Photo: Estefania Sempere | National SEA LIFE Centre Birmingham

BIAZA
BRITISH & IRISH ASSOCIATION OF ZOOS & AQUARIUMS

2024 Annual Report

BIAZA
BRITISH & IRISH ASSOCIATION OF ZOOS & AQUARIUMS
Regent's Park, London, NW1 4RY
Email admin@biaza.org.uk

www.biaza.org.uk

The British and Irish Association of Zoos and Aquariums is a charitable company limited by guarantee and registered in England and Wales number 6789783. Registered Office Regent's Park, London NW1 4RY. Registered Charity Number is 1128168 and SC040783 (Scotland)

Join us on Facebook
www.facebook.com/biazaofficial

Follow us on Instagram
www.instagram.com/officialbiaza

Join us on LinkedIn
www.linkedin.com/company/british-and-irish-association-of-zoos-and-aquariums-biaza

Hannah Bolam | Exmoor Zoological Park

Jamie Christon
Chair of Board

BIAZA
Chair's Report 2024

2024 was another eventful year for the BIAZA community, with a total of 30.9 million people visiting our zoos, aquariums and safari parks across the UK and Ireland. In addition to inspiring millions of visitors, BIAZA members hosted over a million educational visits, undertook 1,282 research projects and a similar number of conservation projects, and spent a total of just under £30 million on vital conservation efforts to protect wildlife and restore nature. These figures illustrate that our sector continues to be a conservation powerhouse and is at the forefront of taking action to address the biodiversity and climate crisis both here in the UK and Ireland and across the world.

Core to this is the work of BIAZA's committees and working groups and I would like to thank everyone who gave their time throughout the year. There are too many achievements to list in their entirety but, to mention just a few, highlights included the role of the Membership & Licensing Committee in implementing BIAZA's new accreditation system; successful conferences spanning topics such as conservation education, research, ectotherms and communications; and the Diversity, Equity, Accessibility, & Inclusion Working Group's work to highlight the outstanding efforts across the BIAZA membership to enhance accessibility for neurodivergent visitors.

I would also like to thank Andrew Bowkett, former Conservation Committee Chair, as well as welcoming Campbell Murn, Conservation Committee Chair, and Iri Gill, Species Advisory Committee Chair.

Underpinning this is the tireless dedication of the BIAZA Executive Office, which continues to be led superbly by Dr Jo Judge. I would like to place on record my sincere thanks to Jo and the entire team for everything they do to promote and enhance the reputation of our sector. BIAZA exists to advocate on behalf of its members and to encourage them to achieve their full potential. This is only possible because of our excellent central team.

One of the many ways in which BIAZA campaigns for UK and Irish zoos, aquariums and safari parks is through its political lobbying work. As well as continuing to push for the publication of the much delayed new zoo standards, a major focus of attention has been the ongoing challenges we are facing with cross border animal transfers between UK and European zoos. Since 2019, the movement of endangered animals between the UK and EU has fallen by 80%, threatening the success of the international breeding programmes which help to prevent extinction and protect global biodiversity. There was some progress in 2024, with the number of transfers increasing from 265 the previous year to 282, but there remains an urgent need for action to remove the red tape which is causing the issue. Members of the All-Party Parliamentary Group for Zoos and Aquariums are making the case on our behalf within the corridors of Westminster and Whitehall, and I would especially like to thank the Chair of the Group, Sarah Champion MP, who continues to be a steadfast supporter of our sector.

Finally, I would like to express my gratitude to my fellow BIAZA trustees for their commitment throughout 2024. In particular, it has been great to work alongside Holly Cale in their first year as trustee. Sadly, Penny Smout and Terri Hill stood down and I'm sure the entire membership is immensely grateful for their many years of service.

Here's to connecting many millions more people with nature in 2025 and another year of fighting to protect some of the world's most precious and endangered species and habitats.

BIAZA CEO
Office Report 2024

2024 was an exciting year in the BIAZA Executive Office as we introduced what is undoubtably one of the biggest changes to BIAZA and for the membership in Accreditation. This was the culmination of many years of planning and will be a transformative system for the sector in the UK and Ireland, supporting good zoos and aquariums to reach and exceed the highest standards in animal welfare, conservation, education and research. This will ultimately lead to a stronger, more confident zoo sector. We started accreditation screening visits in July and will be working on a five year cycle, with all full members having been screened by mid 2029. We look forward to sharing more news about accreditation in the coming months.

We also continued to work closely with Defra officials in Great Britain, we had been hopeful that the proposed new Standards for Modern Zoo Practice and the response to the Elephant Welfare Group's 10-year report would have been published during 2024. However, the calling of the General Election put a halt to that, and the new government have taken some time to review both of these areas. We are pleased that these will both be published in the first half of 2025.

Assisting members with animal transfers between Great Britain and the EU has continued to be a priority for the Executive Office. Working closely with officials in both the UK and EU, we have been making steady progress and 282 successful transfers occurred in 2024, a slight increase on the number achieved in 2023. We have been focussing lobbying work on the need for a Sanitary and Phytosanitary (SPS) Agreement to better align animal health laws as this will have the biggest positive impact on zoo and aquarium animal transfers.

There has also been an increase in animal health issues affecting the sector, with Bluetongue and Foot and Mouth Disease impacting the ability of UK zoos to transfer ungulates with counterparts in the EU.

Along with the continuing Avian Influenza outbreaks impacting operations. The Executive Office have been working closely with Defra and the Animal and Plant Health Agency to ensure zoo and aquarium specific challenges are included in disease prevention decision making.

BIAZA Executive Office

There were some changes in the Executive Office this year, with the two Senior Managers' job titles changing to Head of Species Management and Conservation (Nicky Needham) and Head of Learning, Research and Accreditation (Cerian Tatchley). We also added two Accreditation Officer roles, with Frankie Lawrence-Thompson moving from her role as Projects, Diversity and Inclusion Officer (following a period as Acting Senior Manager to cover Cerian's maternity leave) into one and welcoming Deana Stephens into the team as the other.

Membership

Zoo and aquarium membership remained steady throughout 2024 with two full members resigning, one moving from provisional to full membership and three new provisional members joining. We also created a new membership category, Animal Trainer Associate, for individuals who successfully completed the Animal Trainer course run by BIAZA and the Animal Behaviour and Training Council (ABTC) but subsequently moved out of BIAZA member employment. To date we have had four new members in this category.

Committees and Working Groups

A huge range of resources were produced by our many Working Groups and Committees this year. Numerous animal care sheets provide the most up-to-date guidance on the species in the care of our members. Resources on terminology in the community and close-contact imagery were also produced.

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

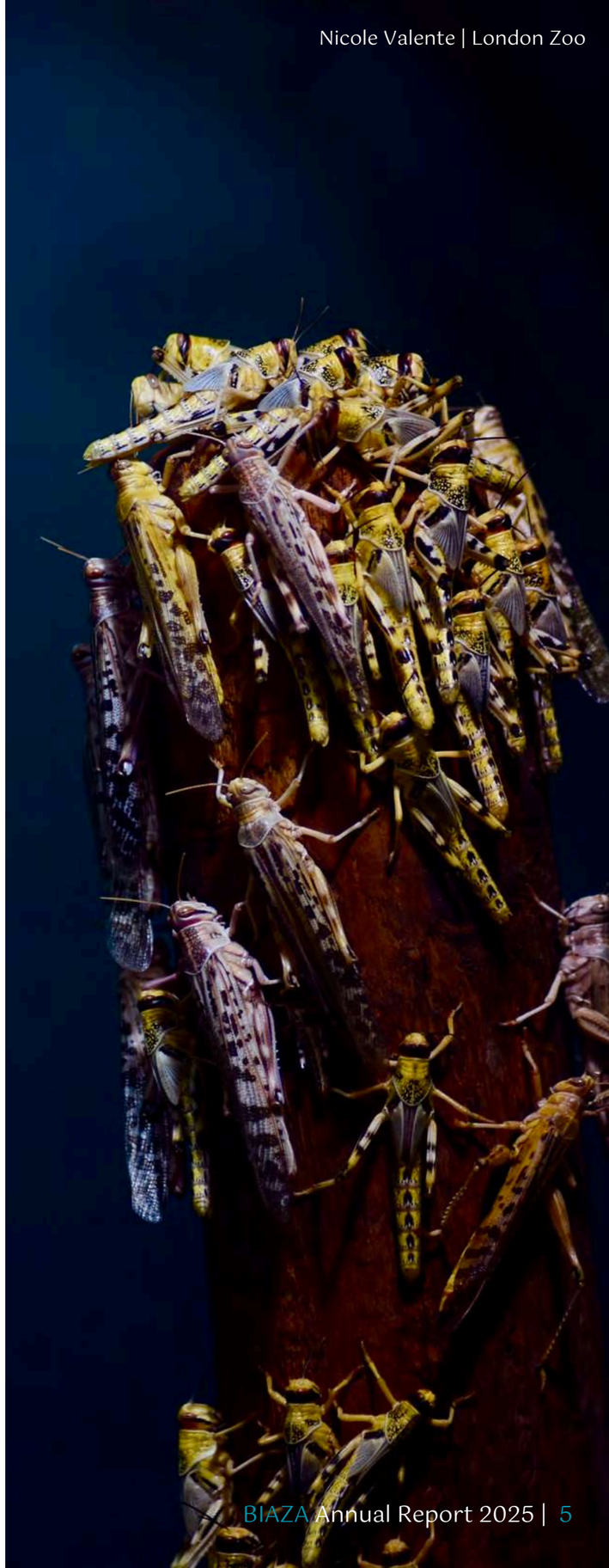
Conferences and workshops

BIAZA held twelve conferences in 2024, including the joint Conservation Committee and Native Species Working Group Conference at Chester Zoo and the inaugural Ectotherms Conference at Drayton Manor Zoo, which brought together over a hundred aquarium, amphibian, reptile, and terrestrial invertebrate experts in an unparalleled CPD opportunity.

