



## 2024 BIAZA AWARDS

### *Celebrating Excellence*

Members are now invited to submit their applications for the 2024 BIAZA Awards!

The BIAZA Awards provide an opportunity for you to have your hard work recognised across a number of fields. Winners will be announced at the BIAZA Annual Conference Gala Dinner. For each category, there will be two runners-up and one winner.

These awards are open to all types of BIAZA members.

1. Animal Husbandry, Care and Breeding
2. Behaviour & Welfare
3. Education
4. Habitats
5. Field Conservation
6. Horticulture
7. PR, Marketing, Digital and Events
8. Professional Capacity Building
9. Research
10. Sustainability
11. Diversity and Inclusion

In addition, two further award categories will also be open for submissions. The application form for these two awards can be found on the BIAZA website awards page:

- **“Rising Star”** award – this recognises the efforts of an individual who has gone above and beyond to support their collection and the BIAZA community. This person could be an emergent leader or significant contributor to BIAZA’s activities. This person must have under ten years of involvement in the zoo or conservation community.
- **“Outstanding Achievement”** award. This award is open to all categories of BIAZA members. This award is for an extraordinary achievement or outstanding performance throughout the year. Applications can be submitted on behalf of an individual or a team as appropriate.

### Important Information for Applicants - Please Read!

- A maximum of **two applications per award category** can be submitted per member (this does not include multi-collection applications).
- Submissions will be considered for work no older than **three years from present**, except for **Field Conservation** and the **Research** category that will accept projects that are up to **five years old** from present.
- Ensure you carefully read the enclosed criteria applicable for each category to select the correct category for your submission. If you are unsure which category your project best fits, please contact the office who will be happy to provide advice.
- You must complete **one information form** to accompany each project submitted.
- Each application must be in **video format** and must be no longer than 5 minutes. (The exception to this is the Rising Star and Outstanding Achievement awards, which are still written submissions). All videos must be filmed on a camera on a phone or tablet, but can be filmed in either landscape or portrait, and video editing/picture insertion is allowed. Video entries should contain sufficient information and evidence for them to be judged without supplementary information.
- Full copies of any supplementary information that are mentioned within your submission are not required but must be made available on request if they are needed by the judging panel.
- If you have additional queries then please contact the BIAZA Executive Office.
- Bear in mind that the judges can only judge on the basis of the application video – it is essential that you check you have addressed all of the criteria required.
- We require submissions in **electronic format only**. Submissions should be forwarded via email to [frankie.lawrence-thompson@biaza.org.uk](mailto:frankie.lawrence-thompson@biaza.org.uk). If the file size is too large then please send the documents using Dropbox, WeTransfer or similar. If you require assistance with this then please contact the Office.
- All applicants will be informed of the results and provided with judges' feedback shortly after the awards presentation in June 2024.
- BIAZA may contact authors to request use of submitted projects (appropriately credited) in internal or external publications, regardless of award outcome.
- All submissions must be sent to arrive at the BIAZA office by

**11pm Sunday 25 February 2024**

**You can contact the Office with any queries on  
Tel: 07593580595 email: [frankie.lawrence-thompson@biaza.org.uk](mailto:frankie.lawrence-thompson@biaza.org.uk)**

Applications for all awards must be submitted in the format of a 5 minute video. Videos can be under 5 minutes but must not be longer than 5 minutes. Videos can be edited and include inserted images, text etc, but all video aspects must be filmed on a camera tablet/phone. Videos can be filmed either in either landscape or portrait mode, with a person(s) narrating and/or explaining the project (if voice over narration is preferable people do not need to be seen explicitly on camera whilst talking). The project must cover all the points listed for the category (see below for specific detail) - creativity in showcasing this is welcomed and encouraged. An example of style that could be used can be found in our [Love Your Zoo and Aquarium video](#). Your finalised video must be sent, along with an accompanying information document, to the BIAZA Office before the deadline. Please note, by submitting a video to the awards you agree to grant BIAZA the unlimited right to use the videos. Full acknowledgement will be given to the submitting organisation.



## ANIMAL HUSBANDRY, CARE AND BREEDING

This award is for innovative techniques or projects which have made an important contribution to the survival, well-being, and/or the breeding of a species or sub-species. Examples of new techniques could be new diets, new feeding or rearing methods, veterinary procedures, environmental enrichment projects, etc. These techniques should have relevance to the current Standards of Modern Zoo Practice.

