BIAZA 2022 ANNUAL REPORT

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BIAZA

2022

ANNUAL REPORT

Credit: Cam Whitnall

Jamie Christon

Chair of Board

BIAZA Chair's Report 2022

2022 saw the first full year of a recovering zoo and aquarium sector following the global pandemic. Visitor numbers bounced back to near 2019 numbers with 31.5m visitors across the sector, an increase from 25m in 2021. Significantly, education visits to our zoos and aquariums across the UK and Ireland tripled from 321k to 923k in the year and again began to get close to those numbers seen pre pandemic. Recorded conservation spend also recovered to over £28.5m, £2m higher than the previous year.

Despite this evidenced recovery, many of our members still found 2022 challenging. The cost-of-living crisis started to have an impact on those visiting our organisations, while the global biodiversity and climate change crisis continued to make headlines, with a UN report warning that 1 million species of animals and plants would be wiped out by 2030, highlighting the enormous challenge we face.

The impact of Brexit on animal moves became a growing issue, with transfers still down by 84% against those in 2019. BIAZA has been engaging extensively with UK officials, as well as liaising closely with colleagues at EAZA, in an effort to tackle this important issue. On top of this the length and severity of Avian Influenza outbreaks caused challenges to several members further limiting movement of birds following government-imposed housing orders.

In Ireland and the UK, lobbying continued with parliamentarians, especially during a period of change for the Westminster government in 2022; ongoing consultation around the Kept Animals Bill and the Standards for Modern Zoo Practice in Great Britain; and the report from the Elephant Welfare Group.

I am pleased to report a return to face-to-face meetings for our BIAZA Committees and Working Groups and the return of our ever-useful committee conferences, including our Conservation Education Conference at Dartmoor Zoo, Research Committee Conference at ZSL London Zoo, Native Species Conference at Wildwood in Kent, and six in person conferences led by our Living Collections Committee.

I was delighted that Sarah Champion MP was elected as the new Chair of the UK All-Party Parliamentary Group for Zoos and Aquariums in the autumn of 2022, following a successful MP and Peers reception in Westminster hosted by the Speaker of the House of Commons Sir Lindsay Hoyle MP in collaboration with BIAZA, Chester Zoo, RZSS and ZSL on the theme of 'Communities at the Heart of Nature Conservation'.

I was also encouraged by the creation of the Diversity, Equality, Accessibility & Inclusion Working Group in November 2022, bringing together a passionate group of individuals with a broad range of experience across the sector.

Throughout the year the Board of Trustees has concentrated on long terms strategic aims, such as accreditation, as well as developing governance principles to ensure it remains fit for purpose in an ever changing sector and world. I would like to not only thank all trustees of BIAZA for their work but specifically give our heartfelt thanks to Clare Rugg, Gary Batters, James Cretney, Katy Duke, Kirsten Pullen and Tim Morphew who stood down in 2022 and Christoph Schwitzer who stepped down as Chair, and welcome Charlotte Macdonald, Chris Brown, Mark Habben, Stevie Sheppard and Zak Showell to the Board of Trustees.

I recognise the hard work the executive team, led by Dr Jo Judge, have put in yet again and also can see how the membership of our Board, Committees and Working Groups are mirroring the aims, objectives, purposes and missions of conservation zoos and aquariums across the UK and Ireland.

Thanks to each and every one of you for your hard work and dedication to nature, not only in the UK and Ireland but across the world.

Credit: Casey Dyke

BIAZA CEO Office Report 2022

Looking back 2022 was a really important year for BIAZA. It felt in some ways like the first normal year for me as CEO since I joined during the pandemic.

We launched BIAZA's strategic plan for 2022 – 2026, which will guide all our activities over the next five years to ensure we are fulfilling our purpose to bring together the best zoos and aquariums in Britain and Ireland to create a better future for the planet and its inhabitants. We will do this through driving excellence in animal welfare, conservation, education and research, demonstrating our members' value to society, and using our collective expertise and voice to influence policy and champion positive behaviours.

We continued with our increased focus on public affairs, building on our relationships with government officials and politicians across the nations. BIAZA, supported by the experts in our Committees and Working Groups, provided a comprehensive response to the Defra consultation on the proposed new Standards for Modern Zoo Practice in Great Britain. We also continued working with UK and EU officials in collaboration with EAZA to assist members with the difficulties surrounding animal transfers post Brexit and lobbied the GB and EU governments for greater alignment of animal health laws.

Avian influenza (AI) outbreaks in zoos and aquariums pose specific challenges. BIAZA has been closely involved in the Defra AI Core Group and secured key exemptions, for example, zoos and aquariums were allowed to fly birds within Avian Influenza Protection Zones. We also established the Avian Influenza Subgroup to ensure members are well versed in AI precautions, assist in the unfortunate event of an outbreak and feed into Defra policy discussions.

Credit: Amy Gatley

We can't look back on 2022 without mentioning two monumental events, the invasion of Ukraine and the passing of Queen Elizabeth II. BIAZA and many of our members contributed to the EAZA support fund for zoos, zoo personnel and animals caught up in the war. In September our members came together quickly and professionally to recognise the Queen and her connections to our sector.

BIAZA Office

In February we said goodbye to our Financial Controller, Eric Frimpong Asamoa, who had been with BIAZA for over three years. March saw the arrival of Maria Carbin to a newly created post of Campaigns and Communications Officer and in May, Jeff Green joined us as our Finance and Administration Officer.

Membership

Our membership continued to grow in 2022. We accepted two new Provisional Members and two moved from Provisional to Full Membership. We also welcomed one new Accredited Associate, one Professional Associate, ten Corporate Associates, one Educational Associate and our first Under Construction Associate.

Committees and Working Groups

As part of delivering on the strategic plan, a Diversity, Equality, Accessibility & Inclusion Working Group was established and BIAZA held its first International Women's Day Conference. The Native Species Working Group launched the Spotted on Site campaign to encourage staff and visitors to record the native species they see at our zoos and aquariums.

More details on the achievements of the Committees and Working Groups are given in the Committee pages that follow this report.

Conferences and workshops

We were able to return to an in-person Annual Conference this year, with a well-attended and very successful conference at Dublin Zoo in June. At the AGM Christoph Schwitzer stepped down as Chair. I would like to thank Christoph for all the support he gave the BIAZA team during the pandemic and, from a personal view, the support he gave me as I settled into the role of CEO. Jamie Christon took over as Chair and I look forward to working closely with him and the rest of the Board as we continue to implement our strategy and fulfil BIAZA's purpose.

We received 75 award nominations across 13 categories and awarded 20 bronze, 25 silver and 28 gold. Some examples of gold award winning projects include Belfast Zoo's 'Accessibility Improvement Plan', Chester Zoo's 'Avian malaria epidemiology, vector ecology and genetics in UK Zoos' and RZSS's 'The Scottish Beavers Reinforcement Project'. Twenty Zoo and

Credit: David Roberts

Aquarium Hero Awards were presented to exceptional volunteers at our member zoos.

Members of the BIAZA Executive Office team attended external conferences to represent the sector, including the EAZA and WAZA conferences and the Conservative and Labour Party conferences.

Political activity

In addition to the work mentioned above on animal transfers, AI and the proposed standards, we continued to lobby around the Kept Animals Bill.

As a result of our and our members' work, MPs have highlighted the value of zoos and aquariums in parliament and made many important site visits, and the All-Party Parliamentary Group for Zoos and Aquariums has increased to 50 parliamentarians. In 2022 visits included the (then) Home Secretary Priti Patel MP to Colchester Zoo, shadow zoo minister Alex Sobel to Noah's Ark Zoo Farm and a virtual meeting of the Science Minister at Banham Zoo.

We established the Irish Public Affairs Working Group in March to increase our connection with and input into public affairs in Ireland. Their first output was a joint letter to urge Michael Martin, Ursula von der Leyen and Boris Johnson to work together to find a solution to animal transfer challenges following Brexit.

In anticipation of a decision from the government on the recommendations of the Elephant Welfare Group's 10-year report, we sent a letter to Rishi Sunak and Liz Truss (then Conservative leadership candidates) on World Elephant Day signed by over 70 campaigners, conservationists and elephant experts, and produced a BIAZA report 'Giant Expectations' which details the care of elephants in BIAZA zoos and their contribution to conservation, education and research.

We submitted responses to government consultations including on the Nature Recovery Green Paper and Environmental Targets.

Communications

We continued to provide our weekly updates through BIAZA BiteSize. Subscription to BiteSize had reached nearly 1,300 people by December. We also had a very successful LGBTQ+ Pride campaign and produced a social media campaign around the results of the annual photo competition.

