Blackler, Antony Lawrence MBE
Chalmers-Watson, Keith
Clements, Andrew (from 2021)
Ford, Matthew
Gow, Derek
Hill, Terri
Limmer, Jo
McAlpine, Lady Judy
Palmieri, Ed
Wisniewski, Louise
Zoolokal

Professional Associates

Bourne, Debra
Burton, Christopher (from 2021)
Burton, John
Consorte-Mcrea, Adriana
Forbes, Neil
Green, John Richard
Haworth, Matt
Hunt, David
Lambert, Jeff
Kennedy, Benjamin (from 2021)
Nevin, Tony R.
O'Donovan, Declan (until 2021)
Pankhurst, Sheila
Pellet, Sarah
Regan, John
Ryder-Davies, Philip
Scott, Peter (until 2021)
Smith, Fiona (from 2021)
Suddock, Peter
Trim, Steven Anthony
Webster, Chris
Williamson, Andrew

Basic Associates

Adams, Stacy (from 2021)
Beveridge, Andy
Blackport, Karen (from 2021)
Dale-Tunnicliffe, Dr Sue (until 2021)
Dove, Tracy (from 2021)
Ellis, Ivan
Fransen, Sally
Gough, Christopher
Harvey, Graham John
Merrett, Anna (from 2021)
Ridgway, Mark
Sheppard, David
Sheridan, Anthony
Smith, Ray
Tuson, Karen

Honorary Associates

Adams, John
Baines, Frances
Beer, Andy
Bertram, Dr Brian
Bird, Mike
Bird, Sarah (from 2021)
Blossom, Joe
Bone, Sir Drummond
Brambell, Dr Michael
Carroll, Dr Bryan
Challis, Mark
Coles, Dave
Cooper, Prof John E.
Cranbrook, The Earl of
Gipps, Dr Jo OBE
Goodall, Brig. Steve E. M.
Greed, Geoffrey
Hayward, John
Hosey, Geoff
Hornsey, Terry (from 2021)
Lawrence, Bob
Lucas, Prof Grenville OBE
Mallinson, Jeremy OBE (until 2021)
Manton, Victor J. A. OBE
Meyrick, Ian
Moore, Dr Terry
Muchmore, Ian
O'Dell, Clive
Olney, Peter J. S. MBE
Parry-Jones, Jemima MBE
Pilgrim, Mark (from 2021)
Potter, Rosemary
Reid, Prof Gordon MacGregor
Stevens, Peter
Stevenson, Dr Miranda OBE
Tonge, Simon (from 2021)
Wheater, Prof Roger J. OBE

Corporate Associates

1-2-1 (Animal Handling) Products Ltd
AIVAF Ltd
Alan Bishop Themeworks
Allsorted Ltd
Aquamax
Aquarium Technology Ltd
AXA XL, a division of AXA
CA Cole International Limited
Chapman Zoo Consultancy
CLM Services Ltd
Coast Agency
Crew
Crossborder Animal Services
Cubo
DCR Theming
Dearadh Zú (from 2021)
Delphis Eco
DigiTickets
Dino Don Inc. (from 2021)
DRG Consulting (until 2021)
Drink Natural
Finch Consulting
Fordingbridge
Haith's Pro
HJ Lea Oakes
HMJ Design
Intelligent Mobile (until 2021)
International Zoo Veterinary Group
James Rowlands