**Please note:** *Captive breeding projects which have helped to establish captive populations of species on the brink of extinction but have not yet resulted in successful reintroductions should be submitted under this category (as opposed to the conservation category).*

### Criteria which will be used to judge this category:

- ➔ **Rationale:** Well-explained brief rationale, demonstrating clear purpose and justification for the project with specific aims and objectives. Must highlight potential usefulness and importance to animal care and animal welfare. Background information should include status of species involved (e.g. IUCN Red List, AZE or EDGE status).
- ➔ **Method:** Clear description of a practical and cost-effective project or technique with reference where relevant to research or involvement of all key stakeholders (e.g. animal keepers, veterinarians, curators) at the appropriate stages of the project cycle.
- ➔ **Resource production and management:** Descriptions of good quality, practical and repeatable activities/techniques/or resources are included. They should demonstrate clarity of ideas, with clear detail and focus. ZIMS documents or similar records could be referred to where appropriate.
- ➔ **Results:** Good explanation of results provided, with sound and valid interpretations, conclusions and/or recommendations for future development and applicability to other species or other zoos.
- ➔ **Evaluation:** Clear explanation and referenced example of an effective monitoring and evaluation system which has been applied to assess project outcomes and measure of success.
- ➔ **Impact on animal care and welfare:** Explanation of evidence that the project has led directly to an improvement in animal care and animal welfare. Significance of any breeding success should be clearly stated (e.g., a BIAZA first, first F1 or F2 generation etc.).
- ➔ **Dissemination:** Explanation that a target audience has been identified (e.g. staff at other zoos/aquariums/wildlife organisations facing similar issues) and the lessons learnt and evidence for success (project results) have been disseminated to this audience (e.g. via community forums, scientific or professional articles).
- ➔ **Wider applications:** Reference that the project has had real and demonstrable impact on a field project or conservation programme, or has been replicated to successfully improve animal care and animal welfare at another captive animal collection.

**PLEASE ENSURE YOU HAVE READ THE INFORMATION ON PAGE 2 OF THIS DOCUMENT BEFORE COMPLETING YOUR APPLICATION**



## BEHAVIOUR & WELFARE

This award is for innovative techniques or projects which have made an important contribution to improving the welfare of an individual animal, species or sub-species. Examples of new techniques could be new welfare assessment methods, development of zoo management strategies, policies or guidance, human-animal relationship projects, behavioural modification plans, or husbandry techniques specifically focussed on improving zoo animal welfare. These techniques should have relevance to the five welfare needs as laid out in the current Secretary of States Standards of Modern Zoo Practice, or the 5 Domains as described in the [2015 WAZA Animal Welfare Strategy](#). Evidence should be referenced of a demonstrable impact on animal welfare.

### **Criteria which will be used to judge this category:**

- ➔ **Rationale:** Well-explained brief rationale, demonstrating clear purpose and justification for the project with specific aims and objectives. Must highlight potential usefulness and importance to animal care and animal welfare. Background information should include status of species involved (e.g. IUCN Red List, AZE or EDGE status).
- ➔ **Methodology:** Clear description of a practical and cost-effective project or technique with evidence of research and involvement of all key stakeholders (e.g. animal keepers, veterinarians, curators) at the appropriate stages of the project cycle including planning, implementation and the review and dissemination of results.
- ➔ **Resource production and management:** Descriptions of good quality, practical and repeatable activities/techniques/or resources are included. They should demonstrate clarity of ideas, with clear detail and focus. ZIMS documents or similar records could be referred to where appropriate.
- ➔ **Results:** Good explanation of results provided, with sound and valid interpretations, conclusions and/or recommendations for future development and applicability to other species, individuals or other zoos.
- ➔ **Evaluation:** Clear explanation of an effective monitoring and evaluation system which has been applied to assess project outcomes and measure of success.
- ➔ **Impact on animal behaviour and welfare:** Explanation of how the project has led directly to an improvement in animal behaviour and welfare.
- ➔ **Dissemination:** Explanation that a target audience has been identified (e.g. staff at other zoos/aquariums/wildlife organisations facing similar issues) and the lessons learnt and evidence for success (project results) have been disseminated to this audience (e.g. via community forums, scientific or professional articles).
- ➔ **Wider applications:** Reference to how this project has had real and demonstrable impact on a field project or conservation programme or has been replicated to successfully improve animal care and welfare at another captive animal collection.

