Cover: Jacques Moret | Colchester Zoo

BIAZA
BRITISH & IRISH ASSOCIATION OF ZOOS & AQUARIUMS

2023 Annual Report

BIAZA
BRITISH & IRISH ASSOCIATION OF ZOOS & AQUARIUMS

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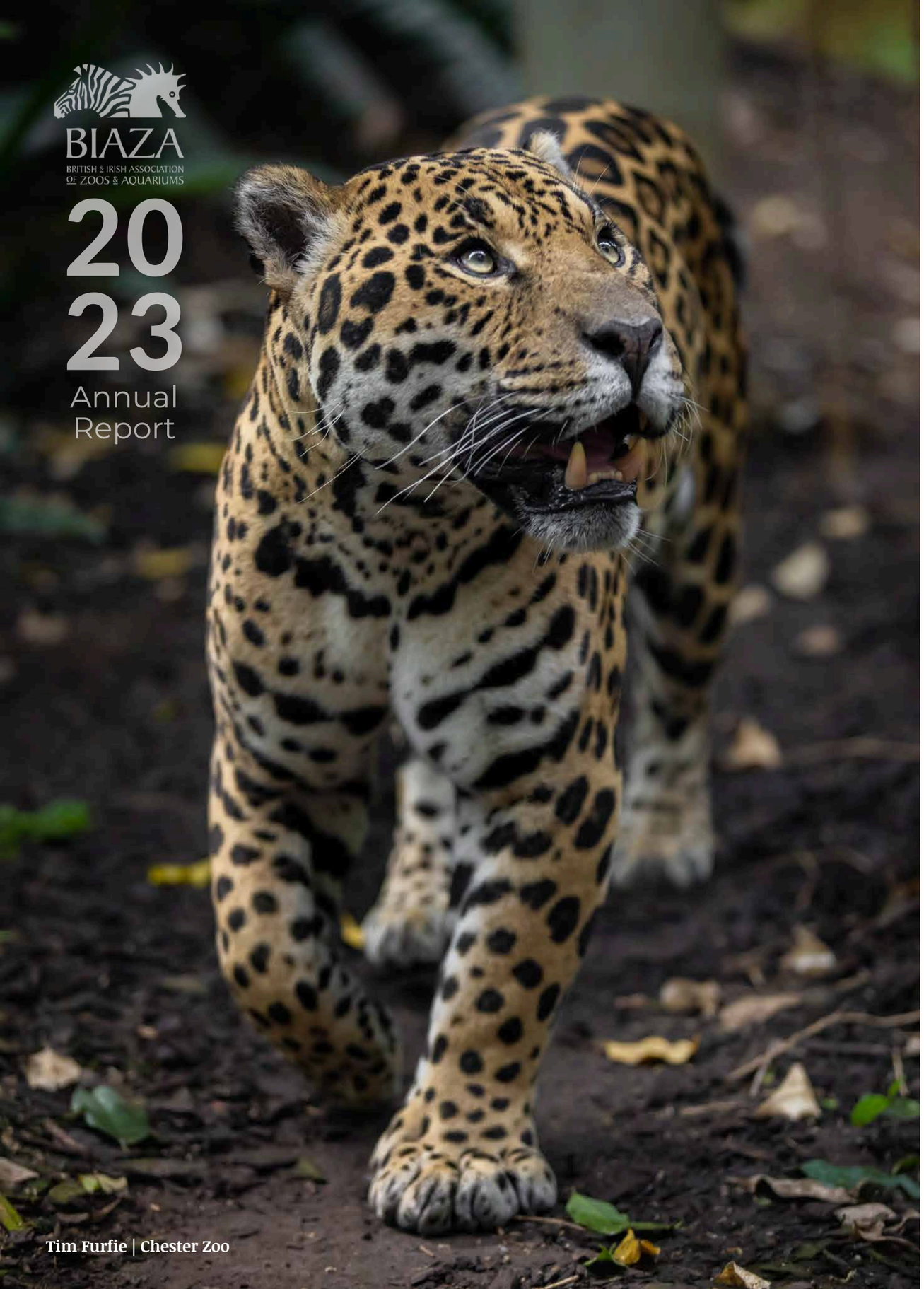


Tim Furfie | Chester Zoo

Jamie Christon
Chair of Board

BIAZA
Chair's Report 2023

The story of the past 12 months for the zoo and aquarium sector was one of continued recovery from the global pandemic and also one of positive progress across a number of areas. Visitor numbers continued to rise, increasing from 31.5 million in 2022 to a total of 32 million in 2023. Encouragingly, education visits to our zoos and aquariums exceeded pre-pandemic numbers and increased from 922,972 in 2022 to 1,242,792 in 2023. Perhaps most striking was the significant increase in conservation spend from £28.5m in 2022 to £33.5m in 2023; a true testament to the commitment and passion that the BIAZA community has towards protecting wildlife both here in the UK and Ireland and across the world.

These figures reflect the hard work that all our members have put in over the course of the last year to ensure our sector remains robust and successful. However, despite these successes, many of our members still found 2023 challenging as we all continue to tackle the impact the cost of living is having on both our organisational spend and on our visitors.

Yet the work of BIAZA zoos and aquariums has never been more important, as we continue to be faced with a global biodiversity and climate change crisis that risks one million species of animal and plants becoming extinct by 2030.

The issue of animal transfers between the UK and EU member states remains a major concern. The number of transfers in 2023 was up slightly to 265, from 211 in 2022. However, this is still nowhere near the pre-Brexit average of 1,400 transfers a year. BIAZA is continuing to engage extensively with UK government officials, as well as liaising closely with colleagues at EAZA, in an effort to make lasting progress on this important issue.

In addition to the animal transfers lobbying, BIAZA continued to engage in a wide range of political activity, helping us to both raise concerns and crucially to put the zoo and aquarium sector on the political map with political stakeholders from all parties - a crucial priority given the upcoming general election in the UK and the potential for major political change.

It was great to see the UK All-Party Parliamentary Group (APPG) for Zoos and Aquariums continue to go from strength to strength, under its chair Sarah Champion MP. I encourage all UK members to ask their local MPs to join the APPG and give our sector an even stronger voice in the UK Parliament.

I was pleased to attend 2023's BIAZA Annual Conference at the West Midlands Safari Park, alongside 163 delegates from across the sector. A highlight for me is always awarding the BIAZA Awards to our members and it was great to see so many fantastic projects nominated. Our Committee conferences also successfully continued throughout the year, including the Field Conservation Conference at RZSS Edinburgh Zoo, a Research Committee Conference at Dudley Zoo & Castle, a Conservation Education Conference at Knowsley Safari, and the first Communications Conference in many years which was held at Chester Zoo.

Throughout 2023 the Board of Trustees has continued to focus on long term strategic goals, and to build upon our strategic plan to ensure that BIAZA brings together the best zoos and aquariums in Britain and Ireland to advance our shared goals of protecting and enhancing biodiversity.

I would like to not only thank all trustees of BIAZA for their work but specifically give our heartfelt thanks to Bryan Carroll, Lesley Dickie, Sean McKeown and Douglas Richardson who stood down in 2022 and welcome Amber Flewitt, Sarah Forsyth and Tyler Whitnall to the Board of Trustees.

I would also like to take this opportunity to say how appreciative I am of the hard work the executive team, led by Dr Jo Judge, continues to undertake, and to thank all the members of our Board, Committees and Working Groups who put in the effort to ensure we continue to grow and thrive as a sector.

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.

BIAZA CEO
Office Report 2023

2023 was a year of consolidation and building upon the ambitions of the strategic plan launched in 2022, so that we continue 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. 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 to work with Defra officials in Great Britain on revisions to the proposed new Standards for Modern Zoo Practice and a further consultation on caring for elephants in UK zoos.

Ethan Eaton | The Deep

Despite being hopeful that both these topics would have been resolved in 2023, we are still awaiting the final formal publication of both. We also continued to work closely with officials in the UK and EU to assist members with animal transfers and we have been making steady progress, with the number of transfers growing year on year. We are continuing to lobby for greater alignment of animal health laws, as this is the best way to remove the barriers and enabling the sector to return to the pre-Brexit level of animal transfers.

This year, we commissioned YouGov to undertake nationally representative public sentiment surveys, one for the UK (including NI) and one for the Republic of Ireland. The results showed that 75% of UK public and 83% of Irish public visited wildlife attractions and there was a high level of agreement (over three-quarters of those surveyed) in both countries that wildlife attractions play a vital role in conservation, work hard to educate visitors and play an important role in connecting people to nature.

A major aspect of the work of the BIAZA Executive Office, supported by our Committees and Working Groups was the development of the proposal to bring in accreditation for BIAZA members. This entailed reviewing and updating all BIAZA policies to ensure that we are promoting the most up-to-date best practice across all aspects of animal welfare, conservation, education and research. We also trialled the accreditation process at three members to ensure that it was fit for purpose for the whole membership, including small zoos, aquariums and those zoos that are also EAZA members. These trials proved to be very successful and the decision to implement accreditation was finalised in January 2024.

Membership
Our membership continued to grow in 2023. We accepted six new Provisional Members and three moved from Provisional to Full Membership. We also welcomed eight Corporate Associates.

Nicole Hatcher | Paignton Zoo

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

Conferences and workshops
The BIAZA Annual Conference was held at West Midlands Safari Park, attended by 163 delegates who heard talks on a range of topics and speakers from 20 members, including animal welfare, DEAI, mental wellbeing, conservation projects, sustainability, law and politics.

We received 76 award nominations across 11 categories and awarded 24 bronze, 32 silver and 20 gold. Some examples of gold award winning projects include Battersea Park Children's Zoo for their project increasing breeding success in the Bali Starling, Marwell Wildlife's Animal Welfare Assessment Grid, Colchester Zoo's Camera Trap Loan Scheme and the Wildfowl and Wetlands Trust's Generation Wild.