We launched a Careers guide which brings together advice from across BIAZA Committees and Working Groups with information and guidance on career progression, specific roles, and how to get started.

Moving Forward

In 2023, BIAZA's priorities will continue to be campaigning (on zoo licensing, avian influenza, animal transfers, elephant welfare and more), and supporting our members through our amazing Committees and Working Groups. We will be increasing the number of campaigns for our members to get involved with across all our strategic goals.

We will continue to support our members to be the best in animal welfare, conservation, education and research, including through developing and trialing our proposed new accreditation scheme which should be launched in 2024.

As always, we are immensely grateful to all our Board, 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

2022

ANNUAL REPORT

Credit: Samantha Smith

Thomas Owen

Treasurer

Treasurer's Report

Finance & Resources

It was fantastic to see, with much relief, that in 2022, all our members were once again able to open their doors to the public for a full calendar year, following Covid-19. The pandemic severely impacted our members' visitor numbers and placed material strains on their financial positions during 2020 and 2021. However, with the additional risk of closure from Covid-19 diminishing and with clearer visibility over finances, BIAZA felt able to return to membership fees that were no longer discounted. This followed two years, where the Trustees had showed their continuing support for our members, by reducing their annual subscription fees.

Returning to full membership fees has allowed the Association to remove some of the constraints on its expenditure, enabling us to return to delivering a more comprehensive service for our members, while also starting to deliver on our new strategic aims following the aftermath of two of the most difficult years British and Irish zoos and aquariums have experienced since BIAZA was founded.

I am so proud how the BIAZA team, with limited resources, has continued to provide a foundation to allow members to receive advice, while continuing with the provision of special interest forums and specialist Working Groups, being strong vocal advocates for and promoting the wider zoo and aquarium community at large and in forging relationships and making representations to key government bodies and working parties.

This has all been achieved while operating within a rapidly changing economic and social environment and an increasingly complex political and regulatory landscape. I am immensely proud of their achievements and continuing dedication during what has been another challenging period for all concerned.

Total membership income for the year was £423,122 (2021: £375,507). This was a result of higher visitor and membership numbers within our member organisations in 2021 that determined the level of memberships fees in 2022, together with removal of the discount. For the same reason, income from other activities of £23,337 (2021: £12,269), although less material to the Association's finances, returned to more normal levels of activity.

Expenditure of £417,067 (2021: 325,061) increased as a result of higher employee costs and a return to more normal levels of operation and hosting of events throughout the year. For example, it was great to see the return of the well-attended and highly successful BIAZA Annual Conference hosted by Dublin Zoo in June. A forum that allowed the sharing of knowledge and experience across the many varied strands of operation we see in our zoos and aquariums today. All costs were closely managed to ensure expenditure was kept to a minimum.

The level of restricted funds held throughout the year remained largely constant. The application of restricted funds have continued to be used in-line with the purpose for which they were founded and will continue to do so.

The Board has agreed a reserves policy, in recognition of the current climate and the immediate requirements of the charity, of maintaining a minimum level of six months expenditure. During the year, the charity increased its level of unrestricted reserves by £30,880 to £365,404. At year end, unrestricted reserves represented approximately ten months of current unrestricted operational expenditure.

As such, the Association has emerged from the pandemic in a healthy financial position. The Trustees will continue to regularly review income, expenditure and reserves as we move forward with our strategy and deliver for our members. It will do this while continuing to support our members, representing the industry at large and adapting to the continually changing landscape in which they operate.

Credit: Joanna Diston

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Credit: Cam Whitnall

Dr Bryan Carroll

Chair

Committee Reports

Membership & Licensing Committee

Status and Changes in Membership			
	31/12/21	31/12/22	+/-
Full Members	120	121	+2/-1
Provisional Members	6	6	+2/-2
Accredited Associates	11	10	+1/-2
Basic Associates	14	12	-2
Professional Associates	20	15	+1/-6
Honorary Associates	36	36	0
Corporate Associates	53	52	+10/-11
Educational Associates	10	9	-1
Educational Associates with Animals	4	5	+1
Under Construction Associates	0	1	+1

Achievements from 2022

- New members:
  - Provisional Membership: National Museums Liverpool, Paultons Park
  - Under Construction Associate: Hobbledown Heath
  - Accredited Associate: Lindsay McKenna
  - Corporate Associate: AnimalConcepts, Attractions.io, CCTV Security UK, Chapelstone Zoo Construction, ELSS Engineering, Flamingo Marketing, Knitwire, Koda Creative, Romax, Saint Laurent SAS
  - Educational Associate (with animals): Halesowen College
  - Professional Associate: Edward Perry
- Moved to Full Member:
  - All Things Wild, Plantasia

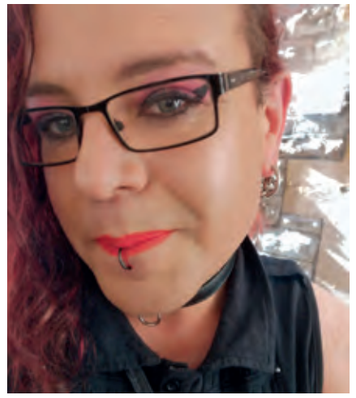
Aims for 2023

- Support the development of accreditation, screener training and review of relevant policies.

Credit: Aminah Shabir

Melissa Bushell

Chair



Committee Reports

Living Collections Committee

Achievements from 2022

- Ran six in-person conferences plus numerous online and topic-specific training events.
- Achieved review process for 50% of BIAZA husbandry resources online.
- Updated BIAZA's Institutional Collection Planning Guidelines.
- Supported BIAZA with the consultation on the proposed Standards of Modern Zoo Practice as they relate to animal care and welfare.
- Provided regular data and feedback to BIAZA Office to support continued improvement in animal transfer issues.

Aims for 2023

- Complete the process of review for 100% of BIAZA husbandry resources online.
- Update the BIAZA Animal Transfer Policy.
- Support development of strong animal care criteria within BIAZA accreditation process and review relevant policies to ensure alignment.
- 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 second consultation on the proposed Standards of Modern Zoo Practice as they relate to animal care and welfare, especially around hazardous animal categories.
- Carry out first Living Collections Committee joint (multi-taxa) conference for keepers.
- Continue to provide regular data and feedback to BIAZA Office to support continued improvement in animal transfer issues.

Credit: Casey Dyke

Dr Andrew Bowkett

Chair

Committee Reports

Field Conservation Committee

Achievements from 2022

- Supported BIAZA with the consultation on the proposed Standards of Modern Zoo Practice as they relate to field conservation.
- Supported ongoing management of native species studbook for red squirrels.
- Developed a new native species campaign (Spotted on Site) to support BIAZA members in recording native species.
- Ran a successful Native Species Conference at Wildwood in Kent.
- Planned a successful BIAZA Conservation Conference with the theme of One Health.

Aims for 2023

- Review the BIAZA Conservation Policy.
- Advise on effective conservation-based accreditation criteria.
- Support BIAZA with the second consultation on the proposed Standards of Modern Zoo Practice as they relate to field conservation.
- Facilitate members' selection of field conservation projects, through providing guidance on due diligence and access to conservation networks.
- 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.
- Plan and deliver a Native Species Conference for the general promotion of biodiversity conservation and to address any training needs.
- Support ongoing management of native species studbooks and development of new BIAZA Monitor role for harvest mice.
- Expand the Spotted on Site native species campaign to engage visiting school children and general public.

Credit: Clare Wilkie

Dr Paul Rose & Lewis Rowden

Co-Chairs

Committee Reports

Research Committee

In 2022 we welcomed Lewis Rowden as new Co-Chair. We extend our greatest thanks to Dr Kirsten Pullen for her leadership as Co-Chair over the past 3 years, and to the other members who stepped down in 2022.

Achievements from 2022

- Supported high quality zoo research through the research support process - 19 reviewed, 13 were provided with a letter of support including PhD, Masters and Undergraduate level studies.
- Organised a conference in July 2022 at ZSL London Zoo.
- Held the first in-person meeting of the Committee since December 2019.
- Wrote the BIAZA Research Policy.
- Continued link with ABWAK via Ratel research summaries written by different Committee members.
- Continued to use our social media presence via Facebook to expand reach to a wider audience, and to encourage dissemination of research outputs from members of the Committee.
- Continued communication with Working Groups via Research Liaison officers and engagement at physical and online meetings.
- Carried out a review of Research Liaison Officers.
- Worked with the Animal Welfare Working Group (AWWG) on the launch of online training videos on key concepts in animal welfare, publication of Quality of Life assessment and guidelines, and with the development of the BIAZA Animal Welfare Policy and Visitor Animal Experiences guidelines ready for launch in 2023.