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## EDUCATION

This category encompasses both 'informal' learning and 'formal' zoo education. It includes visitors to your zoo (onsite, offsite and online), community projects, outreach etc., and also education projects which concern schools, college and curriculum related projects, from pre-school to higher education.

Examples of techniques or projects for public and/or students include: educational leaflets, worksheets, labels and interpretation, graphics, brochures, guidebooks, other guides, interactives, audio-visual, displays and talks, presenter programmes and encounters, special exhibitions and special educational needs projects. This applies not just in science education but across the curriculum e.g. art or leisure and tourism and across the age range.

### **Criteria which will be used to judge this category:**

- ➔ **Rationale:** Well-explained brief rationale, demonstrating clear purpose and justification for the project with specific aims and objectives. Should highlight potential usefulness and importance to zoo or aquarium education.
- ➔ **Methodology:** Original, innovative and creative approaches inspiring curiosity and critical thinking in students/teachers/public, as appropriate. Should encompass factual and/or conceptual learning. Where appropriate, effective links should be referenced to relevant formal education curriculum.
- ➔ **Resource production and management:** Examples of good quality and cost-effective activities and/or resources are referred to. They should demonstrate clarity of ideas, with clear presentation, detail and focus.
- ➔ **Results:** Good explanation of results provided, with sound and valid interpretations, conclusions and/or recommendations for future development.
- ➔ **Evaluation:** Clear explanation of a valid monitoring and evaluation system which has been applied to assess project outcomes.
- ➔ **Impact on target audience:** Evidence explained on how the project has helped the audience (students/teachers/parents/public) develop new skills or attitudes and/or motivated them to take action for wildlife/conservation. Where appropriate the project should increase teacher confidence and ability to teach relevant topics.
- ➔ **Dissemination:** Explanation that a target audience has been identified (e.g. fellow educators within zoos, aquariums or schools) and the lessons learnt and evidence for success (project results) have been disseminated to this audience (e.g. via community forums, scientific or professional articles).
- ➔ **Impact on institution:** Explanation of how this had real and demonstrable impact on the way in which education is carried out within your organisation and has the potential to have similar impacts in other organisations.

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## HABITATS

This award is for significant addition to or the redevelopment of existing enclosures, or the design and construction of new enclosures which have made an important contribution to the welfare, survival, well-being, and/or the breeding of a species or sub-species. The new or redeveloped enclosure must have been opened within 2020-2023 and must have been in use by animals for at least six months at the time of submission for this award. Visitor experience will also be considered, as well as innovative designs and sustainability.

### **Criteria which will be used to judge this category:**

- **Rationale:** Clearly explained rationale, demonstrating clear purpose and justification for the project in the form of specific aims and objectives. Should highlight the specific advances/changes considered potentially useful and important in achieving objectives (e.g., in improving stock housing or management or increasing visitor engagement). Should be working in line with BIAZA, EAZA or WAZA guidelines where available and should ultimately lead to improved welfare. Background information should include status of species involved (e.g. IUCN Red List, AZE or EDGE status).
- **Methodology:** Clear description of a practical, imaginative and innovative project or technique. Financial details must be included to demonstrate cost-effectiveness. Evidence must be referenced of research and involvement of all key stakeholders (e.g. animal keepers, veterinarians, and maintenance staff) at the appropriate stages of the project cycle including planning, implementation and the review and dissemination of results.
- **Results:** Good explanation of the end result provided, demonstrating how the welfare and needs of animals are being met through innovative design and consideration of aesthetics and visitor impact where appropriate. Should include sound and valid interpretations, conclusions and/or recommendations for future development.
- **Evaluation:** Clear explanation of an effective evaluation system (appropriate to the scale of the exhibit) which has been applied to assess project outcomes.
- **Impact:** Evaluation clearly references a real and demonstrable positive impact on animal welfare, care and management and could have similar impacts in other institutions.
- **Dissemination:** Explanation that a target audience has been identified (e.g. other zoo keepers, different zoos/aquariums) and the lessons learnt and evidence for success have been disseminated to this audience (e.g. via community forums, husbandry guidelines, scientific or professional articles, or presentations at meetings/events).
- **Sustainability:** Explanation of how project has been implemented using sustainable practices/features.
- **Impact on visitor education:** Evaluation clearly references a real and demonstrable impact on visitor education through effective interpretation and has the potential to have similar impacts in other organisations.