Credit: Ian Turner

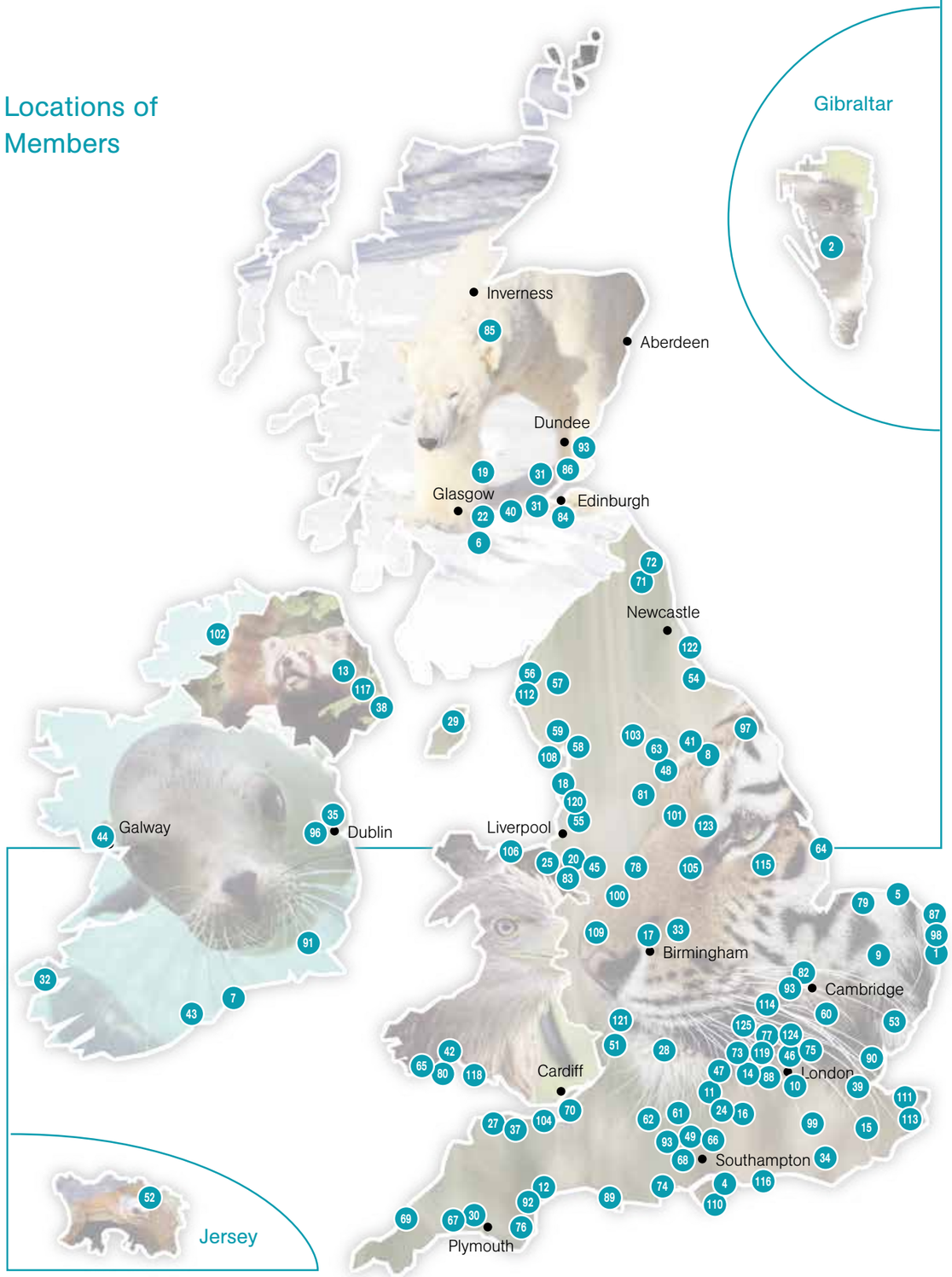
JCS Livestock
Kay Elliot Architects
Lycetts
Marine Nutrition
McL Projects Ltd
Medimark
MK40 Architects
M+M Welding and Fabrication Ltd
MP Creations (from 2021)
Nautilus
North Herts Surfacing
Pareto FM
PIB Insurance Brokers
Ray Hole Architects
Riverside Garden Centre
RPS Planning & Development (until 2021)
Safe 4 Solutions
Sandy Barton Media (until 2021)
Semantic (from 2021)
Shaping Behaviour (from 2021)
Tantonite
Timberplay Ltd
Vennersys Systems & Services Ltd
Vision XS (from 2021)
Wild Republic Retail
Zooprofis
Zooscapes
Zootech UK

Educational Associates

Anglia Ruskin University, Environmental Biology
The ARC Centre (from 2021)
Bede's Senior School
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
Nottingham Trent University, Dept of Animal, Rural & Environmental Sciences
SGS College
Species 360
Writtle College, School of Equine and Animal Science