We also held the BIAZA Annual Conference at Chester Zoo in June, where we welcomed 147 delegates from 44 full members, three Accredited Associates, two Honourary Members and seven Corporate Associates. Additionally, twenty organisations exhibited, bringing 36 individuals. Topics covered included accreditation, sustainability, conservation, education, master planning, animal health & welfare, population management, smaller collections, research into public attitudes, becoming a charity, and politics.

2024 was the first year of the new awards format, requiring video entries instead of written nominations, in order to make the awards process more accessible, increase entries from smaller members and to provide more engaging and informative nominations. 83 nominations were received from 35 members, an increase in both the number and members submitting nominations. Some examples of the winning projects include Professional Capacity Building for Keeperfest at Jimmy's Farm and Wildlife Park, Horticulture in The New Butterfly House at the Tropical Butterfly House, Animal Husbandry, Care and Breeding for the Saving Wildcats – Ex situ Conservation at RZSS Highland Wildlife Park and Education on the Apiary collaboration with the London Beekeepers' Association at Battersea Park Children's Zoo.

In addition to conferences, we ran and facilitated dozens of workshops, meetings and events providing opportunities for development within the zoo sector. Members of the BIAZA Executive Office team also attended external conferences to represent the sector, including the EAZA and WAZA conferences.


Nicole Valente | London Zoo

New collaborations

We developed a number of new partnerships in 2024, including with the Association for Cultural Enterprises, a well-established charity and membership organisation whose aim is to support the cultural sector by providing training and networking, KEEP, the keeper exchange programme and UKACT, the United Kingdom Animal College Technicians. We look forward to working with them to further our shared values and goals.

In June, BIAZA and the Tourism Alliance brought together tourism bodies, animal welfare experts and conservationists to discuss pertinent issues around animal tourism. Discussions included the importance of accreditation systems, elephant tourism, the economic and social benefits of eco-tourism and the challenges of the illegal wildlife trade.

Political activity

Politically, the year was dominated by General Elections in both the UK and Ireland. The BIAZA team and Public Affairs Working Group produced guidance and support for members in how to engage with candidates and returning and new members of parliament. Following the election, BIAZA strengthened existing, and developed new, relationships with Ministers and Shadow Ministers in relevant departments.

We also held the first Great British Wildlife Restoration Award Reception in Speaker's House, which celebrated the achievements of our members in restoring nature here in Great Britain. Over 60 parliamentarians voted in the competition featuring 22 native species projects being undertaken by BIAZA members, with ZSL's Oyster Restoration project being crowned the winner on the night.

We continued to engage with parliamentarians of all parties through direct meetings and correspondence and the All-Party Parliamentary Group (APPG) for Zoos and Aquariums, chaired by Sarah Champion MP. The APPG heard from experts from our members including West Midlands Safari Park, Zoological Society of London, Chester Zoo, The Deep, Noah's Ark Zoo Farm and the National Marine Aquarium.

Communications

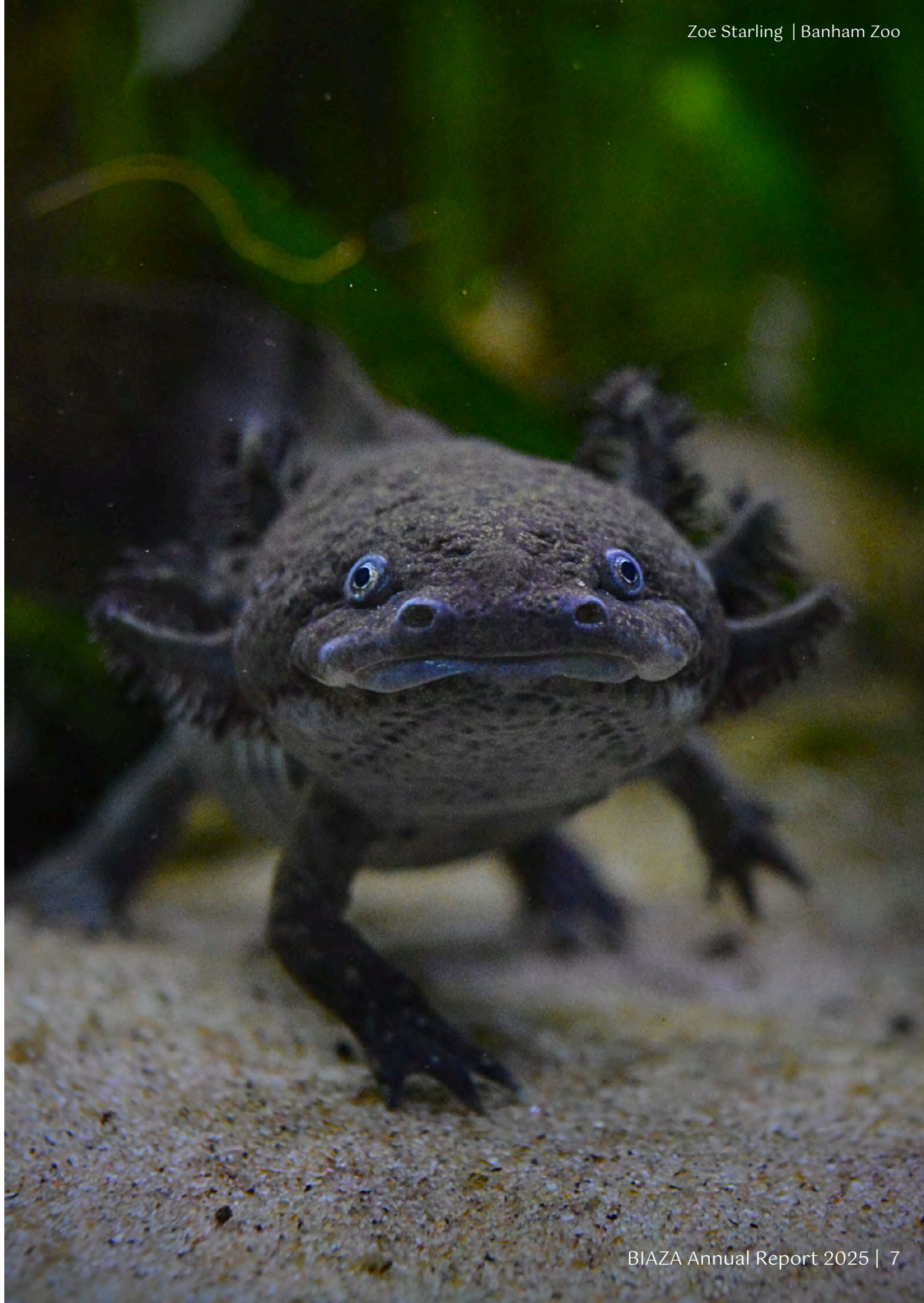
We continued to provide our weekly updates through BIAZA BiteSize and added a new quarterly online magazine, BIAZA Browse, at the end of the year. This new magazine allows BIAZA to provide longer updates from the Executive Office, highlight new and existing members and provide more in-depth reports on the work of our members. The first edition had nearly 2,500 downloads.

We also had a number of very successful campaigns including the annual Love Your Zoo/Aquarium week, BIAZA's Woman of the Year Award, World Autism Acceptance Week and the Spotted on Site BioBlitz.

Moving Forward

In 2025, BIAZA's priorities will include the continued 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. We will also be continuing our popular campaigns, including the first ever Scimitar Horned Oryx Day and Fat Bear Week.

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.



Zoe Starling | Banham Zoo

Alistair Cryer | Chester Zoo

Thomas Owen
Treasurer

Treasurer's Report

Finance & Resources

The Association's membership income increased 6%, reflecting the levels of visitation and site memberships in the prior year. Our full member fees are linked to the level of paying visitors and annual pass holders or members from the prior year. Overall, we saw our member zoos and aquaria visitation numbers in 2023 maintaining the levels seen in 2022.

To support the roll out of the BIAZA Accreditation Scheme, the Association increased membership fees by 7% to allow for additional resource within the organisation. The Accreditation Scheme is a keystone strategy that will provide a robust framework to evaluate standards, to ensure all members meet the requirements set out and expected by BIAZA. However, the trustees also felt it was important to support members as they faced the challenges around their continually rising cost base, especially in relation to wage inflation. As such, the membership fee increase was reduced from that originally signposted in the budget.

BIAZA continues delivering an increasingly comprehensive service for our members. And it is with immense pride that I am able to say the BIAZA team, with its limited resources, has continued to provide a strong platform to allow members to receive a wide range of advice and support, while continuing with the provision of special interest forums and specialist Working Groups. This, while also being a strong vocal advocate for and promoting the wider zoo and aquarium community at large and in making representations to key government bodies and working parties, while promoting the work of zoos in their wider role of protecting biodiversity and habit loss both in the UK and overseas.

The Association finished the year in a healthy financial position. Total membership income, across all member groups was £523,038 (2023: £493,634).

Income from other activities of £202,816 (2023: £131,816), reflecting the increased levels of activity, especially around hosting the BIAZA conferences and corporate sponsorship.

Expenditure on charitable activities of £644,807 (2023: £538,569) increased because of higher employee costs and an increase in service levels and hosting of events throughout the year. For example, it was great to see another well-attended and successful BIAZA Annual Conference hosted by Chester Zoo in June. A forum that allowed the sharing of an incredible array of knowledge and expertise across the many varied components of zoo and aquarium operations.

Costs were actively managed to ensure expenditure was kept to a minimum. The level of restricted funds increased throughout the year to £130,367 (2023: £115,635) as the Association increases its breadth of charitable activities. Restricted funds have continued to be applied 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 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 £78,034 to £518,323. At year end, unrestricted reserves represented approximately eleven months of current 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 roll out the Accreditation Scheme to more members in 2025. It will do this while continuing to support our wider membership base, representing the industry at large and adapting to the continually changing environmental, economic and political landscape in which we operate.