Aims for 2023

- Launch the new Research and Animal Welfare Policies, as well as a new toolkit for members on animal welfare in visitor animal interactions.
- Run a physical conference over two days in July 2023 at Dudley Zoo & Castle.
- Hold the summer meeting of the Committee and Engagement Group in person.
- Continue to review and reassess the groups that sit under the Committee.
- Continue discussion around the roles for research within BIAZA strategy and assistance with drafting of strategy where needed.
- Continue to develop ABWAK links and Ratel research summaries.
- Celebrate the 25th anniversary of the Committee with a theme for the summer conference around “looking to the future and peering into the past” and draft a paper celebrating the achievements of the Committee over this period.
- Build links with the Research and Technology Committee of AZA where appropriate.
- Continue links to the EAZA Research Committee, BIAZA Living Collections Committee and BIAZA Board where relevant.
- Develop access to materials to support higher quality zoo science via collaboration with the Animal Welfare Research Network.
- Reassess the role of the AWWG within the Committee to ensure its functions are placed in the best possible area of BIAZA operations.

Credit: Dave Clarke

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Credit: Christopher Clarke

Nicola Bridge

Chair

Committee Reports

Conservation Education Committee

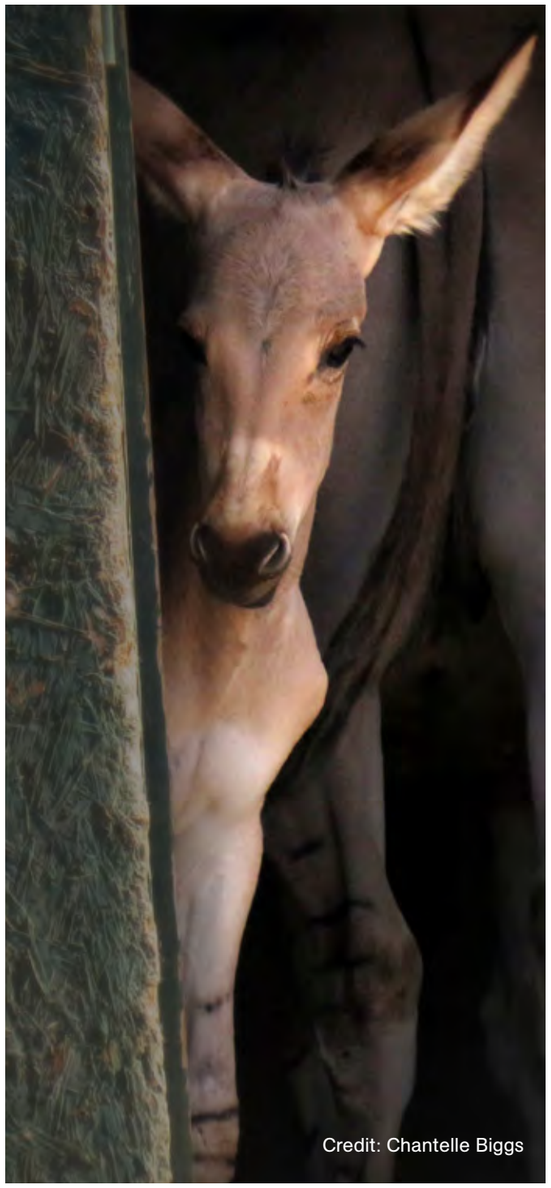
Achievements from 2022

- Held a very successful return to in person education conferences at Dartmoor Zoo in November. There were many new educators in attendance so there was a focus on conservation education planning as well as putting the fun back into education after the pandemic.
- Offered a bursary for attendance at the education conference for the first time, to improve accessibility for those from members unable to fully cover the costs of attending.
- Carried out a full review of the BIAZA Conservation Education Guidelines to create a new BIAZA Education Policy.
- Continued our programme of educator engagement through the Facebook group and the regional networks and meetings.

Aims for 2023

- Support the launch of the new Education Policy, including creating and updating additional guidance and support materials to help members implement it.
- Continue the programme of conferences and regional meetings to engage and support educators across the BIAZA membership.
- Support BIAZA accreditation development, including establishing constructive requirements for conservation education.
- Continue to support the BIAZA Office with political engagement activities around the education role of zoos and aquariums.

Credit: Donovan Lewis



Credit: Chantelle Biggs

Shelby Brereton

Curriculum Leader

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

As the National Zoo Academy portfolio of courses continues to grow, the support across the industry of investing in zoo professionals is inspiring. Recent graduates of the DMZAA have progressed in their zoo careers, gaining roles such as Head Keeper and Research Officer. We welcome hearing stories from graduates of their career progression and hope to highlight this to current students.

Achievements from 2022

- Since 2020, there have been students from 116 collections, and 25 countries.
- 45 DMZAA students Graduated in 2022. Congratulations to Ella Trevelyan from Heathrow Animal Reception Centre for Best Overall Performance.
- New DMZAA and CMZAAV students welcomed with weeklong residentials, including a networking session with Dr Jo Judge.
- Exciting launch of monthly webinars and informal coffee chats to encourage networking and support continued professional development. Guest speakers included Colin Stevenson of Crocodiles of the World and Molly Rudder of West Midland Safari Park.

Aims for 2023

- 48 new DMZAA students and 9 new CMZAAV students.
- 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. Webinar workshops are in place to support students with the skills to plan, research and present at conferences.
- Planning is underway to offer an online National Zoo Academy Research Conference in July 2023, in which students from across DMZAA, CMZAAV and Zoo Apprentice courses can present research and case studies in either poster or presentation format.

Credit: Ellie Wiczling

David Field

Interim Chair

Committee Reports

Mission Enabling Committee

Environmental Impact & Sustainability Working Group

Achievements from 2022

- Ran two successful virtual sustainability Q&A drop-in sessions for members.
- Coordinated pilot research project into sustainable husbandry.
- Supported lobbying and fed into the Energy Bill Relief Scheme review, resulting in inclusion of zoos and aquariums on the list of sectors eligible for higher energy bills support in 2023.
- Contributed to Government consultation on forest risk commodities.
- Continued to represent the sector at UK palm oil and soy roundtable groups.
- Ran several sustainability-focused sessions at the BIAZA Annual Conference to support sustainable operations.

Aims for 2023

- Run a successful conference to support zoos and aquariums working towards carbon neutral.
- Develop an auditing questionnaire to encompass a broad range of resources (palm oil, soy, wood products, carbon and energy) to support members in auditing their supply chains.
- Provide resources and support to members in assessing their Scope 3 emissions in carbon footprint reduction.
- Run two further virtual sustainability Q&A drop-in sessions for members.

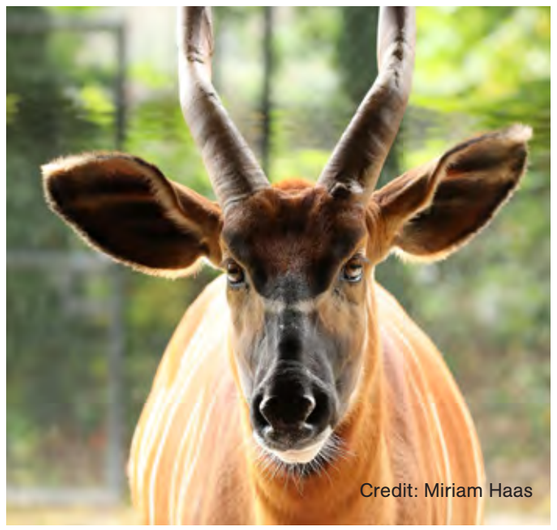
Diversity, Equality, Accessibility, & Inclusion Working Group

Achievements from 2022

- The DEAI Working Group successfully launched in November 2022 and has brought together a passionate group of individuals with broad ranges of experience across the diversity, equity, accessibility and inclusion space. The initial meetings have allowed the group to facilitate a plan for future BIAZA campaigns and further understand the excellent DEAI practices going on across the BIAZA network of zoos and aquariums. This also includes areas in which the working group can offer guidance and support moving forward.
- In support of International Men's Day, Chair of the DEAI Working Group, Chris Eley, delivered an insightful blog post to highlight the importance of men being able to speak up. The post also recognised the work that can be done across zoos and aquariums to support colleagues through fostering supportive and open working environments.

Aims for 2023

- Draw upon the fantastic work being done across the BIAZA network in making sites more accessible for those visitors with neurodivergence to produce a range of resources that can support collections wishing to make their sites more accessible for the neurodiverse community. These will come in the form of blog posts, case studies and "how to" guides under the World Autism Acceptance Campaign 27 March - 2 April.
- Form the BIAZA Interpretation Focus Group to create a detailed guidance document that can influence future decision making around creation of interpretation, by making it as inclusive and accessible as possible. Utilising the skills of those passionate about interpretation and inclusivity, the guidance will draw upon examples of best practice, give advice and clarity on how to create exciting as well as inclusive interpretation.