BIAZA Members and Associates 2021

Locations of Members



1 Africa Alive Zoological Reserve
2 Alameda Wildlife Conservation Park
3 All Things Wild
4 Amazon World Zoo Park
5 Amazona Zoo
6 Amazonia
7 Ardmore Open Farm & Mini Zoo
8 Askham Bryan Wildlife and Conservation Park
9 Banham Zoological Gardens
10 Battersea Park Children's Zoo
11 Beale Wildlife Park
12 Becky Falls Ancient Woodland Park
13 Belfast Zoological Gardens
14 Berkshire College of Agriculture
15 Big Cat Sanctuary
16 Birdworld
17 Birmingham Wildlife Conservation Park
18 Blackpool Zoo
19 Blair Drummond Safari Park
20 Blue Planet Aquarium
21 Bristol Zoo Gardens
22 Calderglen Zoo
23 Camperdown Wildlife Centre
24 Chessington World of Adventures
25 Chester Zoo
26 Colchester Zoo
27 Combe Martin Wildlife & Dinosaur Park
28 Crocodiles of the World
29 Curraghs Wildlife Park
30 Dartmoor Zoological Park
31 Deep Sea World
32 Dingle Oceanworld Aquarium
33 Drayton Manor Zoo
34 Drusillas Zoo Park
35 Dublin Zoo
36 Dudley Zoo & Castle
37 Exmoor Zoological Park
38 Exploris Aquarium
39 Fenn Bell Conservation Project
40 Five Sisters Zoo
41 Flamingo Land
42 Folly Farm
43 Fota Wildlife Park
44 Galway Atlantaquaria
45 Gauntlet Birds of Prey, Eagle and Vulture Park
46 Golders Hill Park Zoo
47 Hanwell Zoo
48 Harewood Bird Garden
49 Hawk Conservancy Trust
50 Hobbledown
51 International Centre for Birds of Prey
52 Jersey Zoo
53 Jimmy's Farm & Wildlife Park
54 Kirkleatham Owl Centre
55 Knowsley Safari
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57 Lake District Wildlife Park
58 Lakeland Wildlife Oasis
59 Lakes Aquarium
60 Linton Zoo Conservation Park
61 Living Rainforest
62 Longleat
63 Lotherton Wildlife World
64 Mablethorpe Seal Sanctuary
65 Manor Wildlife Park
66 Marwell Zoo
67 National Marine Aquarium
68 New Forest Wildlife Park
69 Newquay Zoo
70 Noah's Ark Zoo Farm
71 Northumberland College Zoo
72 Northumberland Country Zoo
73 Oaklands 'HABITAT' Animal Centre
74 Oceanarium Bournemouth
75 Old MacDonald's Farm
76 Paignton Zoo
77 Paradise Wildlife Park
78 Peak Wildlife Park
79 Pensthorpe Natural Park
80 Plantasia
81 Ponderosa Zoo
82 Raptor Foundation
83 Reaseheath Mini Zoo
84 RZSS Edinburgh Zoo
85 RZSS Highland Wildlife Park
86 Scottish Deer Centre
87 SEA LIFE Great Yarmouth
88 SEA LIFE London
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90 Sealife Adventure
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92 Shaldon Wildlife Trust
93 Shepreth Wildlife Park
94 Sparsholt College
95 St Andrews Aquarium
96 Tayto Park
97 The Deep
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119 WWT London
120 WWT Martin Mere
121 WWT Slimbridge
122 WWT Washington
123 Yorkshire Wildlife Park
124 ZSL London Zoo
125 ZSL Whipsnade Zoo

BIAZA

2021

ANNUAL REPORT

Credit: Simon Reynolds

BIAZA

2021

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 2021

Credit: Alyson Houston

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 2021

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Financial Statements

For the year ended 31 December 2021

Chair of Council of the Association	Dr C. Schwitzer
Vice-Chair of Council of the Association	Mr D. Richardson
Treasurer of Council of the Association	Mr M. Bird (To 13 August 2021) Mr. T. Owen (From 8 August 2021)
Chief Executive Officer	Dr J Judge (From 8 February 2021)
(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)
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 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 2021

The Council of the Association present their report and the financial statements for the year ended 31 December 2021, 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, 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 126 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

BIAZA has continued to support its members to uphold the highest standards of animal welfare and undertake vital conservation, education and research work, despite the continued disruption brought about by the Covid-19 pandemic. In 2021 BIAZA members; delivered education sessions for more than 279,000 children and students, supported more than 1100 research projects and 789 conservation projects, and contributed more than £26 million to conservation.