Committee Reports

Membership & Licensing Committee

Zak Showell, Chair

The members of the BIAZA Membership & Licensing Committee (MLC) continued to work hard throughout the year, dealing not only with the usual workload but feeding into the new BIAZA accreditation process. I have been Chair of MLC since December 2022 and continued to be proud of the achievements of the group. In 2025 I look forward to continuing to progress BIAZA's work to achieve its charitable goals particularly on topics of standards, welfare, accreditation and membership.

The committee met 4 times in 2024, all meetings were online to facilitate ease of attending and allowing members from across the full geographic range of BIAZA to be involved.

During 2024 MLC reviewed 21 applications for membership. This was made up of 4 Full/Provisional Members, 1 Accredited Associate, 2 Educational Associates, 8 Corporate Associates, 4 Animal Trainer Associates, 1 Professional Associate and 1 Basic Associate. Applications to join BIAZA continue to grow particularly from Full/Provisional members and Corporate Associates indicating that the benefits of joining BIAZA are still held in high regard.

2024 was also the first year that MLC began reviewing accreditation reports; a total of 7 were reviewed. The implementation of accreditation and MLC's place within it has been a learning journey for both the committee and the BIAZA Executive Office but I feel confident we have developed a robust and efficient system that ensures accreditation reports are reviewed thoroughly before decisions are proposed to the Board of Trustees.

MLC provided support for the BIAZA Executive Office and the Board of Trustees on a wide range of topics including refining the Requirements for Membership so that BIAZA can be in a better position to support members acquiring new species.

MLC looks forward to working with the BIAZA Executive Office and the Board of Trustees in 2025, continuing the great work all parties have achieved so far and continuing to support and assist the membership with membership and licensing based issues.

Alistair Cryer | WWT Washington

Ryan Colman | Tropical World Leeds

	Status and Changes in Membership		
	31 Dec 2023	31 Dec 2024	+/-
Full Members	124	122	+1/-3
Provisional Members	9	10	+4/-3
Accredited Associates	10	9	+1/-2
Basic Associates	10	11	+1
Professional Associates	14	13	+1/-2
Honorary Associates	32	31	-1
Corporate Associates	56	60	+7/-3
Educational Associates	8	9	+1
Educational Associates with Anim	5	5	+1/-1
Under Construction Associates	0	0	0
Animal Trainer Associate	0	4	+4

Committee Reports

Species Advisory Committee

Iri Gill, Chair

Highlight

A real highlight for the Species Advisory Committee in 2024 was the successful completion of BIAZA's first ever Ectotherms Conference. This three-day cross-taxa event brought together the community's keeper and aquarist experts to discuss all those areas of husbandry care and welfare that impact our invertebrate, herptile and aquatic species. The wide-ranging agenda included presentations on the latest nutritional developments, workshops on life support system construction and maintenance, recent research updates, conservation opportunities and even a crocodile post mortem. In 2025 SAC will be returning to our usual packed annual programme of separate taxa-focussed conferences, but the success of our Ectotherms Conference has highlighted the importance of communication and collaboration by staff working across these taxa.

Achievements from 2024

- Progressed the process of review for 100% of BIAZA husbandry resources online.
- Supported development of robust training resources for BIAZA Accreditation Screeners and reviewed relevant policies to ensure smooth screening process roll-out.
- Completed review and development of the new Animal Transfer Policy.
- Formed a new Life Support Systems Working Group to provide resources and guidance on life heating, lighting and water filtrations systems across taxa.
- Carried out first Ectotherms Conference (multi-taxa) for keepers and multiple separate conferences and training events for the other taxon working groups.
- Ran a population management discussion session within the BIAZA Annual Conference agenda.
- Continued to provide regular data and feedback to BIAZA Office to support continued improvement in animal transfer issues.
- Negotiated sensible Avian Influenza cleaning & disinfection requirements by Government authorities following any positive cases on zoo and aquarium sites.
- Supported development of clear government processes to mitigate for and manage BTV cases on zoo sites.

Aims for 2025

- Complete the process of review for 100% of BIAZA husbandry resources online.
- Review BIAZA's Euthanasia Policy.
- Development of Close Contact Guidelines.
- Develop guidance on CITES documentation for zoo and aquarium animals.
- Support review of husbandry resources based on feedback from BIAZA Accreditation Screeners to support smooth screening 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.
- All taxon working groups will be involved in delivery of relevant husbandry conferences and workshops.
- Continue to provide regular data and feedback to BIAZA Office to support continued improvement in animal transfer issues.
- Produce guidance documents and keeper training on heating and lighting across taxa.

Conservation Committee

Campbell Murn, Chair

Highlight

A key highlight for the Conservation Committee (CC) in 2024 was the significant progress made in supporting links between zoos and aquariums & other stakeholders working in biodiversity. The CC, Reintroduction Advisory Group (RAG) and Native Species Working Group (NSWG) facilitated an introductory meeting with Local Nature Recovery Strategy representatives, helping link the regional reps within England with their local zoos and aquariums. Natural England were invited to provide an introduction to their species recovery network and reintroduction team at the Conservation Conference, which also included talks from organisations such as Rethink Nature, BTO and the Greater Manchester Wetlands Project. These links will be further developed in 2025 to include equivalent representation from the devolved nations, and to promote the work of our members to address biodiversity loss; linking with the publication of The UK National Biodiversity Strategy and Action Plan (NBSAP) for 2030 and the Local Nature Recovery Strategies.

Achievements from 2024

- Reviewed, expanded and republished the BIAZA Field Conservation Guidelines.
- Expanded the 'Spotted on Site' campaign to include bioblitz events to increase awareness and data collection of specific selected taxa.
- Provided three new husbandry care sheets for native species held within the care of zoos and aquariums.
- Supported the BIAZA Office in providing robust conservation-based training for Accreditation screeners.
- Delivered a successful BIAZA Conservation Conference in April 2024.

Aims for 2025

- Continue the 'Spotted on Site' campaign to increase awareness and data collection of specific selected taxa, and support use of data in research projects.
- Continue to support the IUCN Reverse the Red campaign and the UK and Irish National Species Survival Centres, through project data collection.
- Develop new husbandry care sheets for native species held within the care of zoos and aquariums.
- Support the membership in achieving their new conservation requirements for both BIAZA accreditation and 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 October 2025.
- Deliver a harvest mouse nest surveying campaign and training workshops.
- Develop and share harvest mouse reintroduction guidelines.
- Strengthen relations with relevant government authorities with respect to UK conservation, in particular translocations.

Research Committee

Lewis Rowden, Chair

Highlight

As a committee, one of our highlights from 2024 was the annual research conference – hosted by Fota Wildlife Park. This was the second time in the history of the conference that we visited Ireland and as well as getting to enjoy fantastic facilities at their new Education, Conservation & Research Centre and beautiful park; we were also able to see presentations of lots of zoo science and discuss important topics including collaboration with academic partners.

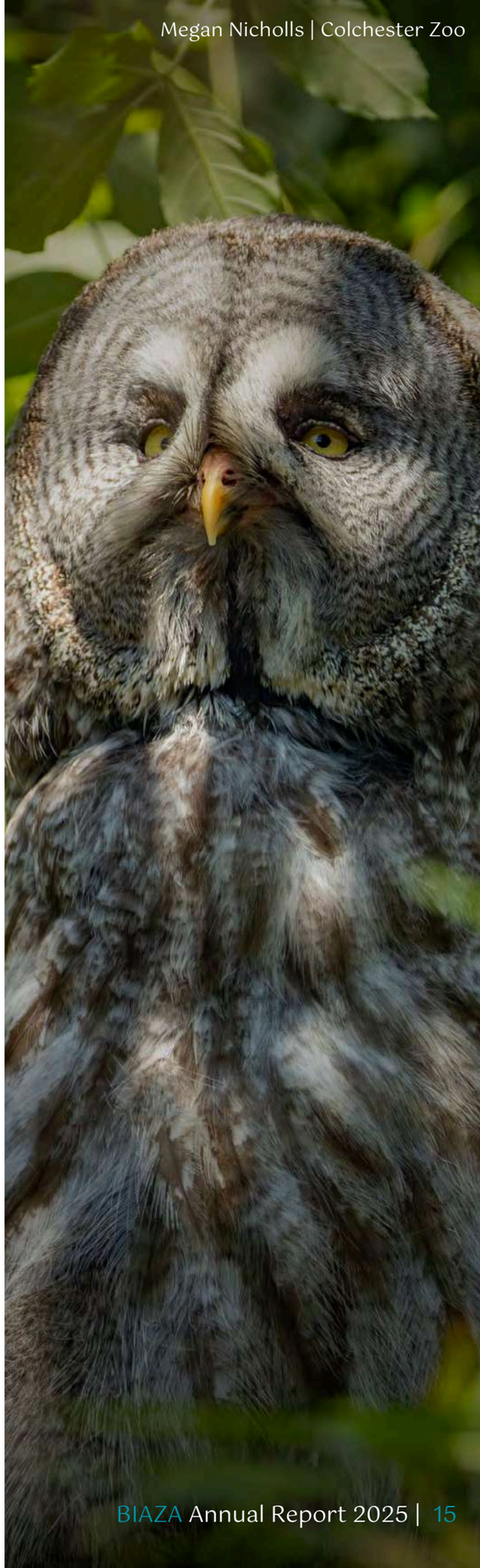
Achievements from 2024

- Supported high quality zoo research through the research support process - 18 reviewed, 14 were provided with a letter of support including PhD, Masters' and Undergraduate level studies.
- Organised annual conference in July 2024 at Fota Wildlife Park.
- Continued AZA collaboration through attendance at their Research and Technology Committee meeting, to investigate opportunities for alignment and shared practice.
- Renewed linkage with EAZA Research Committee, with BIAZA Research Committee (RC) Chair taking on a co-opted position on the EAZA Committee.
- 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 BIAZA members.
- Members of the RC have written a blog, as an output from the 2024 annual conference, highlighting the importance of collaboration between zoos and academia - as well as highlighting opportunities for development.
- Delivered online CPD session on the validity and accessibility of zoo research.
- Animal Welfare Working Group (AWWG) continued development of new BIAZA audit template, which is compliant with WAZA 23 welfare goals, and updating the Welfare Toolkit to reflect current best practice.
- Nutrition Working Group (NWG) has produced a pack of key resources, available on the website, to support evidence-based nutrition programmes in zoos.
- Social Science Working Group (SSWG) have produced a list of priority research topics, which has been uploaded to the research priorities spreadsheet on the BIAZA website and is accessible to all (in an attempt to facilitate an increase in zoo social science research).
- SSWG Chair presented on the activities of the group at the BIAZA Conservation Education conference, to highlight support available to educators for social science research.
- Members of the Research Committee and associated Working Groups have supported the BIAZA accreditation process, including through development of training resources for screeners and undertaking screenings themselves.