Credit: Miriam Haas

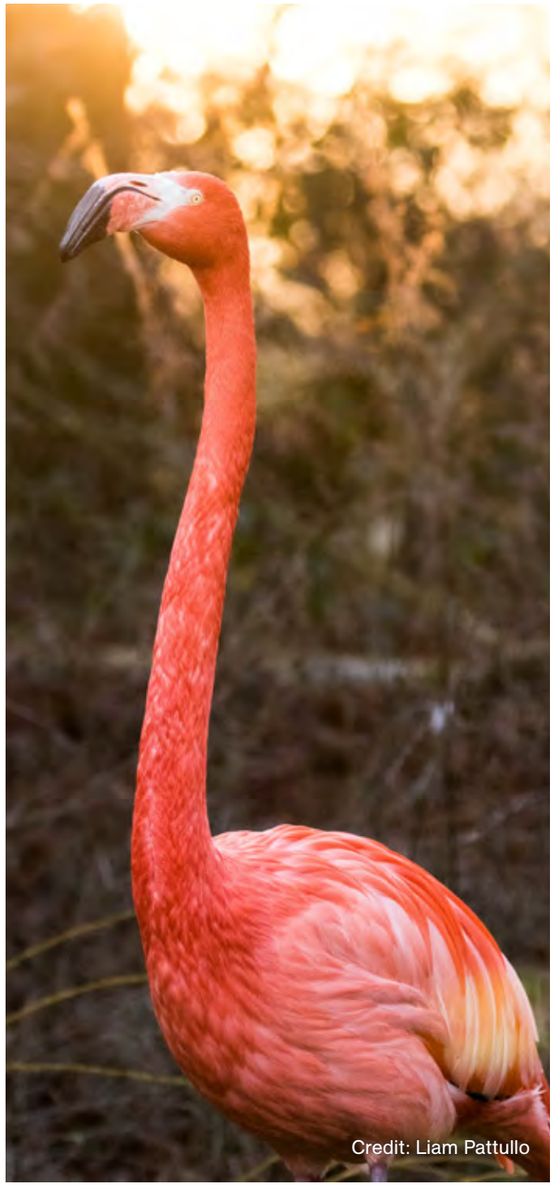
Communications Working Group

Achievements from 2022

- Public Affairs Working Group (PAWG) met weekly to lead on lobbying efforts, dealt with several changes in UK Government and worked to establish relationships with the relevant politicians and stakeholders.
- PAWG supported the BIAZA office to secure Sarah Champion MP as the new Chair of the APPG for Zoos and Aquariums.
- PAWG organisied the 2022 'Communities at the Heart of Nature Recovery' parliamentary reception.
- Irish Public Affairs Working Group met regularly to conduct lobbying on behalf of members in Ireland and Northern Ireland, including lobbying around animal transfer issues which achieved significant media coverage.
- Elephant Task Force campaigned around the future of elephants in UK zoos and safari parks, including the development of the Giant Responsibilities report.
- Social Media Task Force delivered several key training resources for BIAZA members including TikTok training.

Aims for 2023

- Deliver a communications conference around the theme of 'coming together' at Chester Zoo in November.
- Revitalize the task forces through more recruitment and establish a fundraising task force and a terminology task force.
- Elephant Task Force will finalise the Giant Responsibilities report and engage with stakeholders on this before managing the ministerial response to the Elephant Welfare Group report.
- Public Affairs Working Group will lead on a widespread Brexit campaign that achieves media coverage. Will lead on political engagement around the Kept Animals Bill, licensing, party conferences and organise a 'great British Wildlife Restoration' reception in December. Will seek a number of policy changes including energy relief and supporting BIAZA's work on animal transfers, and AI.



Credit: Liam Pattullo

BIAZA Board, Committees and Staff 2022

BIAZA OFFICERS AND COMMITTEE CHAIRS

Board of Trustees

Chair - Dr Christoph Schwitzer, Dublin Zoo (until 2022)
Jamie Christon, Chester Zoo (from 2022)
Vice-Chair - Douglas Richardson
Treasurer - Thomas Owen, Chester Zoo

Dr Bryan Carroll
Melissa Bushell, Bristol Zoo Gardens
Dr Andrew Bowkett, Wild Planet Trust
Dr Kirsten Pullen, Wild Planet Trust (until 2022)
Lewis Rowden, Zoological Society of London (from 2022)
Nicola Bridge, National Marine Aquarium
Dr Christoph Schwitzer, Dublin Zoo
Professor David Field, Royal Zoological Society of Scotland
Gary Batters (until 2022)
Dr James Cretney, Marwell Zoo (until 2022)
Dr Lesley Dickie, Jersey Zoo
Katy Duke, The Deep (until 2022)
Sean McKeown, Fota Wildlife Park
Tim Morphew, Folly Farm (until 2022)
Clare Rugg, Wild Planet Trust (until 2022)
Penny Smout, Hawk Conservancy Trust
Zak Showell, Shaldon Wildlife Trust (from 2022)
Stevie Sheppard, Jimmy's Farm and Wildlife Park (from 2022)
Charlotte Macdonald, Yorkshire Wildlife Park (from 2022)
Chris Brown, SEA LIFE Weymouth, (from 2022)
Mark Habben, Wildwood Trust (from 2022)

Associate Representative – Terri Hill
BVA Representative - Dr Sarah Jayne Smith (until 2022)
Dr Romain Pizzi (from 2022)

BIAZA Office

Dr Jo Judge – Chief Executive Officer
Nicky Needham – Senior Manager
Dr Cerian Tatchley – Senior Manager
Alex Blatherwick – Membership Officer
Frankie Lawrence-Thompson – Projects, Diversity and Inclusion Officer
Eric Asamoa - Financial Controller (until February 2022)
Jeff Green – Finance and Admin Officer (from May 2022)
Maria Carbin – Communications and Campaigns Officer (from March 2022)
Andy Hall - Communications and Public Affairs Manager

Membership & Licensing Committee (MLC)

Dr Bryan Carroll (Chair)
Dr Christoph Schwitzer - Dublin Zoo (until 2022)
Jamie Christon - Chester Zoo (from 2022)
Thomas Owen – Chester Zoo (BIAZA Treasurer)
Bob Lawrence – co-opted member
Sarah Forsyth – Zoological Society of London
Sean McKeown – Fota Wildlife Park
Douglas Richardson (BIAZA Vice-Chair)
Penny Smout – Hawk Conservancy Trust (until 2022)
Katy Duke – The Deep (until 2022)
Rebecca Willers – Shepreth Wildlife Park (until 2022)
Dr Sarah Jayne Smith – BVA representative (until 2022)
Dr Romain Pizzi - BVA representative (from 2022)
Angela Ryan – Zoological Society of London (from 2022)
Chris Brown - SEA LIFE Weymouth (from 2022)
Dr Jon Cracknell – Knowsley Safari (from 2022)
Kathleen Graham – Curraghs Wildlife Park (from 2022)
Zak Showell – Shaldon Wildlife Trust (from 2022)

Living Collections Committee (LCC)

Melissa Bushell (Chair) – Bristol Zoo Gardens
Zak Showell (Vice-Chair) – Shaldon Wildlife Trust
Jim Mackie (Co-Chair Animal Behaviour & Training Working Group) – ZSL London Zoo (until 2022)
Kim Wilkins (Chair Animal Behaviour & Training Working Group) – Yorkshire Wildlife Park
James Wright (Chair Aquarium Working Group) – SEA LIFE London
Ross Brown (Co-Chair Bird Working Group) – Marwell Zoo (until 2022)
Gary Ward (Co-Chair Bird Working Group) – ZSL (until 2022)
Mark Vercoe (Chair Bird Working Group) - Chester Zoo (from 2022)
Matt Webb (Chair Mammal Working Group) – ZSL Whipsnade Zoo (until 2022)
Jessie Boylan (Chair Mammal Working Group) - Paradise Wildlife Park (from 2022)
Sven Seiffert (Chair Plant Working Group) – ZSL (until 2022)
Benjamin Camps (Chair Plant Working Group) - ZSL (from 2022)
Liz Ball (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 Phillipa Dobbs (Chair Veterinary Focus Group) – Twycross Zoo
Dr Kirsten Pullen (Research Champion) – Wild Planet Trust (until 2022)
Lewis Rowden (Research Champion) - ZSL (from 2022)

Field Conservation Committee (FCC)