The Living Collections Committee continued their widescale review of BIAZA husbandry resources and delivered five virtual conferences through its working groups. The Field Conservation Committee launched a new BIAZA Conservation Policy. An Events Toolkit was launched by the Animal Welfare Working Group and the Research Committee continued to support high quality zoo research, supporting research proposals including 17 PhD, Masters and Undergraduate level studies. A successful online conference was held by the Conservation Education Committee and some in person regional meetings were possible. A new BIAZA Sustainability Policy was developed by the Environmental Impact & Sustainability Working Group. The Communications Working Group underwent a restructure and appointed a new Chair.

The Association continues to work collaboratively with EAZA, WAZA and the IUCN to achieve conservation goals.

BIAZA has taken an active role in engaging with the GB government over the Animal Welfare Action Plan that was introduced in 2021 and with the proposed Animal Welfare (Kept Animals) Bill in particular. The Association has continued to work with the All-Party Parliamentary Group for Zoos and Aquariums to keep MPs engaged and informed. BIAZA also continued to liaise with government departments and ministers and shadow ministers across the UK and Ireland on topics including Animal Welfare, Brexit, Avian Influenza and the Ivory Ban.

The Annual Report and the weekly e-newsletter, BIAZA BiteSize, were produced. The Annual Conference and AGM were held virtually. Full details are in the Annual Report.

Financial Overview

The total Incoming Resources for the period amounted to £387,915 (2020: £236,125). Of this amount £375,507 (2020: £213,483) was derived from membership income, which is the principal funding source of the organization. Amounts received from events in the year was £12,269 (2020: £22,164). Investment income representing income from bank interest received was £19 (2020: £388). Details to this are in Note 2 on page 36 of the accounts. The Incoming Resources from membership income included a 20% discount as approved by Council. This is to take into account the Covid-19 situation which has had a significant impact on members' income.

The total Resources Expended in the year (in furtherance of the organisation's objectives) amounted to £325,061 (2020: £354,535). Of this amount £230,155 (2020: £262,291) related to expenditure in respect of (Direct) Charitable Activities, £3,762 (2020: £1,650) for Governance Costs and £91,144 (2020: £90,594) spent for Management and Administrative expenses. Details to this are in Note 3 on page 37 of the accounts.

The net result of the above amounted to an excess of income over expenditure for the year in the sum of £62,854 (2020: £118,410 excess of expenditure over income). All of this resulting in a balance of funds carried forward (after transfers) of £427,173 (2020: £364,319).

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 2021 the unrestricted fund reserves amounted £334,524 against the projected annual unrestricted fund expenditure of £465,145, which is approximately nine 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 to regularly monitor and control these risks and to mitigate any impact they may have on the charity.

Council of the Association's Report

For the year ended 31 December 2021

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 members set out in the table below have held office during the whole of the period from 1 January 2021 to the date of this report unless otherwise stated.

Council

Dublin Zoo	Dr C. Schwitzer	Chair
Independent	Mr D. Richardson	Vice-Chair
Independent	Mr M. Bird (Until Aug 2021)	Hon. Treasurer
Chester Zoo	Mr T Owen (From Aug 2021)	Hon. Treasurer
Independent	Dr J.B. Carroll	Chair Membership & Licensing Committee
Wild Planet Trust	Dr A. Bowkett	Chair Field Conservation Committee
National Marine Aquarium	Mrs N. Bridge	Chair Conservation Education Committee
Wild Planet Trust	Dr K. Pullen	Chair Research Committee
Bristol Zoo Gardens	Ms M. Bushell	Chair Living Collections Committee
RZSS	Professor D. Field	Interim Chair Mission Enabling Committee
Independent	Mr G. Batters	
Chester Zoo	Mr J. Christon (From June 2021)	
Marwell Wildlife	Dr J. Cretney	
Jersey Zoo	Dr L. Dickie	
The Deep	Mrs K. Duke	
Associate Representative	Ms T. Hill	
Fota Wildlife Park	Mr S. McKeown	
Folly Farm	Mr T. Morphew	
Wild Planet Trust	Mrs C. Rugg	
BVA Rep	Dr S J Smith	
Hawk Conservancy Trust	Ms P. Smout	
Paradise Wildlife Park	Mrs L. Whitnall (Until June 2021)	