Aims for 2025

- Hold an in-person Committee meeting and the annual conference at Chester Zoo in July.
- Develop our ways of reaching a wider audience through online communication and the use of virtual training opportunities.
- 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 other BIAZA Committees and their Working Groups.
- Research Committee Chair attend the mid-year meeting of the EAZA Research Committee and arrange for representation at the 2025 annual EAZA conference.
- Review of objectives and membership of the BIAZA Research and Engagement subgroup, to continue the progress they have made in increasing engagement of a wider audience with zoo science. This will include investigating additional social media platforms and alternative means of engaging within and outside of the BIAZA community.
- 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.
- The NWG will produce a blog to communicate their role, and continue to work through short-term objectives that will support the community.

Stephanie Thorne-Rufus | Bristol Zoo Project



Megan Nicholls | Colchester Zoo

Megan Lee | National Marine Aquarium

Conservation Education Committee

Beccy Angus, Chair

Highlight

Each year the conference is a real highlight and this year felt like a true celebration bringing together 88 educators representing 40 collections over three days of workshops, discussion and talks. It is the one time of the year where members from across the whole community can pause, reflect, learn, network and collaborate, by the end of the second day it is absolutely amazing to watch the conversations, the excitement and the passion across the attendees. It is truly inspiring to be part of.

Achievements from 2024

- Supported the continued embedding of the BIAZA Conservation Education Policy across membership using consultation gathered from BIAZA member education staff during conference workshops and regional meetings.
- Supported BIAZA with accreditation and related training resources.
- Ran a successful BIAZA conservation education conference at Flamingo Land with talks and workshops from members supporting the theme 'Building a Culture of Conservation Education' including the development of a working group to support the hosting zoo team.
- Brought together a group of committees and BIAZA members to write a policy position statement in response to the English Curriculum and Assessment Review.
- Committee members supported the BIAZA paper – More Than You Think, The Integral role of Zoos and Aquariums in our Communities, written for policy makers to show the breadth, depth and impact of work BIAZA members support.
- Welcomed 5 new members including from aquariums and across BIAZA's regions to ensure whole diverse range of members are represented.
- Committee members hosted quarterly regional meetings providing key BIAZA updates, peer training, learning, sharing and support and gathering feedback to ensure committee working plan reflects the continued needs of the membership.
- Supported members through social media platforms growing membership on our Educators' Facebook group by 60 people.
- Supported the continued work on the BIAZA Diversity, Equity, Accessibility, and Inclusion in zoo interpretation guidance.
- Nikki Mallott stepped down as CEC Chair at the end of the year. We thank her for sharing her expertise with our community. We have welcomed Beccy Angus from the Royal Zoological Society of Scotland as the new Chair.

Aims for 2025

- Review and update the terms of reference for committee members.
- Hold quarterly committee meetings with at least 1 being in person.
- Support regional coordinators is hosting meaningful and impactful quarterly meetings.
- Create a committee member group to support the host with development and delivery of this year's conference at Hertfordshire Zoo.
- Review committee membership including a new vice-chair, those due for a second term and confirm existing members before analysing gaps.
- Review and update the committee working plan to ensure it is reflective of the needs of the membership and supports them in achieving accreditation actions while understand training and engagement needs and opportunities across the membership and develop a plan for delivery.

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

Shelby Brereton, Curriculum Leader

Achievements from 2024

- Since 2020, we have welcomed students from over 132 collections and 30 countries.
- 50 DMZAA students and 6 CMZAAV graduated in 2024. Congratulations to Billie Aslett for Best Overall Performance.
- 12 CMZAAV students successfully transferred to the DMZAA following full-time employment as zookeepers.
- We hosted the National Zoo Academy Research Conference in July 2024 to celebrate students & alumni from across the DMZAA, CMZAAV, Apprenticeship and Higher Education courses. Thanks to our keynote speakers Andy Beer, Hayley Machen & Jack Williams!

Aims for 2025

- We are welcoming 42 new DMZAA students and 13 new CMZAAV students, including our first student from Singapore.
- Support BIAZA strategy development, ensuring that we continue to build on our 20+ year legacy of the course whilst developing CPD opportunities for DMZAA/CMZAAV graduates.
- Encourage students to continue their CPD by hosting monthly webinars from speakers around the world, including Disney's Animal Kingdom and Memphis Zoo!
- Our National Zoo Academy Research Conference will take place 15th July 2025, 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

Billie Aslett of Tilgate Nature Centre, winner of Overall Course Performance:
"I thoroughly enjoyed my time on the course; it's a fantastic opportunity for networking with keepers amongst other collections and also those involved indirectly in the zoo industry. During my last few months studying DMZAA, I moved to Tilgate Nature Centre as a section lead. Taking on new animals meant I based my studies around the new species I was working with. This has been particularly helpful in building our naked mole rat colony, where we are proud to say we have taken our colony from 12 individuals to 37 within the space of a year. This is just one example of great learning opportunities for continued professional development the course offers and I would highly recommend others to get themselves on it."

Mission Enabling Committee

Diversity, Equity, Accessibility, & Inclusion Working Group

Highlight

A highlight in 2024, the DEAI Working Group spearheaded the World Autism Acceptance campaign from April 2nd to 8th, encouraging member institutions to host inclusive, Special Educational Needs (SEN) friendly events. This initiative led to significant enhancements in accessibility across UK zoos. For instance, Woburn Safari Park introduced SEN Friendly Workshop Days and developed pre-visit resources, such as communication boards and social scripts, to assist guests with additional needs. They also improved website accessibility by implementing an accessibility toolbar, becoming the first UK zoological collection to do so. Similarly, Colchester Zoo focused on raising autism awareness among staff through targeted training programs, ensuring a more inclusive environment for autistic visitors. They also provided resources like accessibility maps, visual social stories, and sensory trails to enhance the visitor experience. These efforts, inspired by BIAZA's campaign, have fostered a more inclusive atmosphere within the UK zoo community, making zoos more welcoming to all visitors.

Achievements from 2024

- DEAI WG group members were responsible for showcasing good practice across all of their zoos and aquariums. This including Woburn Safari Park's partnership with Widgit and becoming a symbol friendly site, introduction of a sensory friendly bird display at Hertfordshire Zoo and many other inclusive initiatives across the year.
- The working group spearheaded BIAZA's second World Autism Acceptance Campaign, highlighting the outstanding efforts across the BIAZA network to enhance accessibility for neurodivergent visitors. As part of this initiative, they developed and distributed a variety of resources to support collections in making their sites more inclusive. These resources included blog posts, case studies, and "how-to" guides, all aimed at improving accessibility for the neurodiverse community.
- 'Diversity and Inclusion' category in the annual BIAZA awards showcased fantastic examples across a number of BIAZA members.

Aims for 2025

- 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 specific focus for the BIAZA World Autism Acceptance Campaign around making animal experiences more accessible.