Dr Andrew Bowkett (Chair) – Wild Planet Trust
Dr Campbell Murn (Vice-Chair) – Hawk Conservancy Trust (until 2022)
Rebecca Moore (Co-Vice-Chair) – Colchester Zoo
Dr Grainne McCabe (Co-Vice-Chair) – Bristol Zoo Gardens
James Brereton (Chair Native Species Working Group) – Sparsholt College
Cat Barton – Chester Zoo
Jeff Dawson – Durrell Wildlife Conservation Trust
Colin Stevenson – Crocodiles of the World
Helen Taylor – RZSS (from 2022)
Dr Matt Hartley – Yorkshire Wildlife Park (from 2022)
Dr Rebecca Biddle – Twycross Zoo (from 2022)
Sarah Lee – ZSEA
Dr Andrew Marshall – University of Sunshine Coast, co-opted member (until 2022)
Dr Kira Mileham – IUCN, co-opted member
Olivia Walter – IZVG, co-opted member

Research Committee (RC)

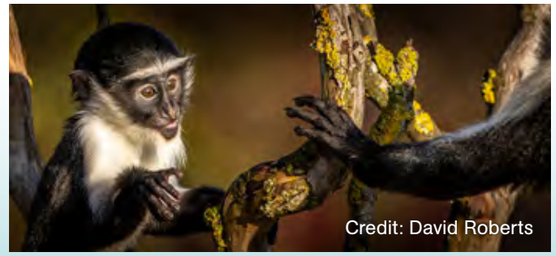
Dr Kirsten Pullen (Co-Chair) – Wild Planet Trust (until 2022)
Dr Paul Rose (Co-Chair) – Sparsholt College
Lewis Rowden (Co-Chair) – ZSL London Zoo (from 2022)
Amanda Ferguson (Chair of Nutrition Group) - ZSL London Zoo
Dani Free – Marwell Zoo
Katie McDonald - West Midland Safari Park (until 2022)
Dr Leah Williams – Chester Zoo (until 2022)
Dr Chris Michaels – ZSL London Zoo (until 2022)
Dr Christina Stanley - University of Chester, co-opted member
Dr Jon Bielby - Liverpool John Moores University, co-opted member
Dr Ellen Williams - Harper Adams University, co-opted member
Bridget Johnson – Knowsley Safari (until 2022)
Greg Counsell – Chester Zoo
Jessica Harley (Chair Animal Welfare Working Group) – Knowsley Safari (until 2022)
Lisa Clifforde (Chair Animal Welfare Working Group) - ZSL (from 2022)
Dr Romain Pizzi – Five Sisters Zoo

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 (until 2022)
Nic Buckley (Middle and Eastern Region) – Chester Zoo
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
Jo Clark (South West Region) – Wild Planet Trust
Lynda McSweeney (Irish Region) - Fota Wildlife Park
Andy Moore – Colchester Zoo

Mission Enabling Committee (MEC)

Professor David Field (Interim Chair) - Royal Zoological Society of Scotland (until 2022)
Richard Morris (Chair Built Environment Working Group) – Knowsley Safari (until 2022)
Sean Mannie (Chair Commercial & Guest Services Networking Group) – Marwell Zoo
Daniel Craven (Chair Volunteer Managers Working Group) – Jersey Zoo (until 2022)¬
Lindsay Marston (Chair Volunteer Managers Subgroup) - Chester Zoo (from 2022)
Duncan East (Chair Environmental Impact & Sustainability Working Group) - Marwell Zoo
Jennifer Trigwell (Co-Chair Health & Safety Working Group) - ZSL London Zoo
Philippa Miles (Co-Chair Health & Safety Working Group) - Chessington World of Adventures
Chris Eley (Chair Diversity, Equality, Accessibility & Inclusion Working Group) - Paradise Wildlife Park
Gareth Siddorn (Chair Communications Working Group) - Chester Zoo


Credit: David Roberts

Our Purpose

BIAZA's purpose is to bring together the best zoos and aquariums in Britain and Ireland to create a better future for the planet and its inhabitants. We drive excellence in animal welfare, conservation, education and research, demonstrate our members' value to society, and use our collective expertise and voice to influence policy and champion positive behaviours.

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**

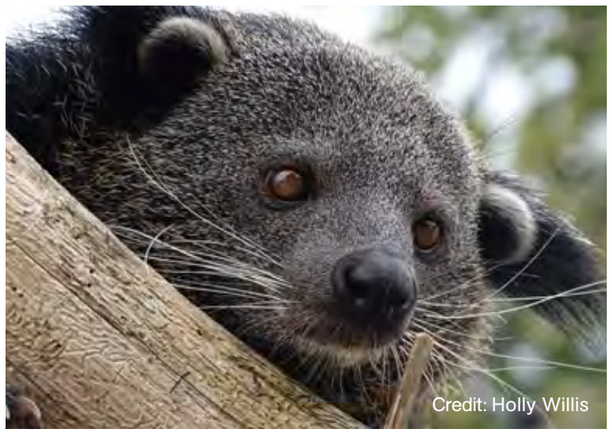
BIAZA Members and Associates 2022

Full Members

Africa Alive Zoological Reserve
Alameda Wildlife Conservation Park
All Things Wild (from 2022)
Amazon World Zoo Park
Amazona Zoo
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 Zoo
Deep Sea World
Dingle Oceanworld Aquarium
Drayton Manor Zoo
Drusillas Zoo Park
Dublin Zoo
Dudley Zoo & Castle
Emerald Park
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 (until 2022)
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 Bournemouth
Old MacDonald's Farm
Paradise Wildlife Park
Peak Wildlife Park
Pensthorpe Natural Park
Plantasia (from 2022)
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
The Big Cat Sanctuary
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 Wetland Centre
WWT Castle Espie Wetland Centre
WWT Llanelli Wetland Centre
WWT London Wetland Centre
WWT Martin Mere Wetland Centre
WWT Slimbridge Wetland Centre
WWT Washington Wetland Centre
Yorkshire Wildlife Park
ZSL London Zoo
ZSL Whipsnade Zoo

Provisional Members

All Things Wild (moved to Full Member 2022)
Fenn Bell Conservation Project
Oaklands College Habitat
Paultons Park (from 2022)
Plantasia (moved to Full Member 2022)
National Museums Liverpool (from 2022)
St Andrews Aquarium
Twinlakes Park


Credit: Holly Willis

Associate Members

Under Construction Associates

Hobbledown Heath (from 2022)

Accredited Associates

Blackler, Antony Lawrence MBE
Chalmers-Watson, Keith
Clements, Andrew
Ford, Matthew (until 2022)
Gow, Derek
Hill, Terri
Limmer, Jo
McAlpine, Lady Judy
McKenna, Lindsay (from 2022)
Palmieri, Ed
Wisniewski, Louise
Zoolokal (until 2022)

Professional Associates

Bourne, Debra
Burton, Christopher
Burton, John (until 2022)
Consorte-Mcrea, Adriana (until 2022)
Forbes, Neil
Green, John Richard
Haworth, Matt
Hunt, David
Lambert, Jeff
Kennedy, Benjamin
Nevin, Tony R. (until 2022)
Pankhurst, Sheila (until 2022)
Pellet, Sarah
Perry, Edward (from 2022)
Regan, John
Ryder-Davies, Philip
Smith, Fiona
Suddock, Peter
Trim, Steven Anthony
Webster, Chris (until 2022)
Williamson, Andrew (until 2022)

Basic Associates

Adams, Stacy
Beveridge, Andy
Blackport, Karen
Dove, Tracy (until 2022)
Ellis, Ivan
Fransen, Sally
Gough, Christopher (until 2022)
Harvey, Graham John
Merrett, Anna
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
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
Lawrence, Bob
Lucas, Prof Grenville OBE (until 2022)
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
Potter, Rosemary
Reid, Prof Gordon MacGregor
Stevens, Peter
Stevenson, Dr Miranda. OBE
Tonge, Simon
Wheater, Prof Roger J. OBE