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 and the proposed standards, we continued to lobby around the Kept Animals Bill, until it was dropped by government in May.

This work included an open letter to the Prime Minister on animal transfers, correspondence and meetings with successive zoo ministers on the standards and elephants, responding to the consultation on the Primates as Pets legislation amongst other engagement with government.

We also continued to engage with parliamentarians of all parties through direct meetings and correspondence and the All Party Parliamentary Group for Zoos and Aquariums, chaired by Sarah Champion MP. We also welcomed the EFRA Select Committee on a visit to Sea Life London to discuss various topics related to the sector.

Communications
We continued to provide our weekly updates through BIAZA BiteSize. Subscription to Bitesize had reached nearly 1,400 people by the end of the year. We also had a number of very successful campaigns including the annual Love Your Zoo/Aquarium week, Creatures Unseen, Generations of Pride and Zoo Tales.

Moving Forward
In 2024, BIAZA's priorities will include the implementation of the Accreditation process, continuing to campaign at both a political and public level where appropriate (on zoo licensing, avian influenza, animal transfers, and more), and supporting our members to be the best they can be.

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.

Thomas Owen
Treasurer

Treasurer's Report
Finance & Resources

With member zoo and aquaria visitation numbers in 2022 returning to levels more akin to that seen pre-Covid, the Association's membership income increased 20%, reflecting the levels of visitation and site memberships in the prior year. Despite the high inflation prior to and during the financial year, the Association only increased membership fees by 5%. The trustees felt it was important to support members as they faced the challenges around their rapidly rising cost base, especially in relation to wage and energy inflation.

The increased membership income has allowed the Association to remove some of the constraints on its expenditure, enabling us to delivering an increasingly comprehensive service for our members, while also driving forward with our new strategic aims following the aftermath of three of the most challenging years our members have experienced following Covid, a period of high inflation and a cost of living crisis that impacted many of our member's visitors.

I am so proud how the BIAZA team, with its 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.

During the year, significant progress was made towards the introduction of the BIAZA Accreditation Scheme. A keystone strategy, it will provide a robust framework to evaluate member standards, in order to ensure they meet the requirements set out and expected by BIAZA. Financial modelling was undertaken to ensure an appropriate and equitable pricing structure could be rolled out in 2024 as the accreditation of members begins in earnest.

Total membership income for the year was £468,101 (2022: £389,453). Income from other activities of £160,932 (2022: £144,714), reflected the increased levels of activity, especially around hosting the BIAZA conference and corporate sponsorship.

Expenditure on charitable activities of £542,152 (2022: £451,144) increased as a result of higher employee costs and an increase in the levels of operation and hosting of events throughout the year. For example, it was great to see another well-attended and highly successful BIAZA Annual Conference hosted by the West Midlands Safari Park in June. A forum that allowed the sharing of knowledge and experiences across the many varied strands of operation we see in all of our member 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 increased by £22,735 to £115,635. 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 agreed to continue with its reserves policy, in recognition of the current economic 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 £74,885 to £440,289. At year end, unrestricted reserves represented approximately eleven months of current unrestricted operational expenditure. As such, the Association continues to maintain a healthy financial position. The Trustees will continue to regularly review income, expenditure and reserves as we move forward with our strategy and in light of the new accreditation scheme being rolled out in 2024. It will do this while continuing to support our members, representing the industry at large and adapting to the continually changing landscape in which we all operate.

Tim Furfie | Chester Zoo

Committee Reports

Membership and Licensing Committee

Zak Showell, Chair

New members:

- Oaklands 'HABITAT' Animal Centre (moved to Full Membership 2023)
- Paultons Park (moved to Full Membership 2023)
- St Andrews Aquarium (moved to Full Membership 2023)

Provisional Membership:

- Bristol Zoo Project,
- Zoological Education Centre Shuttleworth College,
- Hobbledown Heath,
- Millets Wildside,
- The Bear Grylls Adventure,
- National SEA LIFE Centre

Corporate Associate:

- n-gage.io,
- Navigate Agency,
- Fishion Aquarium Projects,
- Convious,
- Kiezebrink,
- Magic Little Giants,
- Red Gorilla,
- Regency Purchasing Group

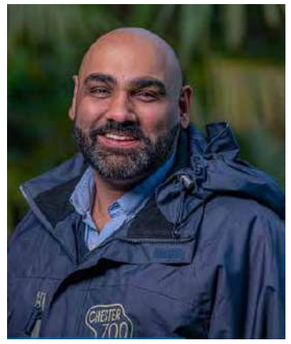
Aims for 2024

Assist the BIAZA Executive office with the smooth implementation of accreditation.

Status and Changes in Membership			
	31/12/22	31/12/23	+/-
Full Members	121	124	+3
Provisional Members	6	9	+6/-3
Accredited Associates	10	10	0
Basic Associates	12	10	-2
Professional Associates	15	14	-1
Honorary Associates	35	33	-2
Corporate Associates	52	56	+8/-4
Educational Associates	9	8	-1
Educational Associates with Animals	5	5	0
Under Construction Associates	1	0	-1

Richard Coppins | Hertfordshire Zoo

Liam Pattullo| Whipsnade Zoo



Species Advisory Committee

(formerly Living Collections Committee)

Iri Gill, Chair

Achievements from 2023

- Ran 12 in-person husbandry/keeper CPD conferences plus numerous online and topic-specific training events, including first Living Collection Committee joint (multi-taxa) conference for keepers.
- Updated BIAZA's Institutional Collection Planning Guidelines.
- Supported 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.
- Provided regular data and feedback to BIAZA Office to support continued improvement in animal transfer issues and produced animal transfer guidelines for members.
- Reviewed and updated the BIAZA Animal Transfer Policy, adding guidance for members on carrying out due diligence in working with non-BIAZA/EAZA animal breeders.
- Supported development of strong animal care criteria within BIAZA accreditation process and reviewed relevant policies to ensure alignment.
- Continued the process of review for 100% of BIAZA husbandry resources online.
- Completed emergency response guidance.
- Development of new Life Support Systems Working Group to support members with environmental management.

Aims for 2024

- Complete the process of review for 100% of BIAZA husbandry resources online.
- Support development of robust training resources for BIAZA Accreditation Screeners and review relevant policies to ensure smooth inspection process roll-out.
- Support BIAZA members in applying new requirements of the Standards of Modern Zoo Practice as they relate to animal care and welfare.
- Carry out first Ectotherms Husbandry Conference (multi-taxa) for keepers and separate conferences and training events for the other taxon working groups.
- Continue to provide regular data and feedback to BIAZA Office to support continued improvement in animal transfer issues.
- Support Elephant Welfare Group in next steps in elephant care through input into developing data collection procedures.
- Produce guidance documents and keeper training on heating and lighting across taxa.
- Ensure sensible Avian Influenza cleaning & disinfection processes are applied by Government authorities following any positive cases on zoo and aquarium sites.
- Support development of clear government processes to mitigate for and manage BTV cases on zoo sites.

Samantha Allworthy | Longleat

Committee Reports

Field Conservation Committee

Dr Andrew Bowkett, Chair

Achievements from 2023

- Supported BIAZA with the second 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.
- Expanded the 'Spotted on Site' campaign to support BIAZA member staff, volunteers and visitors in recording native species.
- Ran a successful Native Species Conference at Paradise Wildlife Park.
- Ran a successful BIAZA Conservation Conference with the theme of One Health.
- Reviewed and updated the BIAZA Conservation Policy.
- Advised on effective conservation-based accreditation criteria.
- Supported the IUCN Reverse the Red campaign and the UK National Species Survival Centre.
- Developed new BIAZA Focus Group and Monitor role for harvest mice.

Aims for 2024

- Review and expand the BIAZA Field Conservation Guidelines.
- Expand the 'Spotted on Site' campaign to include themed events to increase awareness and data collection of specific selected taxa.
- Continue to support the IUCN Reverse the Red campaign and the UK and Irish National Species Survival Centres, through project data collection.
- Provide at least five new husbandry care sheets for native species held within the care of zoos and aquariums.
- Support the membership in achieving their new conservation requirements following publication of the new Standards for Modern Zoo Practice.
- Support BIAZA members in communicating their conservation actions within the CBD Action Agenda.
- Support the BIAZA Office in providing robust conservation-based training for Accreditation screeners.
- Deliver a successful BIAZA Conservation Conference in April 2024.

Conservation Education Committee

Nikki Burton-Mallot, Chair

Achievements from 2023

- Held a successful return conference at Knowsley Safari in November.
- Offered a bursary for attendance at the education conference for the second year running, to improve accessibility for those from members unable to fully cover the costs of attending.
- Continued to support and grow our programme of educator engagement through the Facebook group and the regional networks and meetings.
- Celebrated the contribution of a number of long standing committee members including chair Nicola Bridge, and welcomed a new chair and 3 new education representatives .
- Successfully changed the dated education guidance into updated, inclusive policy which represents and allows for the changing education landscape.

Aims for 2024

- Embed new committee members.
- Support BIAZA accreditation development, including establishing constructive requirements and supporting resources for conservation education.
- Continue to support the BIAZA Office with political engagement activities around the education role of zoos and aquariums.