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 16 May 2022 and signed on their behalf by:

Council Member

Dr. C. Schwitzer, Chair of Council

The British & Irish Association of Zoos and Aquariums
Financial Statement 2021

Independent Examiner's Report

To the Council of the British & Irish Association of Zoos and Aquariums for the year ended 31 December 2021

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 2021 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

Since the charitable company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the ACCA, which is one of the listed bodies.

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: 16/5/2022

Credit: Ellie Wiczling

Statement of Financial Activities (including Income & Expenditure Account)

For the year ended 31 December 2021

	Note	Unrestricted Fund £	Restricted Fund £	2021 Total £	2020 Total £
Income					
Donations		120		120	90
Income from charitable activities:					
Membership Income	2	320,327	55,180	375,507	213,483
Income from activities	2	12,269		12,269	22,164
Investment Income:					
Bank interest		19		19	388
		332,735	55,180	387,915	236,125
Expenditure					
Expenditure on charitable activities:					
Delivery of activities and services	3	309,642	15,419	325,061	354,535
Total expenditure		309,642	15,419	325,061	354,535
Net Income / Expenditure		23,093	39,761	62,854	(118,410)
Total Funds Brought Forward at 1 January 2021	10/11	311,431	52,888	364,319	482,729
Total Funds Carried Forward at 31 December 2021	10/11	334,524	92,649	427,173	364,319

The notes on pages 34 to 43 form part of these accounts.

The British & Irish Association of Zoos and Aquariums
Financial Statement 2021

Balance Sheet

As at 31 December 2021

	Notes	£	2021 £	£	2020 £
Fixed Assets	7		9,671		12,524
Current Assets					
Debtors	8	12,808	-	802	-
Cash at Bank and in Hand		446,581	-	371,238	-
		459,389	-	372,040	-
Current Liabilities					
Creditors falling due in one year	9	41,887	-	20,245	-
Net Current Assets		-	417,502	-	351,795
Net assets		-	427,173	-	364,319
Represented by:					
Unrestricted fund	10/11	-	334,524	-	311,431
Restricted fund	10/11	-	92,649	-	52,888
Total Funds	10/11	-	427,173	-	364,319

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 32 to 43 were authorized for issue by the Council of Association on 16/05/2022 and were signed on its behalf by:

Dr. C. Schwitzer- Chair of Council

T. Owen – Hon. Treasurer

The notes on pages 34 to 43 form part of these accounts.

The British & Irish Association of Zoos and Aquariums
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Notes to the financial statements