Joe Ewins | Woburn Safari Park

Committee Reports
Mission Enabling Committee

Communications Working Group

Highlight

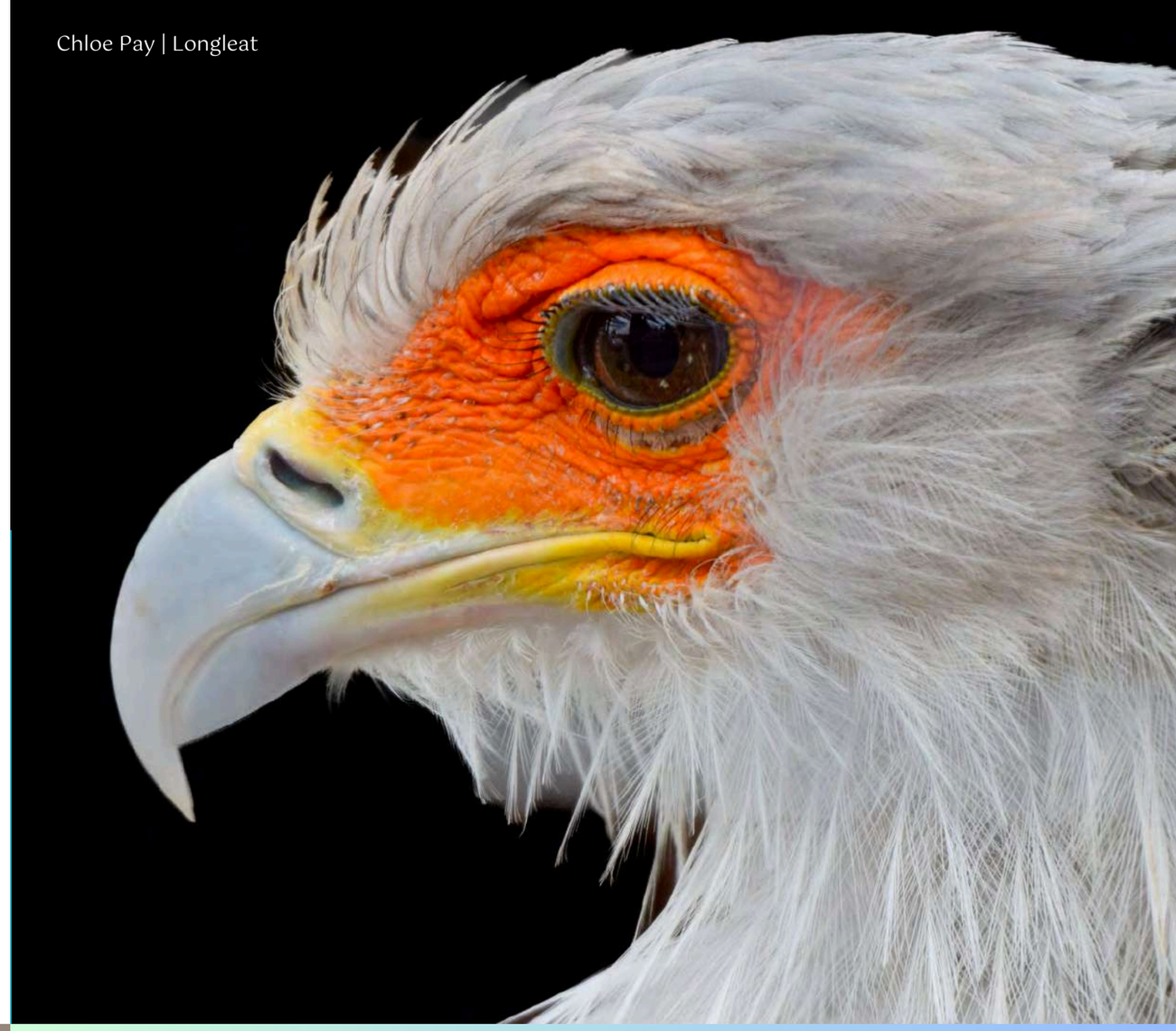
It was fantastic to meet fellow communicators across the membership during 2024's BIAZA communications conference hosted by Chessington World of Adventures. Over two days, the conference brought together not only those in comms and marketing, but fundraisers, zookeepers, media experts, nature charities and more. Plus, the Great British Wildlife Restoration event highlighted the role of zoos and aquariums in native species conservation projects to parliamentarians, and its success meant it could go ahead for a second year.

Achievements from 2024

- Public Affairs Working Group (PAWG) continued to lobby on the sector's priorities including on animal transfers with the EU, zoo standards and animal health. PAWG re-established the APPG for Zoos with Sarah Champion MP as Chair. PAWG has also delivered our Great British Wildlife Restoration campaign raising awareness for native species conservation carried out by BIAZA members.
- Concluding the work of the Elephant Task Force, campaigning for a high-welfare future for elephants at our member sites.
- Produced guidance for close contact imagery for BIAZA members.
- Produced and presented terminology guidance for BIAZA members.
- The Social Media Task Force ran several webinars to upskill the sector's social media on the topics of TikTok, media dimensions and Christmas marketing.
- Tasked with producing guidance for a standardised response to aquarium press enquiries, the Aquarium Communications Task Force produced a new document for membership, as well as a video introducing the document and its uses. In completing this task, the Task Force was disbanded.

Aims for 2025

- To deliver a 2025 communications conference at Yorkshire Wildlife Park.
- To support lobbying priorities for the sector.
- To produce guidance on key communication areas for BIAZA members.
- The Social Media Task Force aims to continue its webinar series whilst also creating guidance on how to effectively communicate and boost engagement for conservation content on social media.



Chloe Pay | Longleat

Rhiordan Langan-Fortune | RZSS Edinburgh Zoo

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:

European Association of Zoos and Aquaria **EAZA**

World Association of Zoos and Aquariums **WAZA**

Global Information Serving Conservation **SPECIES 360**

Conservation Planning Specialist Group **CPSG**

International Union of Conservation of Nature **IUCN**

BIAZA Board, Committees and Staff 2024

BIAZA OFFICERS AND COMMITTEE CHAIRS

Board of Trustees

Chair - Jamie Christon, Chester Zoo
Vice-Chair - Chris Brown, SEA LIFE Weymouth
Treasurer - Thomas Owen, Chester Zoo

Dr Andrew Bowkett, Wild Planet Trust (until 2024)
Charlotte Macdonald, Yorkshire Wildlife Park
Professor David Field, Royal Zoological Society of Scotland
Iri Gill, Chester Zoo (from 2024)
Lewis Rowden, Zoological Society of London
Mark Habben, Wildwood Trust
Nikki Burton-Mallott, Knowsley Safari (until 2024)
Penny Smout, Hawk Conservancy Trust (until 2024)
Sarah Forsyth, Zoological Society of London
Stevie Sheppard, Jimmy's Farm and Wildlife Park
Tyler Whitnall, Zoological Society of Hertfordshire
Zak Showell, Shaldon Wildlife Trust
Dr Campbell Murn, Hawk Conservancy (from 2024)

Professional and Accredited Associate Representatives -
Terri Hill (until 2024)
Holly Cale (from 2024)
BVZA/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 – Accreditation Officer
Deana Stephens – Accreditation Officer (from 2024)
Jeff Green – Finance and Administration 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)

Zak Showell, Shaldon Wildlife Trust (Chair)
Jamie Christon, Chester Zoo
Tom Owen, Chester Zoo
Sarah Forsyth, Zoological Society of London
Sean McKeown, Fota Wildlife Park (until 2024)
Dr Romain Pizzi, BVZA representative (until 2024)
Angela Ryan, Zoological Society of London
Chris Brown, SEA LIFE Weymouth
Dr Jon Cracknell, Knowsley Safari (until 2024)
Kathleen Graham, Curraghs Wildlife Park
Bob Lawrence, co-opted member

Species Advisory Committee (SAC)

Iri Gill (Chair & Chair Reptile & Amphibian Working Group), Chester Zoo
Sally Holt (Vice-Chair), Wildwood Trust (from 2024)
Kim Wilkins (Chair Animal Behaviour & Training Working Group), 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), Zoological Society of London, Whipsnade Zoo
Jessie Boylan (Chair Mammal Working Group), Hertfordshire Zoo
Benjamin Camps (Chair Plant Working Group), Zoological Society of London
Liz Ball (Chair Records Working Group), Chester Zoo
Tyrone Capel (Chair Terrestrial Invertebrate Working Group), Wildwood Trust
Dr Phillipa Dobbs (Chair Veterinary Focus Group), Twycross Zoo
Lewis Rowden (Chair Research Committee), Zoological Society of London
Lisa Clifforde (Animal Welfare Liaison), Zoological Society of London

Conservation Committee (CC)

(Field Conservation Committee until 2024)
Dr Andrew Bowkett (Chair), Wild Planet Trust (until 2024)
Dr Campbell Murn (Chair) Hawk Conservancy Trust (from 2024)
Rebecca Moore (Vice-Chair), Colchester Zoo
Hannah Stone (Chair Native Species Working Group), Reaseheath Mini Zoo (until 2024)
Cat Barton, Chester Zoo
Jeff Dawson, Durrell Wildlife Conservation Trust (until 2024)
Colin Stevenson, Crocodiles of the World
Dr Helen Taylor, Royal Zoological Society of Scotland
Dr Matt Hartley, Yorkshire Wildlife Park (until 2024)
Dr Rebecca Biddle, Twycross Zoo
Sarah Lee, Zoological Society of East Anglia (from 2024)
Chris Brown, SEA LIFE Weymouth
Phil Robinson, The Deep
Stuart Young, Twycross Zoo
Co-opted members
Dr Kira Mileham, IUCN
Olivia Walter, IZVG

Research Committee (RC)

Dr Paul Rose (Co-Chair), WWT (until 2024)
Lewis Rowden (Co-Chair), Zoological Society of London (Chair from 2024)
Andrew Mooney (Vice-Chair), Dublin Zoo
Dani Free, Marwell Zoo
Lisa Clifforde (Chair Animal Welfare Working Group), Zoological Society of London
Dr Romain Pizzi, Five Sisters Zoo
Clare Wilkie, Crocodiles of the World
Declan O'Donovan, Fota Wildlife Park
Jemma Dias, Colchester Zoo
Kathy Baker, Newquay Zoo
Rebecca Lewis, Chester Zoo
Callum Gibson, Royal Zoological Society of Scotland Edinburgh Zoo (from 2024)
John O'Hanlon, Chester Zoo (from 2024)
Niamh Randall, (Chair Nutrition Working Group) Chester Zoo (from 2024)
Co-opted members
Dr Christina Stanley, University of Chester
Dr Ellen Williams, Harper Adams University
Bridget Johnson, Nottingham Trent University
Mark Whiteside, Plymouth University
Vicky Melfi, Hartpury University (from 2024)

Conservation Education Committee (CEC)

Nikki Burton-Mallott (Chair), Knowsley Safari (until 2024)
Beccy Angus, Royal Zoological Society of Scotland (Chair from 2024)
Nic Buckley (Middle and Eastern Region), Chester Zoo (until 2024)
Chloe Walton-Stenson (Middle and Eastern Region), West Midlands Safari Park (from 2024)
Adam Welsh (Far North Region), Five Sisters Zoo
Colin Stevenson (Southern Region), Crocodiles of the World (until 2024)
Stephanie Pace (Southern Region) (from 2024) Zoological Society of London
Jo Clark (Southwest Region), Dartmoor Zoo
Andy Moore, Colchester Zoo
James Coleman (Northern Region), Flamingo Land
Freyja Thomson-Alberts, National Marine Aquarium (from 2024)
Neus Abella Boque, Sparsholt College (from 2024)
Niamh Potter (Irish Region), Dublin Zoo (from 2024)
Co-opted members
Beau-Jensen McCubbin, Natural History Museum
Dr Sarah Thomas, Auckland Zoo
Lorna Fox, Gloucestershire Wildlife Trust (until 2024)