Jessamyn Reddy | National Marine Aquarium

Committee Reports

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

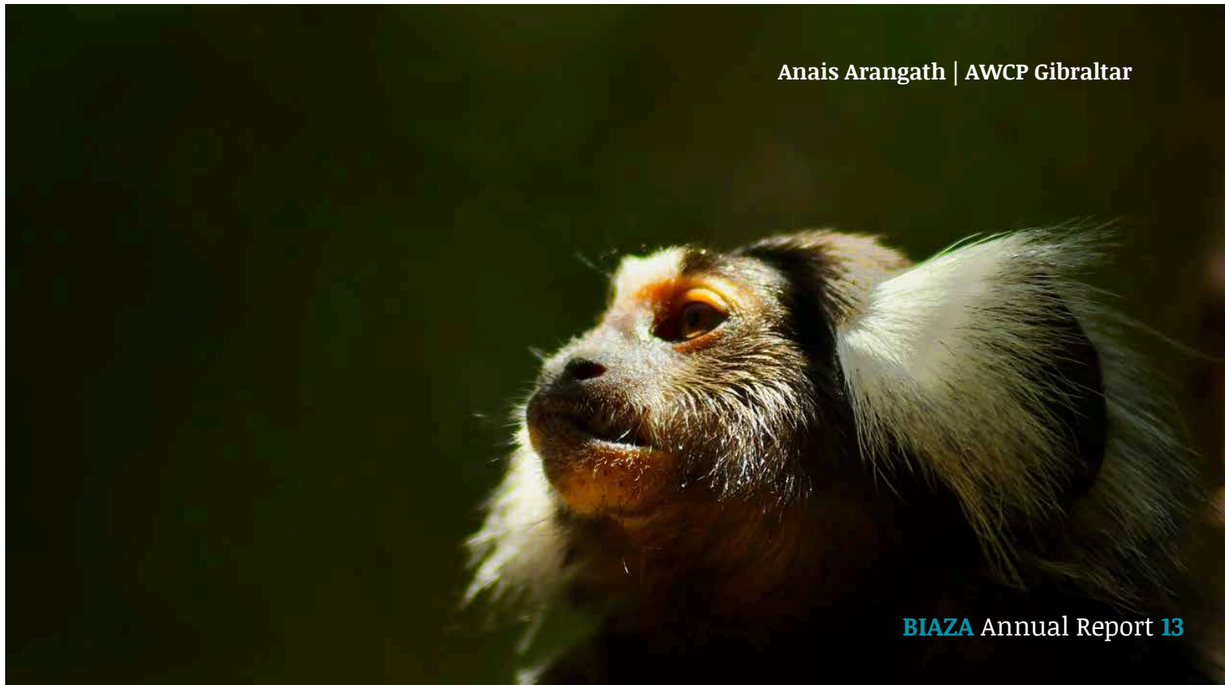
Shelby Brereton, Curriculum Leader

Achievements from 2023

- Since 2020, we have welcomed students from over 120 collections and 27 countries.
- 38 DMZAA students and 7 CMZAAV graduated in 2023. Congratulations to Eilish Tinkler for Best Overall Performance.
- 11 CMZAAV students successfully transferred to the DMZAA following full-time employment as zookeepers.
- We launched our first National Zoo Academy Research Conference. Webinar workshops ahead of the conference allowed students to practice their abstract writing, poster creation skills and more. Over 20 students from across the world presented to their peers.

Aims for 2024

- We are welcoming 42 new DMZAA students and 13 new CMZAAV students, including our first student from the United States.
- Support BIAZA strategy development, ensuring that we continue to build on our 20+ year legacy of the course.
- Encourage students to continue their CPD by engaging with BIAZA, ABWAK and other workshops and conferences.
- Our National Zoo Academy Research Conference will take place July 2024, in which students from across DMZAA, CMZAAV and Zoo Apprentice courses can present research and case studies in either poster or presentation format. This year, it will be in-person at Sparsholt College ahead of Graduation. We would love to accept abstracts from DMZAA/CMZAAV Alumni, please email dmzaa@sparsholt.ac.uk



Anais Arangath | AWCP Gibraltar

Committee Reports

Research Committee

Dr Paul Rose & Lewis Rowden, Co-Chairs

In 2023 we appointed Dr Andrew Mooney as the new vice-chair of the Research Committee.

Achievements from 2023

- Supported high quality zoo research through the research support process - 21 reviewed, 9 were provided with a letter of support including PhD, Masters' and Undergraduate level studies.
- Organised a conference in July 2023 at Dudley Zoo.
- 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.
- Implemented the review of Research Liaison Officers to foster more collaboration with BIAZA Working Groups. And we continued communication with Working Groups via Research Liaison Officers and engagement at physical and online meetings.
- Formed the Social Science Working Group, to facilitate the development of this field of zoo-based research.
- Reformed and refreshed the Nutrition Working Group to include new membership, new structure, and new outputs.
- Invited colleagues from the AZA Research & Technology to speak at the summer conference.
- Dr Andrew Mooney represented the RC at the EAZA conference in September to highlight our work in supporting and executing research across the sector and with different stakeholders.
- Continued discussion over the operations of the AWWG within the Committee to ensure its functions are placed in the best possible area for BIAZA-wide outputs.
- Launched the new toolkit for members on animal welfare in visitor animal interactions.
- Finalised the BIAZA policies on Research and Animal Welfare.
- Assisted with the development and launch of the new BIAZA awards, specifically concerning the research and behaviour and welfare categories.
- Members of the AWWG had input to BIAZA's Close Contact policy, Animal Transfers policy, and Imagery guidance.
- Members of the Research Committee, its working groups and subgroups contributed to 4 BIAZA blogs during 2023.
- Recruited 7 new members onto the Research Committee in 2023.

Haydn Strong | The Living Rainforest

Casey Dyke | Hawk Conservancy Trust

Aims for 2024

- Hold an in-person conference at Fota Wildlife Park in Ireland in July.
- Continue to hold the summer Committee meeting in person and the winter meeting online.
- Develop our ways of reaching a wider audience through online communication and the use of virtual training opportunities, including organising an online zoo science workshop in March 2024.
- Actively participate in BIAZA accreditation, including aligning screening goals against the new Research and Animal Welfare Policies.
- Continue to review and evaluate the working groups and subgroups that sit under the Committee to ensure their value, impact and relevance remains applicable to the wider needs of the BIAZA community and membership.
- Continue discussion around the roles for research within BIAZA strategy and assistance with drafting of strategy where needed.
- Continue links and develop relationships with the BIAZA Species Advisory Committee and BIAZA Council where relevant.
- Dr Paul Rose has been invited to open the mid-term meeting of the AZA Avian Scientific Advisory Group and this will help develop our links with AZA its Research and Technology Committee.
- Attend the mid-year online meeting of the EAZA Research Committee and hope to have some form of representation at the EAZA conference in autumn of 2024.
- Continue to write for BIAZA's blog series on contemporary topics when needed or when advised to.
- Continue links with ABWAK, including through our "zoo science for keepers" article series and through the execution of ABWAK workshops with BIAZA endorsement.
- Produce an updated version of the BIAZA Handbook of Zoo and Aquarium Research, with chapter content reviewed and supplemented to reflect the needs of the community.
- The AWWG will be updating the animal welfare toolkit and associated welfare audit template to reflect the new BIAZA welfare policy and accreditation requirements.

Mitchell Davidson | Tropiquaria

Committee Reports

Mission Enabling Committee

Environmental Impact & Sustainability Working Group

Achievements from 2023

- We updated the BIAZA Sustainability Policy in 2023 and wrote the sustainability section of the BIAZA accreditation standard.
- We held one drop-in webinar.
- Sustainable Agriculture and Forestry Sub Group looked at Forest Risk commodities legislation with a view to offering guidance on sourcing of products such as soy for animal feed. This legislation has been delayed so now likely in 2024.
- SAFSG reviewed standards for animal welfare in meat supply chain with the aim of suggesting minimum standards for BIAZA members – ongoing work.

Aims for 2024

- Deliver workshop session at BIAZA conference.
- Carbon conference and scope 3 guidance.
- FERA insect protein trial.
- Meat sourcing guidance.
- Forest Risk Commodities guidance.

Laura Dyson - Africa Alive

Diversity, Equity, Accessibility, & Inclusion Working Group

Achievements from 2023

- The DEAI Working Group were part of the successful delivery of the International Women's Day conference held at Hertfordshire Zoo (Paradise Wildlife Park). This included curation of speakers from across the BIAZA network with inspirational females in the industry sharing their journeys, female conservationists from across the globe and DEAI Working Group Chair Chris Eley, spoke about the power of male allyship.
- The working group led on BIAZAs first ever World Autism Acceptance Campaign. This showcased the fantastic work being done across the BIAZA network in making sites more accessible for those visitors with neurodivergence by producing and disseminating a range of resources that can support collections wishing to make their sites more accessible for the neurodiverse community. These came in the form of blog posts, case studies and "how to" guides under the World Autism Acceptance Campaign.
- 'Diversity and Inclusion' category included in the BIAZA awards with multiple entrants and winners.

Aims for 2024

- To finalise the guidance document being created by the Interp Focus Group, that sits beneath the DEAI Working Group. The focus group have worked fastidiously throughout 2023 in creation of detailed guidance that can influence future decision making around and creation of interpretation, by making it as inclusive and accessible as possible. Utilising the skills of the members of the focus group the guidance draws upon examples of best practice, giving advice and clarity on how to create exciting as well as inclusive interpretation.
- Create a DEAI calendar for members to refer to with important dates regarding DEAI across the calendar year. This gives all collections full view of specific days that can be celebrated and promoted on social media and in their zoos or aquariums.
- To encourage participation in these events (calendar events) by showcasing positive examples via social media platforms.