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## FIELD CONSERVATION

This award is for the initiation or support of field conservation projects both overseas and within the UK and Ireland. As long as there is some measure of success, the project can be on-going or completed. ***However the submission MUST show some measures of achievement and/or impact, please do not submit until you can demonstrate this.***

Integrated One Plan projects are encouraged as long as the primary component of the work takes place in the field. Projects can involve a captive-breeding element e.g. the attempted reintroduction or restocking of a species or sub-species in the wild, or the provision of funding, training and/or expertise in support of a conservation project in the field.

**Please note:** captive breeding projects which have helped to establish captive populations on the brink of extinction but have not yet resulted in successful reintroductions should be submitted in the Animal Husbandry, Care and Breeding category.

For projects that may cross-over between the Field Conservation Award and the Research Award, please consider the main aim and objective and application of your submission. Evaluation and analysis of conservation measures in the zoo (e.g. conservation training, conservation psychology, conservation behaviour) should be submitted to the Research Award category. Projects that involve explanation and evaluation of field-based conservation action and initiatives, and which have conservation impact, should be submitted to the Field Conservation Award category. Projects with the aim of answering a research question pertaining to native species in the zoo should be submitted to the Research Award. Projects that practically consider conservation action for native species in the zoo should be submitted to the Field Conservation Award. BIAZA reserves the right to move submissions, upon consultation, if a better fit is deemed elsewhere.

### **Criteria which will be used to judge this category:**

- ➔ **Rationale:** A well-constructed explanation of the purpose, necessity and importance of the project with specific aims relating to measurable biodiversity goals (e.g. population size, genetic diversity, extent of habitat or ecosystem health) and whether this is part of a broader One Plan Project.
- ➔ **Stakeholders:** Explanation of how the project has identified the key stakeholders and other collaborators (e.g. local communities, NGOs, policy makers or researchers) and has engaged them at all appropriate stages of the project cycle including planning, implementation and the review and dissemination of results. Reference to how the project has addressed any ethical aspects of its activities and respects the human rights of all concerned.
- ➔ **Approval:** Reference that the project is supported by recognised experts/partner organisations and/or has been designed to deliver a key component of a conservation action plan approved by the relevant governments or international bodies (e.g. Biodiversity Action Plans or Species Recovery Plans).
- ➔ **Leadership and capacity building:** Reference to how project leaders are committed and run a sound project management structure, staff are well managed, and their ideas and achievements recognised. There is evidence referenced that capacity is being built to



allow project staff and other stakeholders to take on greater responsibility (e.g. training programmes, workshops, professional development case-studies).

- ➔ **Cost effectiveness:** Explanation of how funds and other assets are managed in a transparent manner (e.g. financial reports, contracts with partners) and the project represents 'value for money' compared to alternative actions.
- ➔ **Project performance:** There is evidence referenced that the project performs well in meeting its own management criteria (e.g. milestones, KPIs, budgets and outputs). These criteria are monitored and evaluated effectively so that the project can adapt to changing circumstances.
- ➔ **Dissemination:** Explanation that a target audience has been identified (e.g. other communities facing similar issues, fellow practitioners, policy makers) and the lessons learnt and evidence for success (project results) have been disseminated to this audience (e.g. via community forums, scientific or professional articles, or policy statements).
- ➔ **BIAZA member contribution:** Explanation of how the contribution of the applicant has been critical to the success of the project.
- ➔ **Long-term sustainability:** There is a realistic exit strategy discussed that involves either the project achieving all of its aims (and therefore becoming obsolete in its current form) or transferring responsibility to other stakeholders so that the project is sustainable in the absence of further applicant support.
- ➔ **Biodiversity impact:** There is evidence referenced of a significant impact on the project's biodiversity goals that meets or exceeds the project's aims and is the direct result of project activities. Where relevant, evidence of due consideration to welfare requirements must be explained.
- ➔ **Wider impact on conservation and society:** There is evidence referenced that the project has had a positive impact beyond its own goals and circumstances (e.g. practices have been adopted by other projects, results were included in a systematic review of conservation interventions, community forums have encouraged good governance or policy has changed with wider benefits to biodiversity).