Mission Enabling Committee (MEC)

Dominic Strange (Chair Commercial Working Group)
Sean Mannie (Chair Commercial & Guest Services Networking Group), Marwell Zoo (until 2024)
Duncan East (Chair Environmental Impact & Sustainability Working Group), Marwell Zoo
Philippa Miles (Co-Chair Health & Safety Working Group), Chessington World of Adventures
Chris Eley (Chair Diversity, Equity, Accessibility & Inclusion Working Group), Hertfordshire Zoo
Gareth Siddorn (Chair Communications Working Group), Chester Zoo
Lindsay Marston (Volunteer Managers Sub Group), Chester Zoo (until 2024)
Liz Carnie, Chester Zoo

BIAZA Members and Associates 2024

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 (until 2024)
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
Lincoln Zoo – formerly Woodside Wildlife Park
Linton Zoo Conservation Park
Living Rainforest
Longleat
Lotherton Wildlife World
Mablethorpe Seal Sanctuary (until 2024)
Manor Wildlife Park
Marwell Zoo
National Marine Aquarium
New Forest Wildlife Park (until 2024)
Newquay Zoo
Noah's Ark Zoo Farm
Northumberland College Zoo
Northumberland Zoo
Oaklands 'HABITAT' Animal Centre
Oceanarium Bournemouth
Old MacDonald's Farm
Paignton Zoo
Paultons Park
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 Great Yarmouth
SEA LIFE London
SEA LIFE Weymouth
Sealife Adventure
Secret Valley Wildlife Park
Shaldon Wildlife Trust
Shepreth Wildlife Park
Sparsholt College
St Andrews Aquarium
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 Zoological Park
Wildheart Animal Sanctuary
Wildwood Trust
Williamson Park
Wingham Wildlife Park
Woburn Safari 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:
Ashlyns Wildlife Park (from 2024)
Bristol Zoo Project
Call of the Wild Zoo (from 2024)
Fenn Bell Conservation Project
Hamerton Zoo Park (from 2024)
Hobbledown Heath
Millets Wildside
National SEA LIFE Centre
National Museums Liverpool (moved to Full Membership 2024)
The Bear Grylls Adventure (until 2024)
Twinlakes Park (until 2024)
Watatunga Wildlife Reserve (from 2024)
Zoological Education Centre, Shuttleworth College

Associate Members

Accredited Associates:
Blackler, Antony Lawrence MBE (until 2024)
Chalmers-Watson, Keith (until 2024)
Clements, Andrew
Gow, Derek
Hill, Terri
Horstmann Trust (from 2024)
Limmer, Jo
McAlpine, Lady Judy
McKenna, Lindsay
Palmieri, Ed
Wisniewski, Louise

Professional Associates:
Bourne, Debra
Burton, Christopher (until 2024)
Elder, Alyx (from 2024)
Forbes, Neil
Green, John Richard
Haworth, Matt
Hunt, David
Lambert, Jeff
Kennedy, Benjamin
Pellet, Sarah
Perry, Edward
Regan, John
Ryder-Davies, Philip (until 2024)
Suddock, Peter
Trim, Steven Anthony

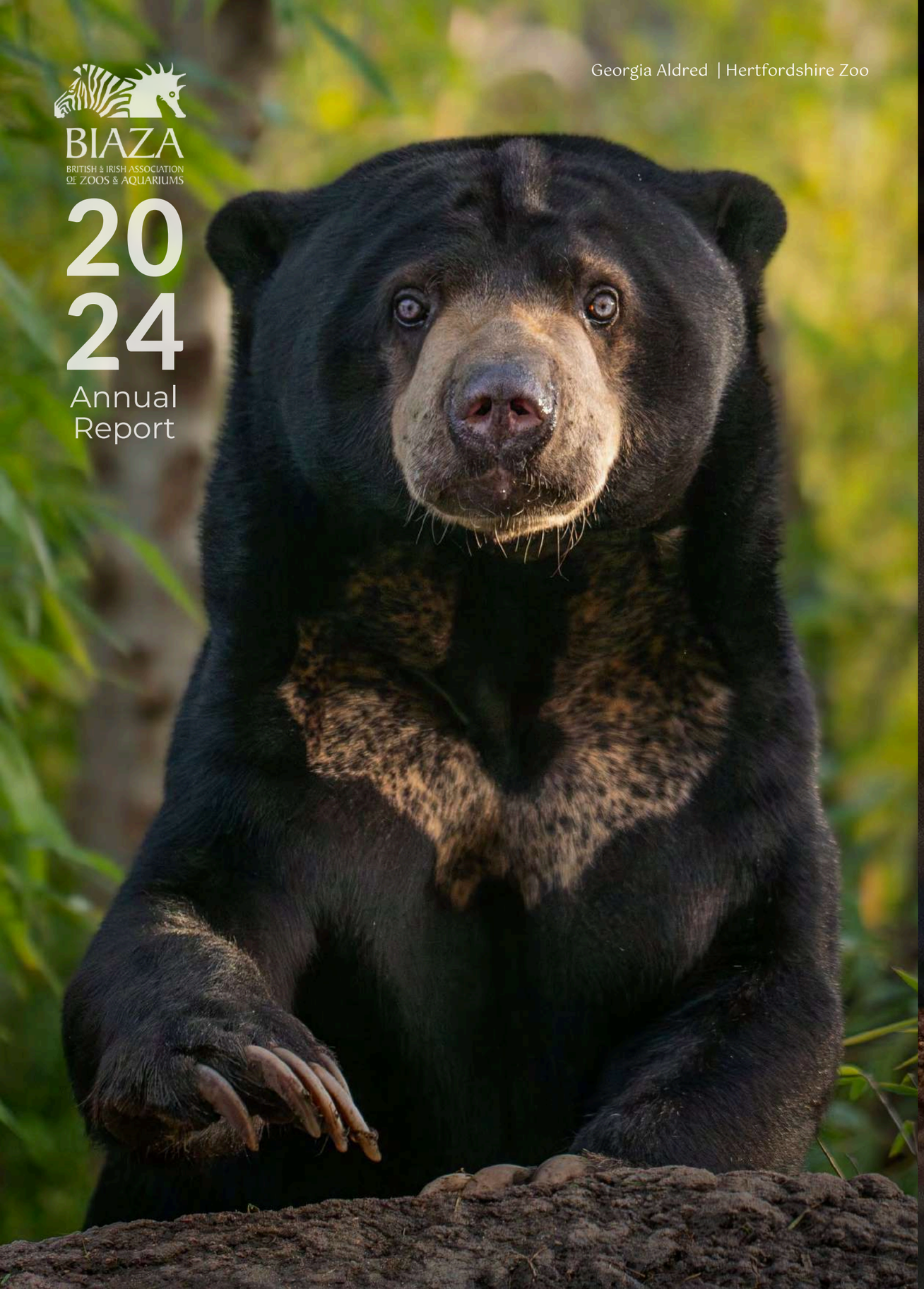
Basic Associates:
Adams, Stacy
Beveridge, Andy
Blackport, Karen
Harvey, Graham John
Merrett, Anna
Owen, David (from 2024)
Ridgway, Mark
Sheppard, David
Sheridan, Anthony
Smith, Ray
Tuson, Karen

Honorary Associates:
Adams, John
Baines, Frances
Beer, Andy
Bertram, Dr Brian
Bird, Mike
Bird, Sarah
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.
Hayward, John
Hosey, Geoff
Hornsey, Terry
Lawrence, Bob
Manton, Victor J. A. OBE
Meyrick, Ian
Muchmore, Ian
O'Dell, Clive
Olney J. S. MBE (until 2024)
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
ACM Environmental (from 2024)
Alan Bishop Themeworks
Allsorted Ltd
AnimalConcepts (until 2024)
Aquarium Technology Ltd
Attractions.io
AXA XL, a division of AXA
Beyonk (from 2024)
Byotrol Group
Care for the Rare (from 2024)
Chapelstone Zoo Construction
Chapman Zoo Consultancy
CLM Services Ltd
Convious
Crew
Crossborder Animal Services
CuCo Creative
Dearadh Zú
Delphis Eco
DigiTickets
Eight & Four Group Ltd.
ELSS Engineering
Empire Outdoor (from 2024)
Fishion Aquarium Projects
Flamingo Marketing
Fordingbridge
Haith's Pro
HJ Lea Oakes
HMJ Design
International Zoo Veterinary Group
IPS Product Supplies (from 2024)
JCS Livestock
Kay Elliot Architects
Kiezebrink
Knitwire
Koda Creative
Lycetts
Magic Little Giants
Marine Nutrition
McL Projects
MP Creations (until 2024)
Nautilus
Navigate Agency
North Herts Surfacing (until 2024)
n-gage.io
Pareto FM
PIB Insurance Brokers
Proludic (from 2024)
Ray Hole Architects
Red Gorilla
Regency Purchasing Group
Romax
Safe 4 Solutions
Saint Laurent SAS
Semantic
Timberplay Ltd
TouchWood Play (from 2024)
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
Haddon Training (from 2024)
Halesowen College
North Lindsey College (until 2024)
Nottingham Trent University, Dept of Animal, Rural & Environmental Sciences
SGS College
Species 360
Suffolk New College (from 2024)
University of Chester, Dept of Biological Sciences
Writtle College, School of Equine and Animal Science