Communications Working Group

Achievements from 2023

- Organised the first communications conference for many years. The conference was a huge success with many more delegates than first anticipated and near-universal praise in feedback forms. The conference touched on topics including the use of tiktok, dealing with trolls, public attitudes to zoos and managing rebrands.
- Established a fundraising task force to look at the topic of fundraising in our membership. The task force has been set the aims of writing guidance for the BIAZA membership.
- Advertised for new members at the end of 2023 as the groups strives to to ensure CWG is representative of BIAZA members
- PAWG made significant progress delivering Great British Wildlife Restoration with the event organised for January 2024. This event will highlight the role of zoos and aquariums in native species conservation projects.
- The Social Media Task Force and Aquarium Communications Task Forces continued to meet regularly. Key outputs included developing the new Close Contact Imagery guidance.

Aims for 2024

- Conclude the work of the Elephant Task Force, campaigning for a high-welfare future for elephants at our member sites.
- Organise a second communications conference, building on the success of the previous year.
- PAWG to prepare and advise the membership on political engagement during a General Election year and will continue to coordinate efforts to influence policy and represent the interests of the sector in Westminster.
- Recruit new members.

Natasha Peters | Oceanarium Bournemouth

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 of Conservation of Nature **IUCN**

BIAZA Board, Committees and Staff 2023

BIAZA OFFICERS AND COMMITTEE CHAIRS

Board of Trustees

Chair - Jamie Christon, Chester Zoo
Vice-Chair - Douglas Richardson (until 2023)
Chris Brown, Sea Life Weymouth (from 2023)
Treasurer - Thomas Owen, Chester Zoo

Dr Andrew Bowkett, Wild Planet Trust
Charlotte Macdonald, Yorkshire Wildlife Park
Chris Brown, SEA LIFE Weymouth
Dr Christoph Schwitzer, Dublin Zoo
Professor David Field, Royal Zoological Society of Scotland
Iri Gill, Chester Zoo (from 2023)
Lewis Rowden, Zoological Society of London
Mark Habben, Wildwood Trust
Nikki Burton-Mallott, Knowsley Safari (from 2023)
Penny Smout, Hawk Conservancy Trust
Sarah Forsyth, Zoological Society of London (from 2023)
Stevie Sheppard, Jimmy's Farm and Wildlife Park
Tyler Whitnall, Zoological Society of Hertfordshire (from 2023)
Zak Showell, Shaldon Wildlife Trust
Amber Flewitt, Knowsley Safari (from 2023 until 2023)
Dr Bryan Carroll (until 2023)
Dr Lesley Dickie, Jersey Zoo (until 2023)
Melissa Bushell, Bristol Zoo Gardens (until 2023)
Nicola Bridge, National Marine Aquarium (until 2023)
Sean McKeown, Fota Wildlife Park (until 2023)

Associate Representative – Terri Hill
BVA Representative - Dr Romain Pizzi

BIAZA Office

Dr Jo Judge – Chief Executive Officer
Nicky Needham – Head of Species Management and Conservation
Dr Cerian Tatchley – Head of Learning, Research and Accreditation
Alex Blatherwick – Membership Officer
Frankie Lawrence-Thompson – Projects, Diversity and Inclusion Officer (until 2023) Acting Senior Manager (from 2023)
Jeff Green – Finance and Admin Officer
Maria Carbin – Communications and Campaigns Officer
Andy Hall - Communications and Public Affairs Manager

Finance & Resources Committee (F&R)

Tom Owen, Chester Zoo (Chair & BIAZA Treasurer)
Jamie Christon, Chester Zoo
Charlotte Macdonald, Yorkshire Wildlife Park
Mark Habben, Wildwood Trust
Zak Showell, Shaldon Wildlife Trust

Membership & Licensing Committee (MLC)

Dr Bryan Carroll (Chair) (until 2023)
Zak Showell, Shaldon Wildlife Trust (Chair) (from 2023)
Jamie Christon, Chester Zoo (BIAZA Chair)
Tom Owen, Chester Zoo (BIAZA Treasurer)
Sarah Forsyth, Zoological Society of London
Sean McKeown, Fota Wildlife Park
Douglas Richardson (BIAZA Vice-Chair) (until 2023)
Dr Romain Pizzi, BVZA representative
Angela Ryan, Zoological Society of London
Chris Brown, SEA LIFE Weymouth (BIAZA Vice-Chair)
Dr Jon Cracknell, Knowsley Safari
Kathleen Graham, Curraghs Wildlife Park
Bob Lawrence, co-opted member

Species Advisory Committee (SAC) (previously Living Collections Committee (LCC))

Melissa Bushell (Chair), Bristol Zoo Gardens (until 2023)
Iri Gill (Chair & Chair Reptile & Amphibian Working Group), Chester Zoo (from 2023)
Zak Showell (Vice-Chair), Shaldon Wildlife Trust (until 2023)
Kim Wilkins (Chair Animal Behaviour & Training Working Group), Yorkshire Wildlife Park (until 2023), Manor Wildlife Park
James Wright (Chair Aquarium Working Group), SEA LIFE London
Mark Vercoe (Chair Bird Working Group), Chester Zoo
Alasdair Maltby (Chair Life Support Systems Working Group), ZSL Whipsnade (from 2023)
Jessie Boylan (Chair Mammal Working Group), Paradise Wildlife Park
Benjamin Camps (Chair Plant Working Group), Zoological Society of London
Liz Ball (Chair Records Working Group), Chester Zoo
Lauren Lane (Chair Terrestrial Invertebrate Working Group), Askham Bryan Wildlife and Conservation Park (until 2023)
Tyrone Capel (Chair Terrestrial Invertebrate Working Group), ZSL Whipsnade (from 2023)
Dr Phillipa Dobbs (Chair Veterinary Focus Group), Twycross Zoo
Lewis Rowden (Research Champion), Zoological Society of London
Lisa Clifforde (Animal Welfare Liaison), Zoological Society of London (from 2023)

Field Conservation Committee (FCC)

Dr Andrew Bowkett (Chair), Wild Planet Trust
Rebecca Moore (Vice-Chair), Colchester Zoo
Dr Grainne McCabe (Co-Vice-Chair), Bristol Zoo Gardens (until 2023)
James Brereton (Chair Native Species Working Group), Sparsholt College (until 2023)
Hannah Stone (Chair Native Species Working Group), Reaseheath Mini Zoo (from 2023)
Cat Barton, Chester Zoo
Jeff Dawson, Durrell Wildlife Conservation Trust
Colin Stevenson, Crocodiles of the World
Dr Helen Taylor, Royal Zoological Society of Scotland
Dr Matt Hartley, Yorkshire Wildlife Park
Dr Rebecca Biddle, Twycross Zoo
Sarah Lee, Zoological Society of East Anglia
Chris Brown, SEA LIFE Weymouth (from 2023)
Phil Robinson, The Deep (from 2023)
Stuart Young, Twycross Zoo (from 2023)
Dr Kira Mileham, IUCN, co-opted member
Olivia Walter, IZVG, co-opted member

Research Committee (RC)

Dr Paul Rose (Co-Chair), Wildfowl and Wetlands Trust
Lewis Rowden (Co-Chair), Zoological Society of London
Andrew Mooney (Vice-Chair), Dublin Zoo (from 2023)
Amanda Ferguson (Chair of Nutrition Group), ZSL London Zoo (until 2023)
Dani Free, Marwell Zoo
Greg Counsell, (Chair Social Science Working Group) Chester Zoo (until 2023)
Lisa Clifforde (Chair Animal Welfare Working Group), Zoological Society of London
Dr Romain Pizzi, Five Sisters Zoo
Lisa Gillespie, Twycross Zoo (until 2023)
Clare Wilkie, Crocodiles of the World (from 2023)
Declan O'Donovan, Fota Wildlife Park (from 2023)
Jemma Dias, Colchester Zoo (from 2023)
Kathy Baker, Newquay Zoo (from 2023)
Rebecca Lewis, Chester Zoo (from 2023)
Dr Christina Stanley, University of Chester, co-opted member
Dr Jon Bielby, Liverpool John Moores University, co-opted member (until 2023)
Dr Ellen Williams, Harper Adams University, co-opted member
Bridget Johnson, Nottingham Trent University, co-opted member (from 2023)
Mark Whiteside, Plymouth University, co-opted member (from 2023)

Conservation Education Committee (CEC)

Nicola Bridge (Chair), National Marine Aquarium (until 2023)
Nikki Burton-Mallott (Chair), Knowsley Safari (from 2023)
Nic Buckley (Middle and Eastern Region), Chester Zoo
Glen Groizard (Northern Region), The Deep (until 2023)
Coral Jonas, Dartmoor Zoological Park (until 2023)
Adam Welsh (Far North Region), Five Sisters Zoo
Colin Stevenson (Southern Region), Crocodiles of the World
Beccy Angus, Royal Zoological Society of Scotland
Jo Clark (South West Region), Wild Planet Trust
Lynda McSweeney (Irish Region), Fota Wildlife Park (until 2023)
Andy Moore, Colchester Zoo
James Coleman (Northern Region), Flamingo Land
Beau-Jensen McCubbin, Natural History Museum, co-opted member
Dr Sarah Thomas, Auckland Zoo, co-opted member
Lorna Fox, Gloucestershire Wildlife Trust, co-opted member

Mission Enabling Committee (MEC)

Sean Mannie (Chair Commercial & Guest Services Networking Group), Marwell Zoo
Duncan East (Chair Environmental Impact & Sustainability Working Group), Marwell Zoo
Jennifer Trigwell (Co-Chair Health & Safety Working Group), ZSL London Zoo (until 2023)
Philippa Miles (Co-Chair Health & Safety Working Group), Chessington World of Adventures
Chris Eley (Chair Diversity, Equity, Accessibility & Inclusion Working Group), Paradise Wildlife Park
Gareth Siddorn (Chair Communications Working Group), Chester Zoo
Lindsay Marston (Volunteer Managers Sub Group), Chester Zoo