Corporate Associates

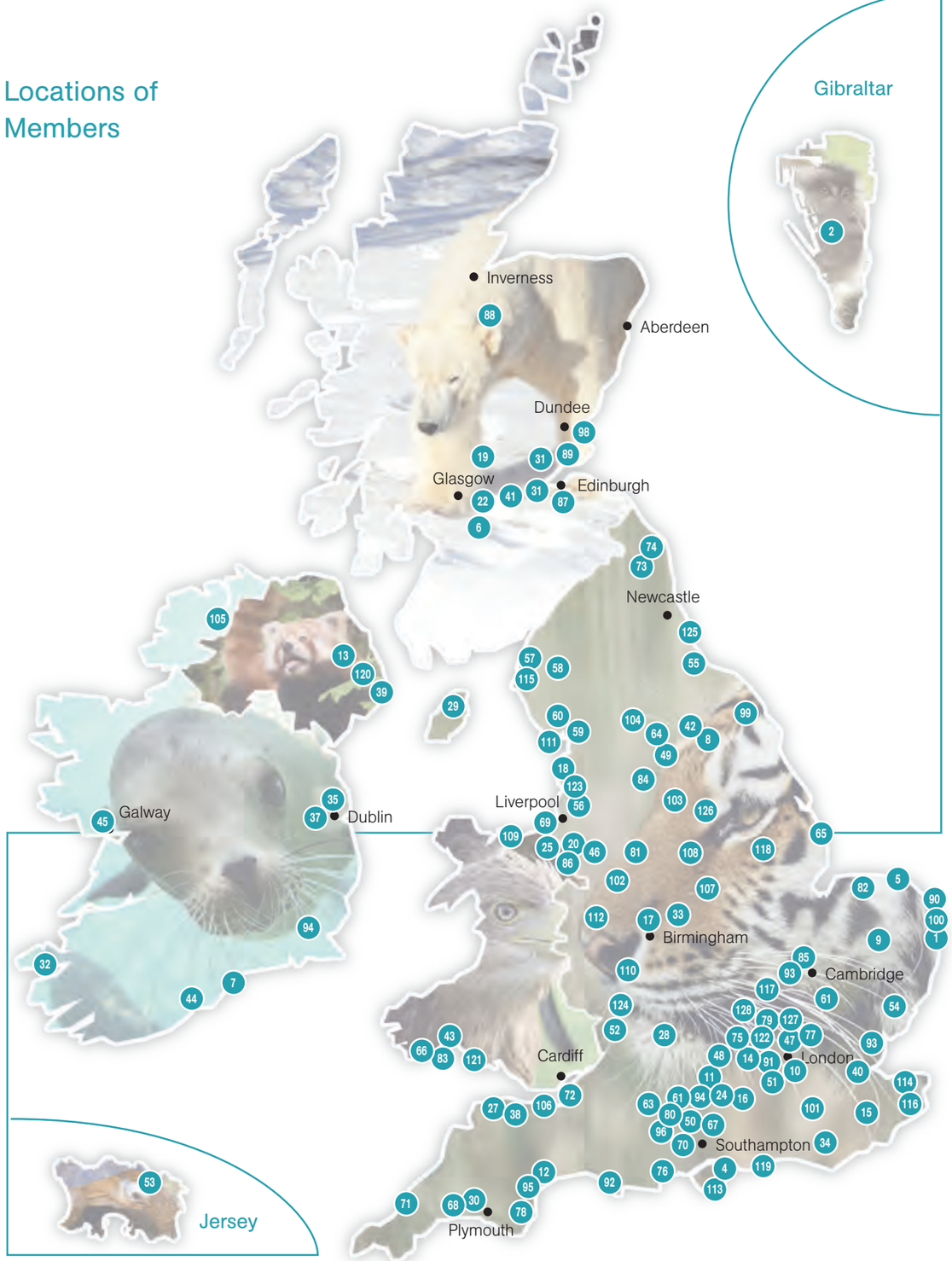
1-2-1 (Animal Handling) Products Ltd
AIVAF Ltd (until 2022)
Alan Bishop Themeworks
Allsorted Ltd
AnimalConcepts (from 2022)
Aquamax (until 2022)
Aquarium Technology Ltd
Attractions.io (from 2022)
AXA XL, a division of AXA
Byotrol Group
CA Cole International Limited
CCTV Security UK (from 2022)
Chapelstone Zoo Construction (from 2022)
Chapman Zoo Consultancy
CLM Services Ltd
Coast (Coast Agency)
Crew
Crossborder Animal Services
CUBO
DCR Theming (until 2022)
Dearadh Zú
Delphis Eco
DigiTickets
Dino Don Inc. (until 2022)
Drink Natural
ELSS Engineering (from 2022)
Finch Consulting (until 2022)
Flamingo Marketing (from 2022)
Fordingbridge
Haith's Pro
HJ Lea Oakes
HMJ Design
International Zoo Veterinary Group
James Rowlands (until 2022)
JCS Livestock
Kay Elliot Architects
Knitwire (from 2022)
Koda Creative (from 2022)
Lycetts
Marine Nutrition
McL Projects
MK40 Architects (until 2022)
M+M Welding and Fabrication Ltd (until 2022)
MP Creations
Nautilus
North Herts Surfacing
Pareto FM
PIB Insurance Brokers
Ray Hole Architects
Riverside Garden Centre (until 2022)
Romax (from 2022)
Safe 4 Solutions
Saint Laurent SAS (from 2022)
Semantic
Shaping Behaviour (until 2022)
Tantonite
Timberplay Ltd
Vennersys
Vision XS
Wild Republic Retail
Zooprofis
Zooscapes
Zootech UK (until 2022)

Educational Associates

Anglia Ruskin University
The ARC Centre
Bede's Senior School
Bishop Burton College
Botanic Gardens Education Network (BGEN)
Cornwall College Newquay, Centre for Applied Zoology
Edinburgh University (until 2022)
The Frozen Ark Project
Halesowen College (from 2022)
North Lindsey College
Nottingham Trent University, Dept of Animal, Rural & Environmental Sciences
SGS College
Species 360
University of Chester, Dept of Biological Sciences
Writtle College, School of Equine and Animal Science

BIAZA Members and Associates 2022

Locations of Members



BIAZA Members and Associates 2022

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 The 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 Zoo
31 Deep Sea World
32 Dingle Oceanworld Aquarium
33 Drayton Manor Zoo
34 Drusillas Zoo Park
35 Dublin Zoo
36 Dudley Zoo & Castle
37 Emerald Park
38 Exmoor Zoological Park
39 Exploris Aquarium
40 Fenn Bell Conservation Project
41 Five Sisters Zoo
42 Flamingo Land
43 Folly Farm
44 Fota Wildlife Park
45 Galway Atlantaquaria
46 Gauntlet Birds of Prey, Eagle and Vulture Park
47 Golders Hill Park Zoo
48 Hanwell Zoo
49 Harewood Bird Garden
50 Hawk Conservancy Trust
51 Hobbledown
52 International Centre for Birds of Prey
53 Jersey Zoo
54 Jimmy's Farm & Wildlife Park
55 Kirkleatham Owl Centre
56 Knowsley Safari
57 Lake District Coast Aquarium
58 Lake District Wildlife Park
59 Lakeland Wildlife Oasis
60 Lakes Aquarium
61 Linton Zoo Conservation Park
62 The Living Rainforest
63 Longleat
64 Lotherton Wildlife World
65 Mablethorpe Seal Sanctuary
66 Manor Wildlife Park
67 Marwell Zoo
68 National Marine Aquarium
69 National Museums Liverpool
70 New Forest Wildlife Park
71 Wild Planet Trust Newquay Zoo
72 Noah's Ark Zoo Farm
73 Northumberland College Zoo
74 Northumberland Country Zoo
75 Oaklands College Habitat
76 Oceanarium Bournemouth
77 Old MacDonald's Farm
78 Wild Planet Trust Paignton Zoo
79 Paradise Wildlife Park
80 Paultons Park
81 Peak Wildlife Park
82 Pensthorpe Natural Park
83 Plantasia
84 Ponderosa Zoo
85 Raptor Foundation
86 Reaseheath Mini Zoo
87 RZSS Edinburgh Zoo
88 RZSS Highland Wildlife Park
89 The Scottish Deer Centre
90 SEA LIFE Great Yarmouth
91 SEA LIFE London
92 SEA LIFE Centre Weymouth
93 Sealife Adventure
94 Secret Valley Wildlife Park
95 Shaldon Wildlife Trust
96 Shepreth Wildlife Park
97 Sparsholt College
98 St Andrews Aquarium
99 The Deep
100 Thrigby Hall Wildlife Gardens
101 Tilgate Nature Centre
102 Trentham Monkey Forest
103 Tropical Butterfly House
104 Tropical World
105 Tropical World @Alcorns
106 Tropiquaria Zoo
107 Twinlakes Park
108 Twycross Zoo
109 Welsh Mountain Zoo
110 West Midland Safari Park
111 Wild Discovery
112 Wild Zoological Park
113 Wildheart Animal Sanctuary
114 Wildwood Trust
115 Williamson Park
116 Wingham Wildlife Park
117 Woburn Safari Park
118 Woodside Wildlife Park
119 WWT Arundel Wetland Centre
120 WWT Castle Espie Wetland Centre
121 WWT Llanelli Wetland Centre
122 WWT London Wetland Centre
123 WWT Martin Mere Wetland Centre
124 WWT Slimbridge Wetland Centre
125 WWT Washington Wetland Centre
126 Yorkshire Wildlife Park
127 ZSL London Zoo
128 ZSL Whipsnade Zoo