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## HORTICULTURE

This award is for the most imaginative use of plants in a zoo/aquarium. The project does not have to be successful as long as lessons are learned. This can either be in an animal related display, educational feature or amenity setting. The important thing is that plants are a major focus of the area.

### **Criteria which will be used to judge this category:**

- ➔ **Rationale:** Well-constructed rationale with clearly explained concept and design, demonstrating clear purpose and justification for the project in the form of specific aims and objectives. Main objective (e.g. visitor experience, education and interpretation, biodiversity and conservation, animal welfare and husbandry objectives) should be clearly explained.
- ➔ **Methodology:** Clear description of an original, creative and innovative approach based on sound research. Evidence of involvement of all key stakeholders (e.g. animal keepers, maintenance staff, interpretation developers) at the appropriate stages of the project cycle including planning, implementation and the review and dissemination of results should be discussed.
- ➔ **Results:** Good explanation of results provided, with sound and valid interpretations, conclusions and/or recommendations for future projects.
- ➔ **Evaluation:** Clear evidence referenced of an effective evaluation system which has been applied to assess project outcomes.
- ➔ **Project assessment against main objective:** Description of the level of success (or if unsuccessful, learning) achieved in terms of the main objective of the project, as evaluated, (e.g. problem solving, visitor experience, education and interpretation, biodiversity and conservation, animal welfare and husbandry objectives)
- ➔ **Sustainability:** Explanation of how the project has been implemented using sustainable practices/features.
- ➔ **Dissemination:** Explanation that a target audience has been identified (e.g. other communities facing similar issues, fellow practitioners) and the lessons learnt and evidence for success have been disseminated to this audience (e.g. via community forums, articles, or presentations at relevant meetings/events).
- ➔ **Other outstanding achievements:** Description of the level of success (or if unsuccessful, learning) achieved in terms of the additional achievements of the project, as evaluated, (e.g. problem solving, visitor experience, education and interpretation, biodiversity and conservation, animal welfare and husbandry objectives).

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## PR, MARKETING, DIGITAL AND EVENTS

This award is for projects, campaigns or events which can be proven to have achieved success in their intended purpose. Examples of projects could include a press campaign, promotional literature, special promotion, publicity campaign, fundraising, advertising, website or special event which has helped to raise the profile of a particular zoo or aquarium and/or the role of BIAZA zoos and aquariums in achieving their broader mission goals.

### Criteria which will be used to judge this category:

- ➔ **Rationale:** Well-constructed rationale, explaining a clear purpose and justification for the project in the form of specific aims and objective targets. Should highlight potential usefulness and importance to zoo or aquarium in terms of positive promotion of the brand and/or of the modern zoo/aquarium.
- ➔ **Methodology:** Original, creative and innovative approach explained, based on sound research. Should reference integration between project aims, overall marketing strategy and mission goals.
- ➔ **Resource production and management:** Examples of good quality and cost-effective (as demonstrated by ROI, reach or VFM) materials and/or resources are explained. They should demonstrate clarity of ideas, with clear presentation, detail and focus.
- ➔ **Results:** Good explanation of results provided, with sound and valid interpretations, conclusions and/or recommendations for future projects.
- ➔ **Evaluation:** Clear evidence explained of an effective monitoring and evaluation system which has been applied to assess project outcomes.
- ➔ **Dissemination:** Reference that a target audience has been identified (e.g. other communities facing similar issues, fellow practitioners) and the lessons learnt and evidence for success (project results) have been disseminated to this audience (e.g. via community forums, articles, or presentations).
- ➔ **Impact on institution:** Explanation of how it has had real and demonstrable positive impact on brand and/or current marketing practice in your organisation and has the potential to be a useful project for other organisations.
- ➔ **Impact on BIAZA community:** Reference to in addition to benefiting your individual organisation's brand, the project has incorporated messages to help boost the BIAZA brand, making a positive contribution to the overall public image of the BIAZA community.