BIAZA Members and Associates 2023

Full Members:
Africa Alive Zoological Reserve
Alameda Wildlife Conservation Park
All Things Wild
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
Big Cat Sanctuary
Birdworld
Birmingham Wildlife Conservation Park
Blackpool Zoo
Blair Drummond Safari Park
Blue Planet Aquarium
Bristol Zoo Gardens
Calderglen Zoo
Camperdown Wildlife Centre
Chessington World of Adventures
Chester Zoo
Colchester Zoo
Combe Martin Wildlife & Dinosaur Park
Crocodiles of the World
Curraghs Wildlife Park
Dartmoor Zoological Society
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
Hertfordshire Zoo
Hobbledown
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
Living Rainforest
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 Zoo
Oaklands 'HABITAT' Animal Centre (from 2023)
Oceanarium Bournemouth
Old MacDonald's Farm
Paultons Park (from 2023)
Peak Wildlife Park
Pensthorpe
Plantasia
Ponderosa Zoo
Raptor Foundation
Reaseheath Mini Zoo
RZSS Edinburgh Zoo
RZSS Highland Wildlife Park
Scottish Deer Centre & Wildlife Park
SEA LIFE Weymouth
SEA LIFE Great Yarmouth
SEA LIFE London
Sealife Adventure
Secret Valley Wildlife Park
Shaldon Wildlife Trust
Shepreth Wildlife Park
Sparsholt College
St Andrews Aquarium (from 2023)
The Deep
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 Midlands 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
WWT Martin Mere Wetland Centre
WWT Slimbridge Wetland Centre
WWT Washington Wetland Centre
Yorkshire Wildlife Park
ZSL London Zoo
ZSL Whipsnade Zoo

Provisional Members:
Bristol Zoo Project (from 2023)
Fenn Bell Conservation Project
Hobbledown Heath (from 2023)
Millets Wildside (from 2023)
National SEA LIFE Centre (from 2023)
Oaklands 'HABITAT' Animal Centre (moved to Full Membership 2023)
Paultons Park (moved to Full Membership 2023)
National Museums Liverpool
St Andrews Aquarium (moved to Full Membership 2023)
The Bear Grylls Adventure (from 2023)
Twinlakes Park
Zoological Education Centre, Shuttleworth College (from 2023)

Associate Members
Under Construction Associates:
Hobbledown Heath (until 2023, moved to Provisional Membership)

Accredited Associates:
Blackler, Antony Lawrence MBE
Chalmers-Watson, Keith
Clements, Andrew
Gow, Derek
Hill, Terri
Limmer, Jo
McAlpine, Lady Judy
McKenna, Lindsay
Palmieri, Ed
Wisniewski, Louise

Professional Associates:
Bourne, Debra
Burton, Christopher
Forbes, Neil
Green, John Richard
Haworth, Matt
Hunt, David
Lambert, Jeff
Kennedy, Benjamin
Pellet, Sarah
Perry, Edward
Regan, John
Ryder-Davies, Philip
Smith, Fiona (until 2023)
Suddock, Peter
Trim, Steven Anthony

Basic Associates:
Adams, Stacy
Beveridge, Andy
Blackport, Karen
Ellis, Ivan (until 2023)
Fransen, Sally (until 2023)
Harvey, Graham John
Merrett, Anna
Ridgway, Mark
Sheppard, David
Sheridan, Anthony
Smith, Ray
Tuson, Karen

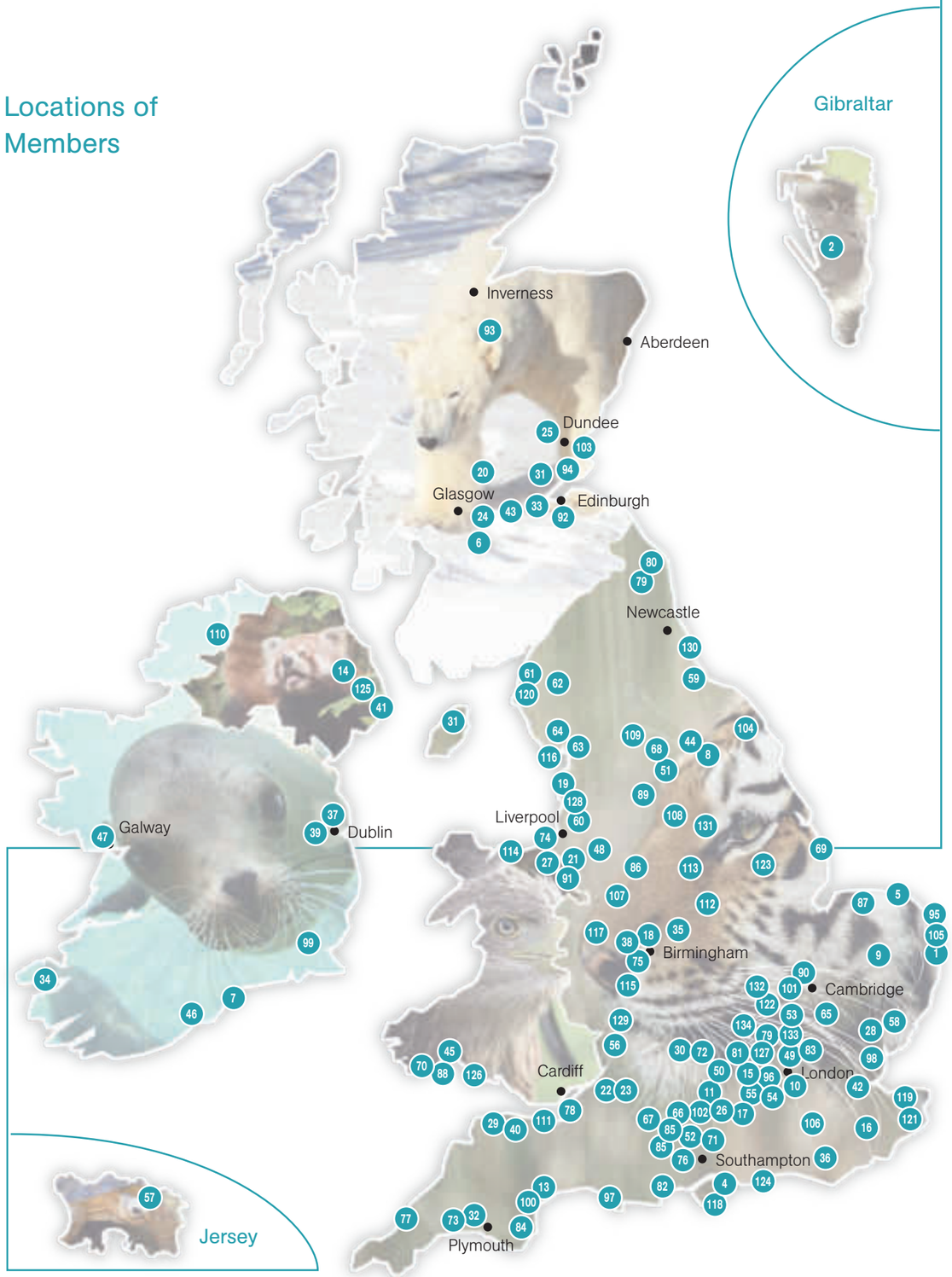
Honorary Associates:
Adams, John
Baines, Frances
Beer, Andy
Bertram, Dr Brian
Bird, Mike
Bird, Sarah
Blossom, Joe (until 2023)
Bone, Sir Drummond
Brambell, Dr Michael
Carroll, Dr Bryan
Challis, Mark
Coles, Dave
Cooper, Prof John E.
Cranbrook, The Earl of
Gipps, Dr Jo OBE
Goodall, Brig. Steve E. M.
Greed, Geoffrey (until 2023)
Hayward, John
Hosey, Geoff
Hornsey, Terry
Lawrence, Bob
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
Alan Bishop Themeworks
Allsorted Ltd
AnimalConcepts
Aquarium Technology Ltd
Attractions.io
AXA XL, a division of AXA
Byotrol Group
CA Cole International Limited (until 2023)
CCTV Security UK (until 2023)
Chapelstone Zoo Construction
Chapman Zoo Consultancy
CLM Services Ltd
Coast (Coast Agency)
Convious (from 2023)
Crew
Crossborder Animal Services
CUBO
Dearadh Zú
Delphis Eco
DigiTickets
Drink Natural (until 2023)
ELSS Engineering
Fishion Aquarium Projects (from 2023)
Flamingo Marketing
Fordingbridge
Haith's Pro
HJ Lea Oakes
HMJ Design
International Zoo Veterinary Group
JCS Livestock
Kay Elliot Architects
Kiezebrink (from 2023)
Knitwire
Koda Creative
Lycetts
Magic Little Giants (from 2023)
Marine Nutrition
McL Projects
MP Creations
Nautilus
Navigate Agency (from 2023)
North Herts Surfacing
n-gage.io (from 2023)
Pareto FM
PIB Insurance Brokers
Ray Hole Architects
Red Gorilla (from 2023)
Regency Purchasing Group (from 2023)
Romax
Safe 4 Solutions
Saint Laurent SAS
Semantic
Tantonite (until 2023)
Timberplay Ltd
Vennersys
Vision XS
Wild Republic Retail
Zooprofis
Zooscapes

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
The Frozen Ark Project (until 2023)
Halesowen College
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 Full and Provisional Members 2024