BIAZA

2022

ANNUAL REPORT

Credit: Eleanor Thomas

BIAZA

2022

ANNUAL REPORT

The British & Irish Association of Zoos and Aquariums

(A Company Limited by Guarantee)

Financial Statements and Board of Association Report
For the year ended 31 December 2022

Credit: Oliver Newton-Browne

The British & Irish Association of Zoos and Aquariums

(A Company Limited by Guarantee)

Financial Statements and Board of Association Report

For the year ended 31 December 2022

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Credit: Oliver Newton-Browne

Financial Statements

For the year ended 31 December 2022

Chair of Board of the Association	Dr C. Schwitzer (until 15th June 2022) Mr J. Christon (from 15th June 2022)
Vice Chair of Board of the Association	Mr D. Richardson
Treasurer of Board of the Association	Mr T. Owen
Chief Executive Officer	Dr J. Judge
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

Board of the Association's Report

Financial statements for the year ended 31 December 2022

The Board of the Association present their report and the financial statements for the year ended 31 December 2022, 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 Board 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 Board of the Association's responsibilities

The members of the Board (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 Board to prepare financial statements for each financial year. Under that law the Board 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 Board 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 Board 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 Board 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 Board 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 Board 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 127 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 Conservation of Nature (IUCN)

The members of the Board 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 Board 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 launched its new five-year strategy in February 2022 along with a new purpose, "to bring together the best zoos and aquariums in Britain and Ireland to create a better future for the planet and its inhabitants. We drive excellence in animal welfare, conservation, education and research, demonstrate our members' value to society, and use our collective expertise and voice to influence policy and champion positive behaviours." Through delivering on this strategy, we will continue to support our members. BIAZA continues to work with EAZA, WAZA and the IUCN to raise standards and achieve conservation goals.

In 2022 BIAZA members; delivered education sessions to over 920,000 students, supported more than 1,300 research projects and 836 conservation projects and contributed more than £28.5 million to conservation. The Living Collections Committee updated the Institutional Collection Planning guidelines and reviewed over 50% of the online husbandry resources. The Field Conservation Committee developed a new native species campaign (Spotted on Site) for BIAZA members and delivered a successful conference on the theme of One Health. The Research Committee continued to support zoo and aquarium research including 13 research projects from PhD, Masters and Undergraduate students. The Research Committee also developed a new Research Policy. A series of online training videos on key animal welfare concepts were launched by the Animal Welfare Working Group. The Conservation Education Committee reviewed the Conservation Education Guidelines and created a new BIAZA Education Policy.

BIAZA provided comprehensive feedback to Defra on the proposed new Standards for Modern Zoo Practice in Great Britain. BIAZA also continued to liaise with government departments and ministers and shadow ministers across the UK and Ireland on topics including animal welfare, conservation, education, Brexit and Avian Influenza. The Association has continued to work with the All-Party Parliamentary Group for Zoos and Aquariums to keep MPs engaged and informed.

The Annual Report and the weekly e-newsletter, BIAZA BiteSize, were produced. The Annual Conference and AGM were held in person at Dublin Zoo in June. Full details are in the Annual Report.

Financial Overview

The total Incoming Resources for the year amounted to £485,807 (2021: £387,915). Of this amount £460,982 (2021: £375,507) was derived from membership income, which is the principal funding source of the organization. As membership income is primarily directly linked to visitor and member numbers at member organizations in the year prior to invoicing, the Association saw a material increase in 2022 income, as member organizations witnessed a rebound in 2021 visitation following the impact of COVID in 2020, despite remaining closed for a minimum of 14 weeks at the beginning of 2021. The Association had also offered a discount on Membership Fees in 2021 to provide some financial assistance to members following the impact of COVID.

Amounts received from events in the year was £23,337 (2021: £12,269). Investment income representing income from bank interest received was £1,255 (2021: £19). Details to this are in Note 3 on page 36 of the accounts.

The total Resources Expended in the year (in furtherance of the organisation's objectives) amounted to £454,676 (2021: £325,061). Of this amount £335,235 (2021: £230,155) related to expenditure in respect of (Direct) Charitable Activities, £2,558 (2021: £3,762) for Governance Costs and £116,883 (2021: £91,144) spent for Management and Administrative expenses. Details to this are in Note 4 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 £31,131 (2021: £62,854). All of this resulting in a balance of funds carried forward (after transfers) of £458,304 (2021: £427,173).

Reserves policy

Board 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 2022 the unrestricted fund reserves amounted £365,404 against the projected annual unrestricted fund expenditure of £417,067, which is approximately ten months' worth of expenditure. As detailed in the accounting policies note, Board 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 Board 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.

Board of the Association's report

For the year ended 31 December 2022

Board of the Association

Board members are elected by the full membership via ballot at the Annual General Meeting, as per the Memorandum and Articles of Association. Board members considered for election to serve in the Board should have, as a pre-requisite the relevant skills and experience to further the organisation's objectives. The Board is the governing and decision making body of the Association. The Board members set out in the table below have held office during the whole of the period from 1 January 2022 to the date of this report unless otherwise stated.

Board

Mr J. Christon	Chester Zoo	Chair (From June 2022)
Dr C. Schwitzer	Dublin Zoo	Chair (Until June 2022)
Mr D. Richardson	Independent	Vice-Chair
Mr T. Owen	Chester Zoo	Hon. Treasurer & Chair Finance & Resources Committee
Dr J.B. Carroll	Bristol Zoological Society	Chair Membership & Licensing Committee
Dr A. Bowkett	Wild Planet Trust	Chair Field Conservation Committee
Mrs N. Bridge	National Marine Aquarium	Chair Conservation Education Committee
Dr K. Pullen (Until October 2022)	Wild Planet Trust	Chair Research Committee
Mr L. Rowden (From October 2022)	Zoological Society of London	Chair Research Committee
Ms M. Bushell	Bristol Zoo Gardens	Chair Living Collections Committee
Professor D. Field	RZSS	
Mr G. Batters (Until June 2022)	Independent	
Mr C. Brown (From June 2022)	SEA LIFE	
Dr J. Cretney (Until June 2022)	Marwell Wildlife	
Dr L. Dickie	Jersey Zoo	
Mrs K. Duke (Until June 2022)	The Deep	
Ms T. Hill	Associate Representative	
Dr C. Macdonald (From June 2022)	Yorkshire Wildlife Park	
Mr S. McKeown	Fota Wildlife Park	
Mr T. Morphew (Until June 2022)	Folly Farm	
Dr R. Pizzi (From June 2022)	BVZA/BVA Representative	
Mrs C. Rugg (Until June 2022)	Wild Planet Trust	
Mr S. Sheppard (From June 2022)	Jimmy's Farm	
Mr Z. Showell (From June 2022)	Shaldon Wildlife Trust	
Dr S. J. Smith (Until June 2022)	BVA Representative	
Ms P. Smout	Hawk Conservancy Trust	

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

Approved by the Board of the Association on 22 May 2023 and signed on their behalf by:

Board Member

Mr J. Christon, Chair of Board

The British & Irish Association of Zoos and Aquariums
Financial Statement 2022

Independent Examiner's Report

To the Board of the British & Irish Association of Zoos and Aquariums for the year ended 31 December 2022

I report to the Board (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 2022 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's Board, 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 Board 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 Board as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the Board 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: 22 May 2023

Credit: Jacob Guy

Statement of Financial Activities (including Income & Expenditure Account)

For the year ended 31 December 2022

	Note	Unrestricted Fund £	Restricted Fund £	2022 Total £	2021 Total £
Income					
Donations		233	-	233	120
Income from charitable activities:					
Membership income	2	423,122	37,860	460,982	375,507
Income from activities	2	23,337	-	23,337	12,269
Investment Income:					
Bank interest	3	1,255	-	1,255	19
		447,947	37,860	485,807	387,915
Expenditure					
Expenditure on charitable activities:					
Delivery of activities and services	4	417,067	37,609	454,676	325,061
Total expenditure		417,067	37,609	454,676	325,061
Net Income/Expenditure		30,880	251	31,131	62,854
Total Funds Brought Forward at 1 January 2022	11/12	334,524	92,649	427,173	364,319
Total Funds Carried Forward at 31 December 2022	11/12	365,404	92,900	458,304	427,173