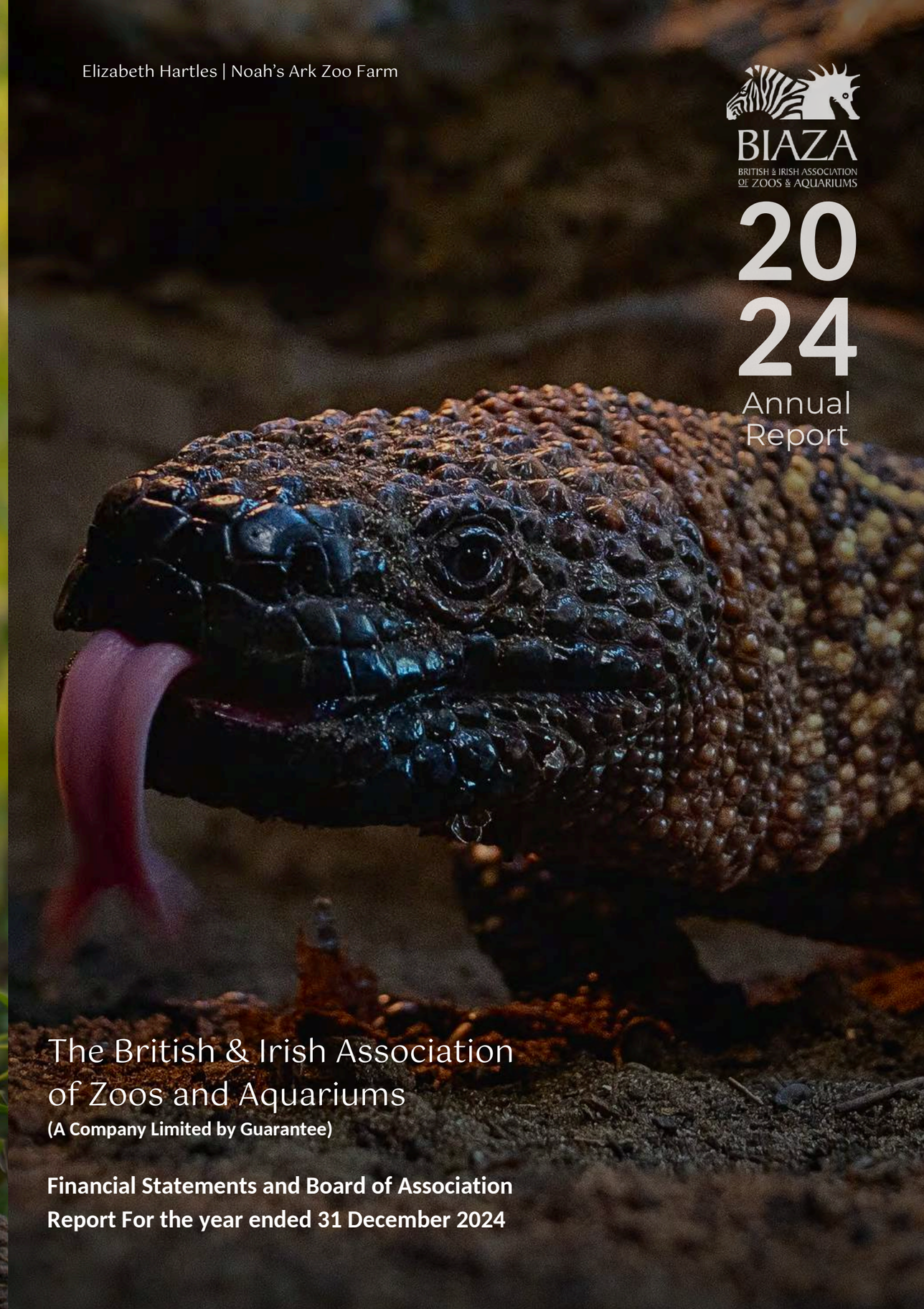
Animal Trainer Associates
Hill, Kerry (from 2024)
Johnson, Kelly (from 2024)
Stirling, Charlie (from 2024)
Wade, Harry (from 2024)



Georgia Aldred | Hertfordshire Zoo

BIAZA
BRITISH & IRISH ASSOCIATION OF ZOOS & AQUARIUMS

2024
Annual Report



Elizabeth Hartles | Noah's Ark Zoo Farm

BIAZA
BRITISH & IRISH ASSOCIATION OF ZOOS & AQUARIUMS

2024
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 2024

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 2024

Contents **Page**

- Trustees' annual report (incorporating the director's report) **29**
- Independent auditor's report to the members **35**
- Statement of financial activities (including income and expenditure account) **40**
- Statement of financial position **41**
- Statement of cash flows **42**
- Notes to the financial statements **43**

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

For the year ended 31 December 2024

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 2024.

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 (Resigned 19 December 2024) Mr C A Brown Mr J I Christon Prof D A Field Ms S Forsythe Mr M A Habben Ms T E Hill (Resigned 12 June 2024) Dr C M Macdonald Ms N Mallott (Resigned 11 November 2024) Mr T Owen Dr R Pizzi Mr L Rowden Mr S J Sheppard Mr Z J Showell Ms P J Smout (Resigned 12 June 2024) Mr T Whitnall Dr C Murn (Appointed 19 December 2024) Mr I Gill (Appointed 12 June 2024) Ms E H Cale (Appointed 12 June 2024)
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 2024

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

(continued)

Year ended 31 December 2024

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 29 have held office during the period from 1 January 2024 to the date of this report unless otherwise stated.

The registered directors as per Companies House are as per the Trustees listed on page 29.

The list of Trustees on page 29 should be taken as those charged 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 133 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.

Alexandra Ward | Jersey Zoo

The British & Irish Association of Zoos and Aquariums
Financial Statement 2024

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

(continued)

Year ended 31 December 2024

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 2024 BIAZA members; delivered education sessions to over 1.1 million students, supported 1,280 research projects and 1,236 conservation projects and contributed more than £28.8 million to conservation. The Research Committee continued to support high quality zoo research through the research support process - 18 reviewed, 14 were provided with a letter of support, held a research conference focused on collaboration at Fota Wildlife Park, only the second time this conference has been hosted in Ireland, and worked on building global relationships and knowledge exchange through connections to the EAZA Research Committee and AZA's Research and Technology Committee. The Conservation Education Committee supported the continued embedding of the BIAZA Conservation Education Policy across the membership, holding a well attended conference at Flamingo Land on the theme of "Building a Culture of Conservation Education" and supported BIAZA public affairs activities around community engagement and the English Curriculum and Assessment Review.

The Species Advisory Committee supported development of robust training resources for BIAZA Accreditation Screeners to ensure smooth inspection process roll-out, formed a new Life Support Systems Working Group to provide resources and guidance on life heating, lighting and water filtrations systems across taxa and carried out the first Ectotherms Husbandry Conference (multi-taxa) for keepers and multiple separate conferences and training events for the other taxon working groups. The Conservation Committee delivered a successful BIAZA Conservation Conference in April 2024, reviewed, expanded and republished the BIAZA Field Conservation Guidelines and expanded the 'Spotted on Site' campaign to include bioblitz events to increase awareness and data collection of specific selected taxa.

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 Chester Zoo in June. Full details are in the Annual Report.

Financial review

The total Incoming Resources for the year amounted to £735,842 (2023: £633,716). Of this amount £523,038 (2023: £493,634) 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 £138,334 (2023: £82,512). Investment income representing income from bank interest received was £9,988 (2023: £7,789). Details to this are in Note 6 on page 47 of the accounts.

The total Resources Expended in the year (in furtherance of the organisation's objectives) amounted to £646,541 (2023: £536,413). Of this amount £605,401 (2023: £493,346) related to expenditure in respect of (Direct) Charitable Activities, £9,728 (2023: £18,800) for Governance Costs and £29,428 (2023: £26,423) spent for Support costs. Details to this are in Notes 9, 10 & 11 on pages 48-49 of the accounts.

The net result of the above amounted to an excess of income over expenditure for the year in the sum of £89,301 (2023: £97,303) after considering prior year adjustments. All of this resulting in a balance of funds carried forward (after transfers) of £645,225 (2023: £555,924).

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 2024 the unrestricted fund reserves amounted £514,858 against the projected annual unrestricted fund expenditure of £520,909, which is approximately twelve 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.

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

(continued)

Year ended 31 December 2024

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 6th May 2025 and signed on behalf of the board of trustees by:

Mr J I Christon
Chair of Trustees

Mr T Owen
Treasurer

The British & Irish Association of Zoos and Aquariums
Financial Statement 2024

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

Year ended 31 December 2024

Opinion

We have audited the financial statements of The British & Irish Association of Zoos and Aquariums (the 'charity') for the year ended 31 December 2024 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 2024 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 2024

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

Year ended 31 December 2024

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 2024

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

Year ended 31 December 2024

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

Kay Baxter-Will | WWT Slimbridge

Statement of Financial Activities
(including income and expenditure account)
Year ended 31 December 2024

	Note	Unrestricted funds £	2024 Restricted funds £	Total funds £	2023 Total funds £
Income and endowments					
Charitable activities	5	585,490	140,364	725,854	625,450
Investment income	6	13,703	–	13,703	7,789
Other income	7	–	–	–	477
Total income		599,193	140,364	739,557	633,716
Expenditure					
Expenditure on raising funds:					
Costs of other trading activities	8	699	–	699	–
Expenditure on charitable activities	9,10	519,175	125,632	644,807	538,569
Other expenditure	12	1,285	–	1,285	(2,156)
Total expenditure		521,159	125,632	646,791	536,413
Net income and net movement in funds		78,034	14,732	92,766	97,303
Reconciliation of funds					
Total funds brought forward as previously reported		440,289	115,635	555,924	458,304
Prior year adjustment		–	–	–	317
Total funds brought forward as restated		440,289	115,635	555,924	458,621
Total funds carried forward		518,323	130,367	648,690	555,924

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 43 - 56 form part of these financial statements