Locations of Members



1 Africa Alive Zoological Reserve
2 Alameda Wildlife Conservation Park
3 All Things Wild
4 Amazon World Zoo Park
5 Amazona Zoo
6 Amazonia
7 Ardmore Open Farm & Mini Zoo
8 Askham Bryan Wildlife and Conservation Park
9 Banham Zoological Gardens
10 Battersea Park Children's Zoo
11 Beale Wildlife Park
12 The Bear Grylls Adventure
13 Becky Falls Ancient Woodland Park
14 Belfast Zoological Gardens
15 Berkshire College of Agriculture
16 Big Cat Sanctuary
17 Birdworld
18 Birmingham Wildlife Conservation Park
19 Blackpool Zoo
20 Blair Drummond Safari Park
21 Blue Planet Aquarium
22 Bristol Zoo Gardens
23 Bristol Zoo Project
24 Calderglen Zoo
25 Camperdown Wildlife Centre
26 Chessington World of Adventures
27 Chester Zoo
28 Colchester Zoo
29 Combe Martin Wildlife & Dinosaur Park
30 Crocodiles of the World
31 Curraghs Wildlife Park
32 Dartmoor Zoological Society
33 Deep Sea World
34 Dingle Oceanworld Aquarium
35 Drayton Manor Zoo
36 Drusillas Zoo Park
37 Dublin Zoo
38 Dudley Zoo & Castle
39 Emerald Park
40 Exmoor Zoological Park
41 Exploris Aquarium
42 Fenn Bell Conservation Project
43 Five Sisters Zoo
44 Flamingo Land
45 Folly Farm
46 Fota Wildlife Park
47 Galway Atlantaquaria
48 Gauntlet Birds of Prey, Eagle and Vulture Park
49 Golders Hill Park Zoo
50 Hanwell Zoo
51 Harewood Bird Garden
52 Hawk Conservancy Trust
53 Hertfordshire Zoo
54 Hobbledown
55 Hobbledown Heath
56 International Centre for Birds of Prey
57 Jersey Zoo
58 Jimmy's Farm & Wildlife Park
59 Kirkleatham Owl Centre
60 Knowsley Safari
61 Lake District Coast Aquarium
62 Lake District Wildlife Park
63 Lakeland Wildlife Oasis
64 Lakes Aquarium
65 Linton Zoo Conservation Park
66 Living Rainforest
67 Longleat
68 Lotherton Wildlife World
69 Mablethorpe Seal Sanctuary
70 Manor Wildlife Park

BIAZA Full and Provisional Members 2024

71 Marwell Zoo
72 Millets Wildside
73 National Marine Aquarium
74 National Museums Liverpool
75 National SEA LIFE Centre
76 New Forest Wildlife Park
77 Wild Planet Trust Newquay Zoo
78 Noah's Ark Zoo Farm
79 Northumberland College Zoo
80 Northumberland Zoo
81 Oaklands 'HABITAT' Animal Centre
82 Oceanarium Bournemouth
83 Old MacDonald's Farm
84 Wild Planet Trust Paignton Zoo
85 Paultons Park
86 Peak Wildlife Park
87 Pensthorpe
88 Plantasia
89 Ponderosa Zoo
90 Raptor Foundation
91 Reaseheath Mini Zoo
92 RZSS Edinburgh Zoo
93 RZSS Highland Wildlife Park
94 Scottish Deer Centre & Wildlife Park
95 SEA LIFE Great Yarmouth
96 SEA LIFE London
97 SEA LIFE Weymouth
98 Sealife Adventure
99 Secret Valley Wildlife Park
100 Shaldon Wildlife Trust
101 Shepreth Wildlife Park
102 Sparsholt College
103 St Andrews Aquarium
104 The Deep
105 Thrigby Hall Wildlife Gardens
106 Tilgate Nature Centre
107 Trentham Monkey Forest
108 Tropical Butterfly House
109 Tropical World
110 Tropical World @Alcorns
111 Tropiquaria Zoo
112 Twinlakes Park
113 Twycross Zoo
114 Welsh Mountain Zoo
115 West Midlands Safari Park
116 Wild Discovery
117 Wild Zoological Park
118 Wildheart Animal Sanctuary
119 Wildwood Trust
120 Williamson Park
121 Wingham Wildlife Park
122 Woburn Safari Park
123 Woodside Wildlife Park
124 WWT Arundel Wetland Centre
125 WWT Castle Espie Wetland Centre
126 WWT Llanelli Wetland Centre
127 WWT London Wetland Centre
128 WWT Martin Mere Wetland Centre
129 WWT Slimbridge Wetland Centre
130 WWT Washington Wetland Centre
131 Yorkshire Wildlife Park
132 Zoological Education Centre, Shuttleworth College
133 ZSL London Zoo
134 ZSL Whipsnade Zoo

BIAZA
BRITISH & IRISH ASSOCIATION OF ZOOS & AQUARIUMS

2023
Annual Report

Jenny-Louise Read | Wingham Wildlife Park

BIAZA
BRITISH & IRISH ASSOCIATION OF ZOOS & AQUARIUMS

2023
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 2023

Ryan Colman | Ponderosa Zoo

BIAZA
BRITISH & IRISH ASSOCIATION OF ZOOS & AQUARIUMS

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 2023

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- Statement of financial position **39**
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- Notes to the financial statements **41**

Trustees' Annual Report (incorporating the Director's Report)

For the year ended 31 December 2023

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 December 2023.

Reference and administrative details

Registered charity name	The British & Irish Association of Zoos and Aquariums
Charity registration number	1128168
Company registration number	06789783
Principal office and registered office	Regents Park London NW1 4RY
The trustees	Dr A Bowkett
	Mr C A Brown (Appointed 6 June 2023)
	Mr J I Christon
	Prof D A Field
	Ms S Forsythe (Appointed 6 June 2023)
	Mr M A Habben (Appointed 6 June 2023)
	Ms T E Hill
	Dr C M Macdonald
	Ms N Mallott (Appointed 18 November 2023)
	Mr T Owen
	Dr R Pizzi
	Mr L Rowden
	Dr C Schwitzer
	Mr S J Sheppard
	Mr Z J Showell (Appointed 6 June 2023)
	Ms P J Smout
	Mr T Whitnall (Appointed 6 June 2023)
	Ms N L Bridge (Resigned 18 November 2023)
	Ms M L T Bushell (Resigned 29 November 2023)
	Dr J B Carroll (Resigned 6 June 2023)
	Dr L A Dickie (Resigned 6 June 2023)
	Ms A Flewitt (Served from 6 June 2023 to 18 December 2023)
	Mr S T McKeown (Resigned 6 June 2023)
	Mr D M Richardson (Resigned 6 June 2023)
Auditor	Burgess Hodgson LLP Chartered accountants & statutory auditor Camburgh House 27 New Dover Road Canterbury Kent CT1 3DN

The British & Irish Association of Zoos and Aquariums
Financial Statement 2023

Trustees' Annual Report (Incorporating the Director's Report)

(continued)

Year ended 31 December 2023

Structure, governance and management

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.

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 list of trustees on page 27 have held office during the period from 1 January 2023 to the date of this report unless otherwise stated.

The registered directors as per Companies House are as follows:

Dr A Bowkett
Mr C A Brown (Appointed 29 November 2023)
Mr J I Christon
Prof D A Field
Ms S Forsythe (Appointed 6 June 2023)
Ms T E Hill
Dr J L Judge
Dr C M Macdonald (Appointed 29 November 2023)
Ms N Mallott (Appointed 29 November 2023)
Mr T Owen
Dr R Pizzi (Appointed 29 November 2023)
Mr L Rowden (Appointed 29 November 2023)
Dr C Schwitzer
MR S J Sheppard (Appointed 29 November 2023)
Mr Z J Showell (Appointed 29 November 2023)
Ms P J Smout
Mr T Whitnall (Appointed 6 June 2023)
Mr G J Batters (Resigned 6 June 2023)
Ms N L Bridge (Resigned 17 November 2023)
Ms M L T Bushell (Resigned 29 November 2023)
Dr J B Carroll (Resigned 6 June 2023)
Dr J R Cretney (Resigned 6 June 2023)
Dr L A Dickie (Resigned 6 June 2023)
Ms C C Duke (Resigned 6 June 2023)
Ms A Flewitt (Resigned 18 December 2023)
Mr S T McKeown (Resigned 6 June 2023)
Mr T Morphew (Resigned 6 June 2023)
Dr P K H Pullen (Resigned 6 June 2023)
Mr D M Richardson (Resigned 6 June 2023)
Ms C E Rugg (Resigned 6 June 2023)
Ms S J Smith (Resigned 6 June 2023)

The list of Trustees on page 27 should be taken as those charges with governance and elected by members.

Objectives and activities

The British & Irish Association of Zoos and Aquariums (BIAZA) is a conservation, education and scientific wildlife charity, representing the interests of 126 zoological and wildlife collections; it is the umbrella organisation for the responsible zoo community in the United Kingdom and Ireland.

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

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

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

In furtherance of its objects the charity is affiliated to the following organisations:
- European Association of Zoos and Aquaria (EAZA)
- World Association of Zoos and Aquariums (WAZA)
- Conservation Planning Specialist Group (CPSG)
- International Union for the Conservation of Nature (IUCN)

The members of the 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.

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

The British & Irish Association of Zoos and Aquariums
Financial Statement 2023

Trustees' Annual Report (Incorporating the Director's Report)

(continued)

Year ended 31 December 2023

Achievements and performance

BIAZA continued to deliver on its 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." We continue to support our members, through advocating for their work and value and promoting and sharing best practice via our standards, committees and working groups. BIAZA continues to work with EAZA, WAZA and the IUCN to raise global standards and achieve conservation goals.

In 2023 BIAZA members; delivered education sessions to over 1.2 million students, supported 1,346 research projects and 1,196 conservation projects and contributed more than £33.5 million to conservation. The Species Advisory Committee (formerly Living Collections Committee) updated the Animal Transfer Policy and held 12 in-person keeper CPD conferences along with numerous inline and topic specific training events. The Field Conservation Committee ran two successful conservation conferences and expanded the 'Spotted on Site' campaign to to support BIAZA member staff, volunteers and visitors in recording native species. The Research Committee continued to support high quality zoo research through the research support process - 21 reviewed, 9 were provided with a letter of support including PhD, Masters' and Undergraduate level studies, implemented the review of Research Liaison Officers to foster more collaboration with BIAZA Working Groups, finalised the BIAZA policies on research and animal welfare and formed the Social Science Working Group, to facilitate the development of this field of zoo-based research.