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## PROFESSIONAL CAPACITY BUILDING

This award is for projects, campaigns or events which can demonstrate good practice or innovation in providing opportunities for staff training and development that contribute to building professional knowledge, skills and attitudes within zoos and aquariums. Examples of projects could include new courses and qualifications, practical workshops and creation of resources that build capacity to enable BIAZA zoos and aquariums to achieve their broader mission goals. This category can also include the successful development of collaborative networks and partnerships that have clear capacity-building impacts for the BIAZA community. Projects that primarily contribute to capacity building outside BIAZA collections in other organisations or communities that similarly supports achievement of BIAZA's and/or member's mission goals can also be entered in this category, but must be able to clearly demonstrate how they have had positive impacts on the BIAZA community.

Particular credit will be given for innovative solutions to staff training and development challenges and for low-cost measures that can be replicated by other BIAZA members, and for collaborative initiatives that provide capacity-building opportunities across the BIAZA membership.

**Please note:** this award category is for projects related to professional capacity-building in staff and volunteers only. Projects that provide training opportunities to zoo and aquarium visitors and members should be submitted under the Education category. Capacity building activities that are a small part of a wider conservation project should be submitted under the Conservation category.

### Criteria which will be used to judge this category:

- ➔ **Rationale:** Well-constructed rationale, explanation demonstrating clear purpose and justification for the project in the form of specific, measurable and achievable aims and objectives. Should highlight the potential positive impacts on BIAZA mission and professional capacity in the BIAZA community.
- ➔ **Methodology:** Clear description of an original, creative, innovative and cost-effective approach based on sound research. Evidence referenced of involvement of all key stakeholders at the appropriate stages of the project cycle including planning, implementation and the review and dissemination of results.
- ➔ **Resource production and management:** Examples referenced of good quality and cost-effective activities, materials and/or resources are submitted where relevant to project objectives. They should demonstrate clarity of ideas, with clear presentation, detail and focus.
- ➔ **Results:** Good explanation of results provided, with sound and valid interpretations, conclusions and/or recommendations for future development.

- ➔ **Evaluation:** Clear evidence referenced of a valid monitoring and evaluation system which has been applied to assess achievement of project outcomes and make recommendations for improvements in future projects.
- ➔ **Impact on institution/intended organisation:** Explanation of how it had real and demonstrable positive impact on professional capacity in your organisation or the organisation/community it was primarily focussed on.
- ➔ **Impact on BIAZA community:** Clear evidence referenced that steps were taken to maximise opportunities to build professional capacity across the BIAZA community.
- ➔ **Dissemination:** Explanation that target audience(s) has been identified (e.g. fellow zoo and aquarium staff involved in capacity building, BIAZA Office & Committees, other communities facing similar challenges) and the lessons learnt and evidence for success (project results) have been disseminated to this audience (e.g. via community forums, scientific or professional articles, presentations at events).

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## RESEARCH

This award is for the best research projects conducted in or by BIAZA member institutes. The research project must have been completed within five years of the time of submission for this award. Projects can be qualitative or quantitative in nature, but must state a research question and results that demonstrate how this research question has attempted to be answered.

For projects that may cross-over between the Field Conservation Award and the Research Award, please consider the main aim and objective and application of your submission (e.g., practical implementation, review and evaluation of a new conservation method or approach is likely to be a Conservation award project, whereas analyses, interpretation and discussion of how a conservation project has impacted on species' management, population dynamics or similar is likely to be for the Research award category). Evaluation and analysis of conservation measures in the zoo (e.g. conservation training, conservation psychology, conservation behaviour) should be submitted to the Research Award category. Projects that involve explanation and evaluation of field-based conservation action and initiatives, and which have conservation impact, should be submitted to the Field Conservation Award category. Projects with the aim of answering a research question pertaining to native species in the zoo should be submitted to the Research Award. Projects that practically consider conservation action for native species in the zoo should be submitted to the Field Conservation Award. BIAZA reserves the right to move submissions, upon consultation, if a better fit is deemed elsewhere.