For the year ended 31 December 2021

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

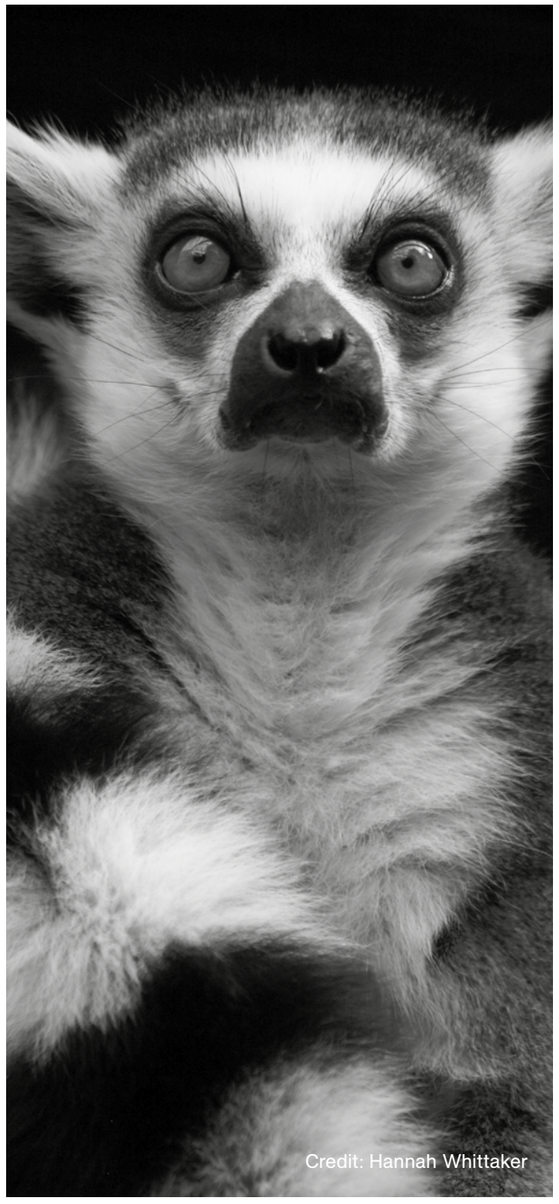
Trade and other debtors are recognized at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

(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: Hannah Whittaker

Notes to the financial statements

For the year ended 31 December 2021

2 Income from charitable activities

		2021 £	2020 £
Membership Income:			
Associate Members Subscriptions -	- Unrestricted	19,013	16,739
Non Associate Members Subscriptions	- Unrestricted	301,314	183,680
Non Members Fees	- Unrestricted	-	-
Other Membership Services	- Restricted	55,180	13,064
		375,507	213,483

Income from other activities: Unrestricted

	2021 £	2020 £
RSA Community Grant	500	-
Promotions	2,098	2,988
Annual Conference	1,353	-
Corporate Sponsorship	2,208	1,300
Management Fees	6,000	14,400
Miscellaneous Income	110	3,476
	12,269	22,164

The British & Irish Association of Zoos and Aquariums
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Notes to the financial statements

For the year ended 31 December 2021

3 Charitable Activities

	Communication & Publicity £	Conservation & Animal Management £	Education £	Membership Services- Unrestricted/ Designated £	Membership Services- Restricted £	2021 Total £	2020 Total £
Unrestricted							
Staff Costs	26,493	92,726	26,493	39,740		185,452	191,271
Grants and Donations							-
Conservation Support & Research Costs						-	2,690
Premises Expenses	936	3,275	936	1,404		6,551	4,396
General Office Expenses	232	813	232	349		1,626	1,822
Ref. Materials, Publicity, PR etc	29					29	4,089
Depreciation	414	1,447	414	620		2,895	2,854
Computer and Website support costs	642	2,249	642	964		4,497	3,512
Travel, Subsistence & Subscriptions	994	7,641	994	1,492		11,121	7,218
Events, Promotions & Conferences		317	1,989			2,306	2,637
Exhibition Costs							-
Recruitment Costs							6,056
Consultancy							-
Governance Costs (Refer Note 4)	527	1,917	527	791		3,762	1,650
Support Costs (Refer Note 5)	13,034	45,573	13,034	19,503		91,144	90,594
Other Costs	37	130	37	55		259	314
Designated & Restricted							
Specific member services:							
- Restricted (Refer Note 11)					15,419	15,419	35,432
- Designated							-
	43,338	156,088	45,298	64,918	15,419	325,061	354,535

Notes to the financial statements

For the year ended 31 December 2021

4 Governance Costs - Unrestricted

	2021 £	2020 £
Legal & Professional Fees	2,012	-
Independent Examiners Fee	1,750	1,650
	3,762	1,650

5 Management & Administrative Costs - Unrestricted

Management and Administration - Staff Costs	79,480	72,851
Premises Costs	2,807	1,884
General Office Expenses	807	826
Depreciation	1,240	1,223
Bank Charges	321	303
Training Costs	170	75
Recruitment Costs		2,595
Computer and Website Support Costs	1,927	1,505
Other Costs	4,392	3,332
Consultancy Fees		6,000
	91,144	90,594

The British & Irish Association of Zoos and Aquariums
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Notes to the financial statements