The Conservation Education Committee held a successful return conference at Knowsley Safari in November, offered a bursary for attendance at the education conference for the second year running, to improve accessibility for those from members unable to fully cover the costs of attending and successfully changed the dated education guidance into an updated, inclusive policy which represents and allows for the changing education landscape.

BIAZA 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 West Midlands Safari Park in June. Full details are in the Annual Report.

Financial review

The total Incoming Resources for the year amounted to £633,716 (2022: £485,807). Of this amount £493,634 (2022: £423,122) was derived from membership income, which is the principal funding source of the organisation. As membership income is primarily directly linked to visitor and member numbers at member organisations in the year prior to invoicing, the Association saw a material increase in 2023 income, as member organisations continued to rebound following the impact of COVID on 2021 visitor numbers which impacted 2022 income.

Amounts received from events in the year was £82,512 (2022: £28,285). Investment income representing income from bank interest received was £7,789 (2022: £1,255). Details to this are in Note 7 on page 45 of the accounts.

The total Resources Expended in the year (in furtherance of the organisation's objectives) amounted to £536,413 (2022: £454,676). Of this amount £493,346 (2022: £413,625) related to expenditure in respect of (Direct) Charitable Activities, £18,800 (2022: £6,456) for Governance Costs and £26,423 (2022: £31,063) spent for Support costs. Details to this are in Notes 9 and 10 on page 46 of the accounts.

The net result of the above amounted to an excess of income over expenditure for the year in the sum of £97,303 (2022: £31,131) after considering prior year adjustments. All of this resulting in a balance of funds carried forward (after transfers) of £555,924 (2022: £458,304).

Reserves policy

The 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 2023 the unrestricted fund reserves amounted £440,289 against the projected annual unrestricted fund expenditure of £474,830, which is approximately eleven 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.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

Amy Gatley | Dudley Zoo and Castle

Trustees' Annual Report (Incorporating the Director's Report)

(continued)

Year ended 31 December 2023

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The trustees' annual report and the strategic report were approved on 21st May 2024 and signed on behalf of the board of trustees by:

Mr J I Christon
Chair of Trustees

Mr T Owen
Treasurer

Independent Auditor's Report to the Members of The British & Irish Association of Zoos and Aquariums

Year ended 31 December 2023

Opinion

We have audited the financial statements of The British & Irish Association of Zoos and Aquariums (the 'charity') for the year ended 31 December 2023 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

The British & Irish Association of Zoos and Aquariums
Financial Statement 2023

Independent Auditor's Report to the Members of The British & Irish Association of Zoos and Aquariums *(continued)*

Year ended 31 December 2023

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we have considered; the nature of the industry, control environment.

We also consider the results of our enquiries of management, relating to their own identification and assessment of the risks of irregularities and possible related fraud. This includes reviewing available documentation on their policies and procedures and performing tests of controls to evidence their effectiveness.

Throughout the audit testing we are considering the incentives that may exist within the organisation for fraud. Key areas include timing of recognising income around the year end, posting of unusual journals. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

We ensure we have an understanding of the relevant laws and regulations and remain alert to possible non-compliance throughout the audit.

Despite proper planning and audit work in accordance with auditing standards there are inherent limitations and unavoidable risk that we may not detect some irregularities and material misstatements in the financial statements. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations

The British & Irish Association of Zoos and Aquariums
Financial Statement 2023

Independent Auditor's Report to the Members of The British & Irish Association of Zoos and Aquariums *(continued)*

Year ended 31 December 2023

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor’s report. However, future events or conditions may cause the charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Burgess Hodgson LLP
Chartered accountants & statutory auditor
Camburgh House
27 New Dover Road
Canterbury
Kent
CT1 3DN

Heidi North | Whipsnade Zoo

Statement of Financial Activities (including income and expenditure account)

Year ended 31 December 2023

	Note	Unrestricted funds £	2023 Restricted funds £	Total funds £	2022 Total funds £
Income and endowments					
Donations and legacies	5	–	–	–	233
Charitable activities	6	537,866	87,584	625,450	484,319
Investment income	7	7,789	–	7,789	1,255
Other income	8	477	–	477	–
Total income		546,132	87,584	633,716	485,807
Expenditure					
Expenditure on charitable activities	9,10	473,403	65,166	538,569	451,144
Other expenditure	12	(2,156)	–	(2,156)	3,532
Total expenditure		471,247	65,166	536,413	454,676
Net income and net movement in funds		74,885	22,418	97,303	31,131
Reconciliation of funds					
Total funds brought forward as previously reported		365,404	92,900	458,304	427,173
Prior year adjustment		–	317	317	–
Total funds brought forward as restated		365,404	93,217	458,621	427,173
Total funds carried forward		440,289	115,635	555,924	458,304

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 41 - 54 form part of these financial statements

Statement of Financial Position

31 December 2023

	Note	2023 £	2022 £
Fixed assets			
Intangible assets	18	1,917	–
Tangible fixed assets	19	1,955	6,121
		3,872	6,121
Current assets			
Debtors	20	15,030	3,215
Cash at bank and in hand		556,215	465,974
		571,245	469,189
Creditors: amounts falling due within one year	21	19,193	17,006
Net current assets		552,052	452,183
Total assets less current liabilities		555,924	458,304
Net assets		555,924	458,304
Funds of the charity			
Restricted funds		115,635	92,900
Unrestricted funds		440,289	365,404
Total charity funds	23	555,924	458,304

These financial statements were approved by the board of trustees and authorised for issue on 21st May 2024 and are signed on behalf of the board by:

Mr J I Christon
Chair of Trustees

Mr T Owen
Treasurer

The notes on pages 41 - 54 form part of these financial statements

Statement of Cash Flows

Year ended 31 December 2023

	2023 £	2022 £
Cash flows from operating activities		
Net income	97,303	31,131
Adjustments for:		
Depreciation of tangible fixed assets	542	3,950
Amortisation of intangible assets	3,000	–
Other interest receivable and similar income	(7,789)	(1,255)
Accrued expenses	5,250	1,750
Other operating cash flow adjustment	317	–
Changes in:		
Trade and other debtors	(11,815)	(3,215)
Trade and other creditors	(3,063)	15,256
Cash generated from operations	83,745	47,617
Interest received	7,789	1,255
Net cash from operating activities	91,534	48,872
Cash flows from investing activities		
Purchase of tangible assets	(816)	(400)
Proceeds from sale of tangible assets	(477)	–
Net cash used in investing activities	(1,293)	(400)
Net increase in cash and cash equivalents	90,241	48,472
Cash and cash equivalents at beginning of year	465,974	417,502
Cash and cash equivalents at end of year	556,215	465,974

The notes on pages 41 - 54 form part of these financial statements

Notes to the Financial Statements

Year ended 31 December 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Regents Park, London, NW1 4RY.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Intangible assets

Intangible assets are initially recorded at cost, and are subsequently stated at cost less any accumulated amortisation and impairment losses. Any intangible assets carried at revalued amounts, are recorded at the fair value at the date of revaluation, as determined by reference to an active market, less any subsequent accumulated amortisation and subsequent accumulated impairment losses.

The British & Irish Association of Zoos and Aquariums
Financial Statement 2023

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

3. Accounting policies *(continued)*

Intangible assets *(continued)*

Intangible assets acquired as part of a business combination are only recognised separately from goodwill when they arise from contractual or other legal rights, are separable, the expected future economic benefits are probable and the cost or value can be measured reliably.

Amortisation

Amortisation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful life of that asset as follows:

CRM Solution - 20% straight line

If there is an indication that there has been a significant change in amortisation rate, useful life or residual value of an intangible asset, the amortisation is revised prospectively to reflect the new estimates.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities.

A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings - 25% reducing balance
Equipment - 25% reducing balance

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

3. Accounting policies (continued)

Intangible assets (continued)

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into.

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in the profit and loss account in other administrative expenses.

Loans and borrowings are initially recognised at the transaction price including transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method, less impairment. If an arrangement constitutes a finance transaction it is measured at present value.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

Every member of the company undertakes to contribute a sum not exceeding £1 to the assets of the company if it is wound up during his, her or its membership or within one year afterwards:

(a) for payment of the debts and liabilities of the company contracted before he, she or it ceased to be a member; (b) for the costs, charges and expenses of winding up; and(c) for the adjustment of the rights of the contributories among themselves.

