

## At its core, BVA is here to support, represent and champion its members, and the issues we feel most strongly about.

My presidential theme 'Investing in People' has been anchored in BVA's Good Workplaces initiative, delivering a range of practical resources to help both employers and employees build positive, inclusive workplaces where vet teams can thrive. Our pay resource is designed to help all members of Team Vet have constructive conversations on this challenging topic; while our new Menopause Hub will provide support for everyone affected by this life stage.

Our 'Taking Action' webinar series, in partnership with VDS, highlights individuals and workplaces who prioritise the wellbeing of veterinary teams, and our recently launched BVA Wellbeing Awards will recognise those in our profession who exemplify that theme.

Many in our community came together in Birmingham for BVA Live this year. I hope you'll agree it was a great event with some thought-provoking discussions and excellent CPD opportunities. As with many delegates I spoke to, I particularly enjoyed the interactive and challenging debate sessions where everyone was able to contribute; I'm already looking forward to seeing many of you at BVA Live 2024 on 6-7 June!

Animal welfare remains a top priority, and we continue our tireless work to advocate for crucial legislative and regulatory reforms to help ensure animals live good lives.

We've had some important successes over the past 12 months. This includes securing three years of veterinary medicine supplies for Northern Ireland to allow for finding permanent post-Brexit solutions. We've lobbied for draft legislation, which is currently passing through Parliament, that would ban the use of electric shock collars for cats and dogs in England. Furthermore, we've secured assurances that the Government will take forward crucial elements of the failed Kept Animals Bill through secondary legislation. With the consultation on proposals to ban the keeping of primates as pets now live, we're already seeing positive progress.

I am incredibly grateful for the support and dedication of our members, the BVA team and everyone who has inspired positive change for BVA and the profession, particularly those who volunteer their time and expertise across BVA's divisions, branches, committees, working groups and Council.

As my term as President comes to an end, I am confident that BVA will continue to make a profound impact across the veterinary world, championing the welfare of animals and fostering a thriving, caring community of veterinary professionals.

**Malcolm Morley**  
BVA President 2022-23



## Representing, supporting and championing you

● David Calpin, Chief Executive

**This year has seen us continue to build on our successes. Membership is growing steadily and we're now close to reaching the key milestone of 20,000 members. We've pressed ahead with a number of high-profile campaigns, and we've been reaping the rewards of last year's investment in our IT systems, in particular Canine Health Schemes where online submissions have transformed customer service.**

Earlier this year we ran our member survey, inviting you to tell us about the

key challenges you face and how we can better represent, champion and support you. Your feedback is helping to inform the development of our next strategic plan, which will be published early next year.

Our journals survey has also provided us with some useful insights into how we can enhance our publications. We are incredibly proud of our flagship journals, *Vet Record* and *In Practice*, which remain a top member benefit, and we're now working with our publisher Wiley to provide you with more digital content and an improved user journey.

After the success of the inaugural BVA Live event we were delighted to see so many delegates return for the second year, creating a real buzz in our theatres, on the show floor, and in the interactive zones engaging with our Officers for 'hot topic' debates.

Of course, environmental sustainability remains a key focus for all of us, and we couldn't be prouder of our green accreditation with Investors in the Environment as well as being awarded 'Sustainability Influencer'. We'll continue to ensure that we do justice to that accolade as we move into the next Association year.

This report provides a snapshot of the hard work and achievements of our staff, Officers, and volunteers, on behalf of you – our members. I'd like to thank all of them for making it happen, and you for supporting us.

# Campaigning across the UK

We lobby and campaign on the issues that matter most to our members across the UK. Our branches continue to grow, gathering consensus views of BVA members in the devolved nations of the UK to influence BVA policy and campaigns.

## Activity in England and across the UK

Called for **veterinary legislative reform** to be progressed and worked jointly with the Royal College of Veterinary Surgeons (RCVS) on a Parliamentary engagement event.

Represented members' views as RCVS proposals on **Under Care** were progressed, including calling for a commitment to a post-implementation review of the new RCVS guidance, and leading the collation of a series of real-life scenarios impacted by the changes.

Published our **position on EMS**, calling for significant reform to ensure that the system is effective, accessible, safe, and sustainable for the future.

Lobbied for the **Kept Animals Bill** to be progressed through Parliament, and on our key asks including **a ban on primates as pets, pre-movement testing for imported dogs, and import bans on dogs with cropped ears and puppies under six months old**.

Worked with the British Small Animal Veterinary Association (BSAVA) towards a position on **canine fertility clinics**.

Convened a working group to review evidence and develop our position on **novel diets for pets**, addressing nutrition, sustainability, and public health.

Published our position on **non-traditional companion animals** and urged anyone thinking of buying a pet to 'Think Twice'.

Reviewed new and emerging research to ensure that recommendations on the **control and eradication of bTB** reflect the latest, scientifically rigorous evidence.