### **Criteria which will be used to judge this category:**

- ➔ **Rationale:** Well-constructed rationale explained in the context of relevant literature, demonstrating clear purpose. Should highlight potential importance to zoo or aquarium practice and/or significant potential advances in knowledge. Please include a reference list of your supporting literature in the information document.
- ➔ **Specific aims:** Clear research questions or testable hypotheses are explained, with detailed, achievable aims outlined.
- ➔ **Methodology:** Explanation of appropriate, repeatable and competent methods and analysis, including attention to ethical aspects of the research if necessary, ensuring animal welfare is never compromised. Any precedent for methods is outlined and clearly referenced. Sample sizes, duration of data collection and all key areas of experimental design are described.
- ➔ **Results:** All to be clearly explained as follows: sound and valid interpretations of data are provided. Conclusions and/or recommendations are supported by the results presented and by existing literature. Conclusions are valid based the hypotheses that are tested.
- ➔ **Verbal explanation:** Clear presentation of all the above. Full details of the research process are provided to ensure all science is repeatable.
- ➔ **Dissemination:** Explanation of an example of internal (e.g. within your zoo) and an example of external (e.g. to peer-reviewed paper, technical conference) dissemination of

your research and how such dissemination supports the impact of your research and the education and knowledge gain of other stakeholders.

➔ **Impact:** Explanation of how it has real and demonstrable impact on current practice in your organisation and has the potential to have similar impacts in other organisations, which could replicate the project or benefit from knowledge gained/outputs (e.g. in captive care, nutrition, reproduction etc.). Or has had real and demonstrable impact on the relevant academic field (has or is likely to have high citation rates and continue to be referred to by others in future, or may be replicated with other species, systems or experimental set-ups).

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## SUSTAINABILITY

This award is for projects that demonstrate sustainable and environmental good practice or innovation. This could be improvements necessary to achieve a recognised award (e.g. ISO 14001) or a project designed to improve an aspect of work e.g. installation of a water recycling system, installation of an environmentally friendly waste disposal system. It could also be details of an approach to reduce and/or offset the carbon footprint of the organisation, its suppliers and/or its visitors.

Particular credit will be given for innovative solutions to sustainability issues and for low-cost measures that can be replicated by other BIAZA members, and for initiatives that reach beyond zoo boundaries into local communities.

### **Criteria which will be used to judge this category:**

- ➔ **Rationale:** Well-constructed rationale with clearly explained concept and design, demonstrating clear purpose and justification for the project in the form of specific and achievable aims and objectives, including a measurable impact reduction element. Sustainability is assumed to be the primary objective, secondary objectives should also be clearly referenced (e.g. visitor experience, education and interpretation, biodiversity and conservation, animal welfare and husbandry objectives).
- ➔ **Methodology:** Clear description of an original, creative, innovative and cost-effective approach based on sound research. Evidence referenced of involvement of all key stakeholders (e.g. animal keepers, horticulturalists, field workers, maintenance staff) at the appropriate stages of the project cycle including planning, implementation and the review and dissemination of results.
- ➔ **Results:** Good explanation of results provided. Sound and valid interpretations, conclusions and/or recommendations for future projects.
- ➔ **Evaluation:** Clear evidence referenced of an effective evaluation system which has been applied to assess project outcomes.
- ➔ **Sustainability:** Explanation of how project has been implemented using the most suitable sustainable practices/features, and a measurable impact reduction element can be demonstrated and quantified (e.g. reduced carbon footprint, reduction in use of resources or power).
- ➔ **Dissemination:** Explanation that a target audience has been identified (e.g. other communities facing similar issues, fellow practitioners) and the lessons learnt and evidence for success have been disseminated to this audience (e.g. via community forums, newsletters, articles or presentations at appropriate meetings or events).
- ➔ **Impact on secondary objectives:** Description should be provided of the level of success (or if unsuccessful, learning) achieved in terms of the secondary objective/s of the project, as evaluated, (e.g. problem solving, visitor experience, education and interpretation, biodiversity and conservation, animal welfare and husbandry objectives).
- ➔ **Wider Impact:** Description of how sustainable methods or resources successfully trialled in this project are subsequently transferred to other projects within your organisation, or



are taken up and replicated by external organisations, with your assistance in an advisory capacity. Or there is evidence that this project has resulted in behaviour change towards sustainable practices in the wider community.

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## DIVERSITY AND INCLUSION

This award is for projects that demonstrate opportunities for good practice or innovation in any areas covering diversity and inclusion. This could include a wide range of projects including campaigns, events, engagement, adjustments to your site etc.