For the year ended 31 December 2021

6 Staff costs

	2021 £	2020 £
Salaries	230,310	228,592
Social security	19,736	19,738
	250,046	248,330
Pension contribution	14,886	15,792
	264,932	264,122

The number of employees receiving total employment benefits of more than £60,000 are as follows:	2021 No.	2020 No.
£60,000 - £70,000	1	-

The average number of employees during the period was 7 (2020: 7). This being categorized into: Management & Administration – 3 (2020: 3), Conservation & Animal Management – 2 (2020: 2) and Communications & Members Services – 2 (2020: 2). 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 (2020: Nil). No council member received payment for professional or other services supplied to the charity (2020: 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 £68,089 (2020: £55,406).

Notes to the financial statements

For the year ended 31 December 2021

7 Fixed Assets

	Fixtures & Fittings £	Plant & Equipment £	Total £
Cost			
At 1 January 2021	635	28,959	29,594
Additions in the year		1,282	1,282
At 31 December 2021	635	30,241	30,876
Accumulated depreciation			
At 1 January 2021	490	16,580	17,070
Charge for the period	37	4,098	4,135
At 31 December 2021	527	20,678	21,205
Net Book Value			
At 31 December 2021	108	9,563	9,671
At 31 December 2020	145	12,379	12,524

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Notes to the financial statements

For the year ended 31 December 2021

8 Debtors

	2021 £	2020 £
Trade Debtors	12,510	503
Other Debtors	-	-
Prepayments and Accrued Income	298	299
	12,808	802

9 Creditors

	2021 £	2020 £
Trade Creditors	4,380	2,560
Other Taxation and Social Security	25,864	14,623
Other Creditors	9,896	1,562
Accruals and Deferred Income	1,750	1,500
	41,890	20,245

Notes to the financial statements

For the year ended 31 December 2021

10 Restricted funds

	Balance at 1 January 2021 £	Movement in year: Incoming Resources/ Transfers £	Movement in year: Resources Expended/ Transfers £	Restricted Funds: Balance at 31 December 2021 £
Zoo Animal Management Course	15,204		6,103	9,101
Elephant Project	8,104		2,500	5,604
World Land Trust	1,668			1,668
Aquariums Fund	9,456			9,456
Working Group Funds	13,772	2,272	896	15,148
Conservation Conference Fund	3,569			3,569
Great Ape Welfare Group	1,015			1,015
Conservation Education Committee	100	312		412
Animal Behaviour and Training Course		12,150	5,920	6,230
Flamingo Specialist Group		39,795		39,795
BIAZA Research Committee		651		651
	52,888	55,180	15,419	92,649

Unrestricted and Designated Funds

	Balance at 1 January 2021	Incoming Resources	Resources Expended/ Transfers	Balance at 31 December 2021
Unrestricted Funds	311,431	332,735	309,642	334,524
	311,431	332,735	309,642	334,524

Total Funds **427,173**

The Flamingo Specialist Group (FSG) is a global network of flamingo specialists concerned with the study and conservation of all flamingo species. The group is part of the IUCN-Species Survival Commission and the legal home of the FSG has been at WWT since the 1990s. In 2021 it was agreed that BIAZA would take over management of the FSG's Small Grants Fund. The FSG steering committee will be responsible for maintaining the link for the administration of the fund, setting up the grant application process and requirements, reviewing responses and identifying successful applications. They will also continue to manage and pay the maintenance costs for the FSG website. They will submit an invoice to BIAZA for these costs to be repaid from the funds held.

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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Notes to the financial statements

For the year ended 31 December 2021

11 Net assets held by funds

	Unrestricted Fund £	Restricted Funds £	2021 Total £
Fixed assets	9,671		9,671
Cash at bank and in hand	353,932	92,649	446,581
Other net current assets/(liabilities)	(29,079)		(29,079)
	334,524	92,649	427,173

12 Financial commitments and contingent liabilities

There were no financial commitments nor contingent liabilities at the year ended 31 December 2021.

Credit: Dave Clarke

The British & Irish Association of Zoos and Aquariums

Financial Statement 2021

BIAZA

2021

ANNUAL REPORT

Credit: David Folland