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

Balance Sheet

As at 31 December 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed Assets	8	-	6,121	-	9,671
Current Assets					
Debtors	9	3,215	-	12,808	-
Cash at Bank and in Hand		465,974	-	446,581	-
		469,189	-	459,389	-
Current Liabilities					
Creditors falling due in one year	10	17,006	-	41,887	-
Net Current Assets		-	452,183	-	417,502
Net assets		-	458,304	-	427,173
Represented by:					
Unrestricted fund	11/12	-	365,404	-	334,524
Restricted fund	11/12		92,900	-	92,649
		-			
Total Funds	11/12	-	458,304	-	427,173

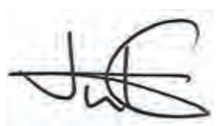
For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

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 Board of Association on 22 May 2023 and were signed on its behalf by:



Mr J. Christon- Chair of Board

T. Owen – Hon. Treasurer

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

Notes to the financial statements

For the year ended 31 December 2022

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 Board 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 Board members have taken into account any material uncertainties that may affect the charity's ability to continue as a going concern. Board 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 human care. 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 Board 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 Board. 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: Jennifer Linton

Notes to the financial statements
For the year ended 31 December 2022

2 Income from charitable activities

		2022 £	2021 £
Membership Income:			
Associate Members Subscriptions	- Unrestricted	33,669	19,013
Non Associate Members Subscriptions	- Unrestricted	389,453	301,314
Non Members Fees	- Unrestricted	-	-
Other Membership Services	- Restricted	37,860	55,180
		460,982	375,507

Income from other activities: Unrestricted

	2022 £	2021 £
RSA Community Grant	-	500
Promotions	5,280	2,098
Annual Conference	-	1,353
Corporate Sponsorship	10,586	2,208
Management Fees	5,000	6,000
Miscellaneous Income	2,471	110
	23,337	12,269

3 Investment Income

	2022 £	2021 £
Interest on cash deposits	1,255	19
	1,255	19

The British & Irish Association of Zoos and Aquariums
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Notes to the financial statements
For the year ended 31 December 2022

4 Charitable Activities

	Communication & Publicity	Conservation & Animal Management	Education	Membership Services- Unrestricted/ Designated	Membership Services- Restricted	2022 Total	2021 Total
	£	£	£	£	£	£	£
Unrestricted							
Staff Costs	34,903	122,160	34,903	52,354	-	244,320	185,452
Grants and Donations	-	-	-	2,500		2,500	-
Conservation Support & Research Costs	-	-	-	-	-	-	-
Premises Expenses	664	2,323	664	995	-	4,646	6,551
General Office Expenses	378	1,322	378	567	-	2,645	1,626
Ref. Materials, Publicity, PR etc	732	4,060	-	-	-	4,792	29
Depreciation	395	1,383	395	593	-	2,766	2,895
Computer and Website support costs	587	2,054	587	880	-	4,108	4,497
Travel, Subsistence & Subscriptions	1,116	18,068	1,116	1,674	-	21,974	11,121
Events, Promotions & Conferences	-	3,454	1,069	3,879	-	8,402	2,306
Exhibition Costs	-	-	-	-	-	-	-
Recruitment Costs	63	220	63	94	-	440	-
Consultancy	-	-	-	-	-	-	-
Governance Costs (Refer Note 5)	358	1,305	358	537	-	2,558	3,762
Support Costs (Refer Note 6)	16,714	58,442	16,714	25,013	-	116,883	91,144
Other Costs	-	-	-	1,033	-	1,033	259
Designated & Restricted							
Specific member services:							
- Restricted (Refer Note 11)	-	-	-	-	37,609	37,609	15,419
-Designated	-	-	-	-	-	-	-
	55,910	214,791	56,247	90,119	37,609	454,676	325,061

Credit: Liam Pattullo

Notes to the financial statements
For the year ended 31 December 2022

5 Governance Costs - Unrestricted

	2022 £	2021 £
Legal & Professional Fees	558	2,012
Independent Examiners Fee	2,000	1,750
	2,558	3,762

6 Management & Administrative Costs - Unrestricted

Management and Administration - Staff Costs	104,709	79,480
Premises Costs	1,991	2,807
General Office Expenses	1,133	807
Depreciation	1,184	1,240
Bank Charges	462	321
Training Costs	157	170
Recruitment Costs	189	-
Computer and Website Support Costs	1,760	1,927
Other Costs	4,978	4,392
Consultancy Fees	320	-
	116,883	91,144

Credit: Rachel Jones

The British & Irish Association of Zoos and Aquariums
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Notes to the financial statements
For the year ended 31 December 2022

7 Staff costs

	2022 £	2021 £
Salaries	299,641	230,310
Social security	27,512	19,736
	327,153	250,046
Pension contribution	21,876	14,886
	349,029	264,932

The number of employees receiving total employment benefits of more than £60,000 are as follows:	2022 No.	2021 No.
£60,000 - £70,000	-	1
£70,000 - £80,000	1	-

The average number of employees during the period was 8 (2021: 7). This being categorized into: Management & Administration – 4 (2021: 3), Conservation & Animal Management – 2 (2021: 2) and Communications & Members Services – 2 (2021: 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 Board.

The Board members were not paid or received any other benefit from the charity (2021 – Nil). One Board member was reimbursed expenses totalling £240 in the year (2021: Nil). No Board member received payment for professional or other services supplied to the charity (2021: Nil).

The key management personnel of the charity, comprise the Board members and the Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £77,897 (2021: £68,089).

Notes to the financial statements
For the year ended 31 December 2022

8 Fixed Assets

	Fixtures & Fittings £	Plant & Equipment £	Total £
Cost			
At 1 January 2022	635	30,241	30,876
Additions in the year	-	400	400
At 31 December 2022	635	30,641	31,276
Accumulated depreciation			
At 1 January 2022	527	20,678	21,205
Charge for the period	27	3,923	3,950
At 31 December 2022	554	24,601	25,155
Net Book Value			
At 31 December 2022	81	6,040	6,121
At 31 December 2021	108	9,563	9,671

Credit: Donovan Lewis

Notes to the financial statements
For the year ended 31 December 2022

9 Debtors

	2022 £	2021 £
Trade Debtors	3,215	12,510
Other Debtors	-	-
Prepayments and Accrued Income	-	298
	3,215	12,808

10 Creditors

	2022 £	2021 £
Trade Creditors	21	4,380
Other Taxation and Social Security	13,003	25,864
Other Creditors	2,232	9,896
Accruals and Deferred Income	1,750	1,750
	17,006	41,890

Credit: Jennifer Linton

Notes to the financial statements
For the year ended 31 December 2022

11 Restricted funds

	Balance at 1 January 2022 £	Movement in year: Incoming Resources/ Transfers £	Movement in year: Resources Expended/ Transfers £	Restricted Funds Balance at 31 December 2022 £
Zoo Animal Management Course	9,101	102	6,000	3,203
Elephant Project	5,604	-	-	5,604
World Land Trust	1,668	145	1,813	-
Aquariums Fund	9,456	13,705	13,639	9,522
Working Group Funds	15,148	2,432	4,332	13,248
Conservation Conference Fund	3,569	-	-	3,569
Great Ape Welfare Group	1,015	-	-	1,015
Conservation Education Committee	412	210	400	222
Animal Behaviour and Training Course	6,230	19,600	11,287	14,543
Flamingo Specialist Group	39,795	-	138	39,657
LCC Keepers Conference	-	1,666	-	1,666
BIAZA Research Committee	651	-	-	651
	92,649	37,860	37,609	92,900

Unrestricted and Designated Funds

	Balance at 1 January 2022	Incoming Resources	Resources Expended/ Transfers	Balance at 31 December 2022
Unrestricted Funds	334,524	447,947	417,067	365,404
Total Funds				**458,304**

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. A new MoU was signed between the FSG steering committee and BIAZA in 2022 and it is expected that grant funding will be distributed in 2023. 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 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, this wasn't utilised in 2022 as most conservation conferences were online.

The British & Irish Association of Zoos and Aquariums
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Notes to the financial statements
For the year ended 31 December 2022

12 Net assets held by funds

	Unrestricted Funds £	Restricted Funds £	2022 Total £
Fixed assets	6,121	-	6,121
Cash at bank and in hand	373,074	92,900	465,974
Other net current assets/(liabilities)	(13,791)	-	(13,791)
	365,404	92,900	458,304

12 Financial commitments and contingent liabilities

There were no financial commitments nor contingent liabilities at the year ended 31 December 2022.

Credit: Hannah Gosden

The British & Irish Association of Zoos and Aquariums
Financial Statement 2022

BIAZA
2022
ANNUAL REPORT

Credit: David Roberts

Cover: Eleanor Thomas

Chester Zoo

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BIAZA
BRITISH & IRISH ASSOCIATION OF ZOOS & AQUARIUMS

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