The British & Irish Association of Zoos and Aquariums
Financial Statement 2024

Statement of Financial Position
31 December 2024

	Note	2024 £	2023 £
Fixed assets			
Intangible assets	17	–	1,917
Tangible fixed assets	18	–	1,955
		–	3,872
Current assets			
Debtors	19	16,787	15,030
Cash at bank and in hand		659,198	556,215
		675,985	571,245
Creditors: amounts falling due within one year	20	27,295	19,193
Net current assets		648,690	552,052
Total assets less current liabilities		648,690	555,924
Net assets		648,690	555,924
Funds of the charity			
Restricted funds		130,367	115,635
Unrestricted funds		518,323	440,289
Total charity funds	22	648,690	555,924

These financial statements were approved by the board of trustees and authorised for issue on 6th May 2025 and are signed on behalf of the board by:

Mr J I Christon
Chair of Trustees

Mr T Owen
Treasurer

The notes on pages 43 - 56 form part of these financial statements

Statement of Cash Flows

Year ended 31 December 2024

	2024 £	2023 £
Cash flows from operating activities		
Net income	92,766	97,303
Adjustments for:		
Depreciation of tangible fixed assets	1,955	542
Amortisation of intangible assets	1,917	3,000
Other interest receivable and similar income	(13,703)	(7,789)
Accrued (income)/expenses	(3,465)	5,250
Other operating cash flow adjustment	–	317
Changes in:		
Trade and other debtors	1,958	(11,815)
Trade and other creditors	7,852	(3,063)
Cash generated from operations	89,280	83,745
Interest received	13,703	7,789
Net cash from operating activities	102,983	91,534
Cash flows from investing activities		
Purchase of tangible assets	–	(816)
Proceeds from sale of tangible assets	–	(477)
Net cash used in investing activities	–	(1,293)
Net increase in cash and cash equivalents	102,983	90,241
Cash and cash equivalents at beginning of year	556,215	465,974
Cash and cash equivalents at end of year	659,198	556,215

The notes on pages 43 - 56 form part of these financial statements

Notes to the Financial Statements

Year ended 31 December 2024

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 2024

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 2024

Notes to the Financial Statements (continued)
Year ended 31 December 2024

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 2024

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.

The British & Irish Association of Zoos and Aquariums
Financial Statement 2024

Notes to the Financial Statements (continued)

Year ended 31 December 2024

5. Charitable activities

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2024 £**
Full members' fees	492,871	–	492,871
Corporate associate members fees	30,167	–	30,167
Corporate sponsorship and conference fees	45,990	92,344	138,334
Job & news advertisements	3,717	–	3,717
Training provided	–	48,020	48,020
Other income	12,745	–	12,745
	585,490	140,364	725,854

	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

6. Investment income

	Unrestricted Funds £	**Total Funds 2024 £**	Unrestricted Funds £	Total Funds 2023 £
Other interest receivable	13,703	13,703	7,789	7,789

Notes to the Financial Statements (continued)

Year ended 31 December 2024

7. Other income

	Unrestricted Funds £	**Total Funds 2024 £**	Unrestricted Funds £	Total Funds 2023 £
Gain on disposal of tangible fixed assets held for charity's own use	–	–	477	477

8. Costs of other trading activities

	Unrestricted Funds £	**Total Funds 2024 £**	Unrestricted Funds £	Total Funds 2023 £
Costs of other trading actitivies - Advertising and publicity	699	699	–	–

9. Expenditure on charitable activities by activity type

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2024 £**
Direct charitable activity	479,769	125,632	605,401
Support costs	39,406	–	39,406
	519,175	125,632	644,807

	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

Notes to the Financial Statements (continued)

Year ended 31 December 2024

10. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	**Total funds 2024 £**	Total fund 2023 £
Direct charitable activity	605,401	29,428	634,829	519,769
Governance costs	–	9,978	9,978	18,800
	605,401	39,406	644,807	538,569

11. Analysis of support costs

	Support costs £	**Total 2024 £**	Total 2023 £
Premises	4,641	4,641	6,493
Communications and IT	21,431	21,431	17,652
General office	3,356	3,356	2,278
Governance costs	9,978	9,978	18,800
	39,406	39,406	45,223

12. Other expenditure

	Unrestricted Funds £	**Total Funds 2024 £**	Unrestricted Funds £	Total Funds 2023 £
Gifts and donations	55	55	51	51
Bad debts written off	1,230	1,230	1,888	1,888
Other exceptional expenditure	–	–	(4,095)	(4,095)
	1,285	1,285	(2,156)	(2,156)

Notes to the Financial Statements (continued)

Year ended 31 December 2024

13. Net income

Net income is stated after charging/(crediting):

	2024 £	2023 £
Amortisation of intangible assets	1,917	3,000
Depreciation of tangible fixed assets	1,955	542
Gains on disposal of tangible fixed assets	–	(477)

14. Auditors renumeration

	2024 £	2023 £
Fees payable for the audit of the financial statements	4,500	4,500
Fees payable to the charity's auditor and its associates for other services:		
Other non-audit services	2,750	2,500

Garry Kendellen | Galway Atlantaquaria

The British & Irish Association of Zoos and Aquariums
Financial Statement 2024

Notes to the Financial Statements (continued)

Year ended 31 December 2024

15. Staff costs

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

	2024 £	2023 £
Wages and salaries	328,745	315,301
Social security costs	35,443	29,125
Employer contributions to pension plans	25,366	23,377
	389,554	367,803

The average head count of employees during the year was 9 (2023: 8). The average number of full-time equivalent employees during the year is analysed as follows:

	2024 No.	2023 No.
Management & Administration	4	4
Conservation & Animal Management	3	2
Communications & Members Services	2	2
	9	8

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

	2024 No.	2023 No.
£70,000 to £79,999	1	1

16. Trustee remuneration and expenses

The Board members were not paid or received any other benefit from the charity (2023: £nil). One employee was reimbursed expenses totalling £699 in the year (2023: two employees were reimbursed expenses totalling £458). No Board member received payment for professional or other services supplied to the charity (2023: £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 £80,632 (2023: £76,491).

Notes to the Financial Statements (continued)

Year ended 31 December 2024

17. Intangible assets

	CRM Solution £
Cost	
At 1 January 2024 and 31 December 2024	15,000
Amortisation	
At 1 January 2024	13,083
Charge for the year	1,917
At 31 December 2024	15,000
Carrying amount	
At 31 December 2024	–
At 31 December 2023	1,917

18. Tangible fixed assets

	Equipment £
Cost	
At 1 January 2024 and 31 December 2024	3,498
Depreciation	
At 1 January 2024	1,543
Charge for the year	1,955
At 31 December 2024	3,498
Carrying amount	
At 31 December 2024	–
At 31 December 2023	1,955

Notes to the Financial Statements (continued)

Year ended 31 December 2024

19. Debtors

	2024 £	2023 £
Trade debtors	10,552	14,405
Prepayments and accrued income	6,231	625
Other debtors	4	–
	16,787	15,030

20. Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	4,982	60
Accruals and deferred income	7,250	7,000
Social security and other taxes	11,967	12,133
Other creditors	3,096	–
	27,295	19,193

21. 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 £25,366 (2023: £23,377).

22. Analysis of charitable funds

Unrestricted funds

	At 1 Jan 2024 £	Income £	Expenditure £	Transfers £	Prior year adjustments £	**At 31 Dec 2024 £**
General funds	440,289	599,193	(521,159)	–	–	518,323

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

Notes to the Financial Statements (continued)

Year ended 31 December 2024

22. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 Jan 2024 £	Income £	Expenditure £	Transfers £	Prior year adjustments £	**At 31 Dec 2024 £**
Zoo Animal Management Course	–	3,000	–	–	–	3,000
Elephant Project	5,604	–	(160)	–	–	5,444
Aquariums Fund	17,709	24,018	(17,261)	–	–	24,466
Working Group Funds	18,427	29,133	(17,631)	(3,003)	–	26,926
Field Conservation Committee	3,261	10,956	(8,675)	–	–	5,542
Conservation Education Committee	222	15,874	(13,477)	–	–	2,619
Animal Behaviour and Training Course	24,445	48,020	(43,270)	–	–	29,195
Flamingo Specialist Group	39,657	–	(19,279)	–	–	20,378
LCC Keepers Conference	2,055	–	–	–	–	2,055
Communications Conference	2,690	8,651	(5,814)	–	–	5,527
Other Funds	1,565	712	(65)	3,003	–	5,215
	115,635	140,364	(125,632)	–	–	130,367

The British & Irish Association of Zoos and Aquariums
Financial Statement 2024

Notes to the Financial Statements (continued)

Year ended 31 December 2024

22. Analysis of charitable funds (continued)

	At 1 Jan 2023 £	Income £	Expenditure £	Transfers £	Prior year adjustments £	At 31 Dec 2023 £
Zoo Animal Management Course	3,203	–	(5,000)	–	1,797	–
Elephant Project	5,604	–	–	–	–	5,604
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
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
Communications Conference	–	8,153	(5,463)	–	–	2,690
Other Funds	1,666	43	(144)	–	–	1,565
	92,900	87,584	(65,166)	–	317	115,635

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 grant funding was allocated in 2023 and 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.

Notes to the Financial Statements (continued)

Year ended 31 December 2024

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.

23. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2024 £**
Intangible assets	–	–	–
Tangible fixed assets	–	–	–
Current assets	545,618	130,367	675,985
Creditors less than 1 year	(27,295)	–	(27,295)
Net assets	518,323	130,367	648,690

	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

24. Analysis of changes in net debt

	At 1 Jan 2024 £	Cash flows £	**At 31 Dec 2024 £**
Cash at bank and in hand	556,215	102,983	659,198

The British & Irish Association of Zoos and Aquariums
Financial Statement 2024

Ellie Scoot | Thrigby Hall Wildlife Gardens

BIAZA

BRITISH & IRISH ASSOCIATION OF ZOOS & AQUARIUMS

2024 Annual Report

Emma Babington | Emerald Park