Note that the purpose of this category is to showcase and highlight areas specifically focused on Diversity and Inclusion. Examples of projects could include a campaign or event (such as those focused around LGBTQ+ Pride) specific inclusion event, alterations to your site to make it more accessible and so on. Projects must go above basic legal requirements for elements such as accessibility, which would be expected of members regardless.

### Criteria which will be used to judge this category:

- ➔ **Rationale:** Well-constructed rationale, demonstrating clear purpose and justification for the project in the form of specific, measurable and achievable aims and objective targets. Should highlight potential impact to zoo or aquarium in terms of visitor or staff experience and/or improvements of the modern zoo/aquarium.
- ➔ **Methodology:** Original, creative and innovative approach based on sound research. Should demonstrate integration between project aims, overall strategy and mission goals. Evidence referenced of involvement of all key stakeholders at the appropriate stages of the project cycle including planning, implementation and the review and dissemination of results.
- ➔ **Resource production and management:** Examples of good quality and cost-effective activities, materials and/or resources are referenced where relevant to project objectives. They should demonstrate clarity of ideas, with clear presentation, detail and focus.
- ➔ **Results:** Good explanation of results provided, with sound and valid interpretations, conclusions and/or recommendations for future projects.
- ➔ **Evaluation:** Clear evidence referenced of an effective monitoring and evaluation system which has been applied to assess project outcomes.
- ➔ **Dissemination:** Explanation that a target audience has been identified (e.g. other communities facing similar issues, fellow practitioners) and the lessons learnt and evidence for success (project results) have been disseminated to this audience (e.g. via community forums, articles, or presentations).
- ➔ **Impact on institution:** Description of how it has had real and demonstrable positive impact on staff or visitors to the organisation and has the potential to be a useful project for other organisations.
- ➔ **Impact on BIAZA community:** Explanation of how in addition to benefiting your individual organisation, the project has incorporated messages to help boost the BIAZA brand, making a positive contribution to the overall public image of the BIAZA community.

**PLEASE ENSURE YOU HAVE READ THE INFORMATION ON PAGE 2 OF THIS DOCUMENT BEFORE COMPLETING YOUR APPLICATION**



## **BIAZA RISING STAR AWARD**

### **Guidance for submissions**

This award recognises the efforts of an individual who has gone above and beyond to support their collection and the BIAZA community. This person could be an emergent leader or significant contributor to BIAZA's activities in any area whether as part of any of the committees or working groups or more generally. This person must have ten years or less involvement in the zoo or conservation community. Submissions for this award will require two nominations - one made by senior colleagues from their own institution and one from the wider BIAZA community (e.g. committee or working group member).

A submission must include the following:

- A short biography of the career of the individual to date (max 300 words)
- Details of main achievements and contributions for, and on behalf of their own institution and the wider BIAZA community (max 700 words)
- A photograph of your nominated candidate

Please note that the individual should have done more than just carried out their job effectively over the years. They should have made contributions outside their own institution(s) that demonstrate positive benefits and promote and enhance the ethos of BIAZA. This award is open to individuals of any of BIAZA's membership categories.



## BIAZA OUTSTANDING ACHIEVEMENT AWARD

### Guidance for submissions

This award is open to all categories of BIAZA members. This award is for an extraordinary achievement or outstanding performance throughout the year. Applications can be submitted on behalf of an individual or a team as appropriate.

This award is **not** designed to recognise the efforts of an individual who has worked within our community for a significant length of time. If there is an individual you wish to recognise in this way, please contact the office to request more information on Honorary Membership applications.

Submissions for this award will require two nominations - one made by senior colleagues from their own institution and one from the wider BIAZA community (e.g. committee or working group member).

A submission must include the following:

- A short biography of the career of the individual or team to date (max 300 words)
- Details of main achievements and contributions for, and on behalf of their own institution and the wider BIAZA community (max 700 words)
- A photograph of your nominated candidate(s)

Please note that this award is really designed for truly innovative and outstanding projects in any area of the sector. We would encourage applications for those who have made contributions outside their own institution(s) that demonstrate positive benefits and promote and enhance the ethos of BIAZA. This award is open to individuals of any of BIAZA's membership categories.