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

5. Donations and legacies

	Unrestricted Funds £	**Total Funds 2023 £**	Unrestricted Funds £	Total Funds 2022 £
Donations				
Donations	–	–	233	233

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2023 £**
Full members' fees	462,951	–	462,951
Corporate associate members fees	30,683	–	30,683
Corporate sponsorship and conference fees	29,971	52,541	82,512
Job & news advertisements	3,440	–	3,440
Training provided	–	34,700	34,700
Other income	10,821	343	11,164
	537,866	87,584	625,450

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Full members' fees	389,453	–	389,453
Corporate associate members fees	33,669	–	33,669
Corporate sponsorship and conference fees	10,586	17,699	28,285
Job & news advertisements	5,280	–	5,280
Training provided	–	19,598	19,598
Other income	7,471	563	8,034
	446,459	37,860	484,319

7. Investment income

	Unrestricted Funds £	**Total Funds 2023 £**	Unrestricted Funds £	Total Funds 2022 £
Other interest receivable	7,789	7,789	1,255	1,255

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

8. Other income

	Unrestricted Funds £	**Total Funds 2023 £**	Unrestricted Funds £	Total Funds 2022 £
Gain on disposal of tangible fixed assets held for charity's own use	477	477	–	–

9. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2023 £**
Direct charitable activity	428,180	65,166	493,346
Support costs	45,223	–	45,223
	473,403	65,166	538,569

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Direct charitable activity	376,016	37,609	413,625
Support costs	37,519	–	37,519
	413,535	37,609	451,144

10. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	**Total funds 2023 £**	Total fund 2022 £
Direct charitable activity	493,346	26,423	519,769	444,688
Governance costs	–	18,800	18,800	6,456
	493,346	45,223	538,569	451,144

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

11. Analysis of support costs

	Analysis of support costs activity £	**Total 2023 £**	Total 2022 £
Premises	2,278	2,278	2,686
Communications and IT	17,652	17,652	22,545
General office	6,127	6,127	5,832
Governance costs	20,903	20,903	6,456
	46,960	46,960	37,519

12. Other expenditure

	Unrestricted Funds £	**Total Funds 2023 £**	Unrestricted Funds £	Total Funds 2022 £
Gifts and donations	51	51	2,500	2,500
Bad debts written off	1,888	1,888	1,032	1,032
Other exceptional expenditure	(4,095)	(4,095)	–	–
	(2,156)	(2,156)	3,532	3,532

13. Net income

Net income is stated after charging/(crediting):

	2023 £	2022 £
Amortisation of intangible assets	3,000	–
Depreciation of tangible fixed assets	542	3,950
Gains on disposal of tangible fixed assets	(477)	–

Notes to the Financial Statements *(continued)*

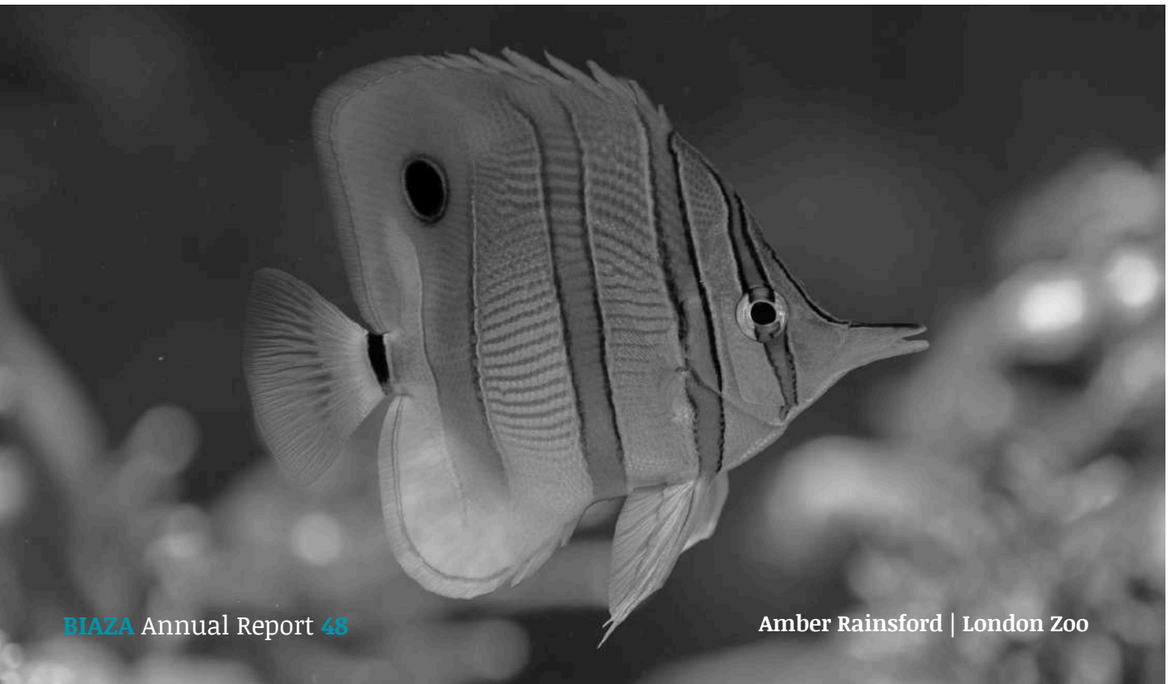
Year ended 31 December 2023

14. Auditors remuneration

	2023 £	2022 £
Fees payable for the audit of the financial statements	4,500	–
Fees payable to the charity's auditor and its associates for other services:		
Other non-audit services	2,500	–

15. Independent examination fees

	2023 £	2022 £
Fees payable to the independent examiner for:		
Independent examination of the financial statements	–	2,500



Amber Rainsford | London Zoo

The British & Irish Association of Zoos and Aquariums
Financial Statement 2023

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

16. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023 £	2022 £
Wages and salaries	315,301	331,218
Social security costs	29,125	27,512
Employer contributions to pension plans	23,377	22,735
	367,803	381,465

The average head count of employees during the year was 8 (2022: 8). The average number of full-time equivalent employees during the year is analysed as follows:

	2023 No.	2022 No.
Management & Administration	4	4
Conservation & Animal Management	2	2
Communications & Members Services	2	2
	8	8

The number of employees whose remuneration for the year fell within the following bands, were:

	2023 No.	2022 No.
£70,000 to £79,999	1	1

17. Trustee remuneration and expenses

The Board members were not paid or received any other benefit from the charity (2022: £nil). Two trustees were reimbursed expenses totalling £458 in the year (2022: £240). No Board member received payment for professional or other services supplied to the charity (2022: £nil).

The key management personnel of the charity comprise of the Board members and the Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £76,491 (£2022: 77,897).

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

18. Intangible assets

	CRM Solution £
Cost	
Additions	–
Transfers	15,000
At 31 December 2023	15,000
Amortisation	
Charge for the year	3,000
Transfers	10,083
At 31 December 2023	13,083
Carrying amount	
At 31 December 2023	1,917
At 31 December 2022	–

19. Tangible fixed assets

	Fixtures and fittings £	Equipment £	**Total £**
Cost			
At 1 January 2023	635	30,641	31,276
Additions	–	816	816
Disposals	(635)	(12,959)	(13,594)
Transfers	–	(15,000)	(15,000)
At 31 December 2023	–	3,498	3,498
Depreciation			
At 1 January 2023	554	24,601	25,155
Charge for the year	–	542	542
Disposals	(554)	(13,517)	(14,071)
Transfers	–	(10,083)	(10,083)
At 31 December 2023	–	1,543	1,543
Carrying amount			
At 31 December 2023	–	1,955	1,955
At 31 December 2022	81	6,040	6,121

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

20. Debtors

	2023 £	2022 £
Trade debtors	14,405	3,215
Prepayments and accrued income	625	–
	15,030	3,215

21. Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	60	21
Accruals and deferred income	7,000	1,750
Social security and other taxes	12,133	15,235
	19,193	17,006

22. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £23,377 (2022: £22,735).

23. Analysis of charitable funds

Unrestricted funds

	At 1 January 2023 £	Income £	Expenditure £	Prior year adjustments £	**At 31 December 2023 £**
General funds	365,404	546,132	(471,247)	–	440,289

	At 1 January 2022 £	Income £	Expenditure £	Prior year adjustments £	At 31 December 2022 £
General funds	334,524	447,947	(417,067)	–	365,404

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

23. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 January 2023 £	Income £	Expenditure £	Prior year adjustments £	**At 31 December 2023 £**
Zoo Animal Management Course	3,203	–	(5,000)	1,797	–
Elephant Project	5,604	–	–	–	5,604
World Land Trust	–	–	–	–	–
Aquariums Fund	9,522	18,773	(10,586)	–	17,709
Working Group Funds	13,248	11,413	(4,754)	(1,480)	18,427
Field Conservation Committee	3,569	–	(308)	–	3,261
Great Ape Welfare Group	1,015	–	–	–	1,015
Conservation Education Committee	222	–	–	–	222
Animal Behaviour and Training Course	14,543	35,000	(25,098)	–	24,445
Flamingo Specialist Group	39,657	–	–	–	39,657
LCC Keepers Conference	1,666	14,202	(13,813)	–	2,055
BIAZA Research Committee	651	43	(144)	–	550
Communications Conference	–	8,153	(5,463)	–	2,690
	92,900	87,584	(65,166)	317	115,635

	At 1 January 2022 £	Income £	Expenditure £	Prior year adjustments £	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
Field Conservation Committee	3,569	–	–	–	3,569

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

23. Analysis of charitable funds (continued)

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
Communications Conference	–	–	–	–	–
	92,649	37,860	(37,609)	–	92,900

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 some grant funding was allocated in 2023 and it is expected that more will be distributed in 2024. 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 Conservation Conference Fund was set up to provide funding for the conference costs.

Notes to the Financial Statements *(continued)*

Year ended 31 December 2023

24. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2023 £**
Intangible assets	1,917	–	1,917
Tangible fixed assets	1,955	–	1,955
Current assets	455,610	115,635	571,245
Creditors less than 1 year	(19,193)	–	(19,193)
Net assets	440,289	115,635	555,924

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Intangible assets	–	–	–
Tangible fixed assets	6,121	–	6,121
Current assets	376,289	92,900	469,189
Creditors less than 1 year	(17,006)	–	(17,006)
Net assets	365,404	92,900	458,304

24. Analysis of net assets between funds

	At 1 Jan 2023 £	Cash flows £	**At 31 Dec 2023 £**
Cash at bank and in hand	465,974	90,241	556,215

The British & Irish Association of Zoos and Aquariums
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Maxine Bradley | Northumberland Zoo

The British & Irish Association of Zoos and Aquariums
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Nicole Hatcher - Tilgate Nature Centre

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