Responded to the Cabinet Office draft **Border Target Operating Model** urging full digitisation and for the proposed trusted trader scheme to be sufficiently robust before wider roll-out.

Published our position on **UK sustainable finfish aquaculture**, highlighting the crucial role of vets in ensuring aquaculture is environmentally, ethically, and economically acceptable for consumers, producers and wider society.

Challenged Defra on **preparedness around veterinary declarations for animal health visits**, and led communication with the profession in partnership with the specialist divisions.

Convened a **working group to develop our position on the role of gene-editing and genetic technologies in food production and more widely**.

Responded to the Veterinary Medicines Directorate (VMD) consultation on the **Veterinary Medicines Regulations** working with divisions via our Medicines Group.

Supported the British Veterinary Nursing Association (BVNA) campaign to '**Protect the Title of Registered Veterinary Nurse**'.

## Activity in Northern Ireland

Successfully lobbied for the continuation of **NI veterinary medicines supply** for a three-year grace period and collaborated with stakeholders on a solution to secure permanent access to veterinary medicines beyond 2025.

Developed a set of proposals to ensure veterinary involvement in the development of the **Future Farming Framework**.

Lobbied DAERA to **prioritise animal health and welfare funding** against a backdrop of centralised budget cuts.

We welcomed Esther Skelly-Smith as the new Northern Ireland Branch President, and Sharon Verner as Junior Vice President.

## Activity in Wales

Secured a ban on **glue traps and snares** with no exemptions through the Welsh Agriculture Bill, called for a greater focus on animal health and welfare and gave evidence in the Senedd.

Called for the introduction of **compulsory CCTV in slaughterhouses**.

Supported Welsh Government plans for a compulsory eradication scheme for **Bovine Viral Diarrhoea**.

Supported Welsh Local Authorities to **improve their dog breeding enforcement projects**, whilst continuing to lobby for updated legislation.

We welcomed Gwen Rees as the new Welsh Branch President, and Phoebe McCarter as Junior Vice President.

## Activity in Scotland

Successfully lobbied for **new local authority firework control zones** to better protect animal welfare.

Called on Scottish Government to **increase funding for veterinary education**.

Lobbied for the inclusion of a **ban on glue traps** in the Scottish Wildlife Management Bill.

Called for **greater recognition of animal health and welfare** in the Scottish Agriculture Bill, and for the **vet-farmer relationship** to be central to Scotland's future farming policy.

We welcomed Gareth Hateley as the new Scottish Branch President.



Vets speaking up for animal welfare

BVA animal welfare strategy



## Review of our Animal Welfare Strategy

We've undertaken a review of our **Animal Welfare Strategy**, originally published in 2016 evaluating the excellent progress against the actions, and working with stakeholders to identify a set of new actions to take us through the next seven years.

## Progressing pet welfare policy positions

We are currently developing a position on **canine breeding services** in collaboration with BSAVA to take account of concerns from the profession and the public regarding the rise in dogs undergoing assisted breeding procedures carried out by unqualified laypeople. The position will focus on the need for proper regulation of assisted canine breeding techniques, and the important role of vets in responsible breeding.

We've also convened a working group to develop our position on **diet choices for cats and dogs**, addressing nutrition, sustainability, and public health. We are working closely with specialist divisions and other experts, with the working group expected to report in early 2024.

## Exotic pets

We published our position on **non-traditional companion animals (NTCAs)** after our 2022 Voice of the Veterinary Profession survey found that over eight in ten vets (81%) were concerned that the welfare needs of NTCAs were not being met. Our position calls for further regulation of the keeping of NTCAs to ensure that only those species where there is a high expectation that the Five Domains can be met are permitted to be kept within domestic settings.



## Young Vet Network



North Wales YVN learn about equine endoscopy

This initiative now encompasses 38 groups across the UK and provides **peer-to-peer support, networking, socialising and CPD for early-years vets**.

This year's CPD has ranged from a brilliant conference in NI covering everything

from dermatology to mental health support, to YVN Sussex, Surrey & Hampshire joining forces to hold an evening on pain management, YVN East of Scotland learning more about laparoscopy in general practice, and YVN Cornwall and YVN Southwest running yoga sessions.



**47,852**  
member resource downloads



**642**  
member calls to our free legal helpline



**34**  
hours of accredited CPD at London Vet Show and BVA Live



**Four**  
world-class journals

*Providing practical support for members*



## A Voice with impact

Our *Voice of the Veterinary Profession* survey continues to provide valuable insight from members into the challenges facing the veterinary profession, and has helped drive our media, lobbying and campaigns work this year. The survey has: helped launch BVA's new positions on **non-traditional companion animals** and EMS; generated widespread coverage on the growing issue of **problem behaviour in dogs** since the Covid-19 pandemic; supported the launch of BVA's new **menopause hub**; and provided robust evidence to support our campaign for the **Kept Animals Bill** and subsequent alternative legislation.



Student membership

## We've continued to offer free membership to all first-year veterinary students.

We aim to visit each vet school to engage students with BVA and the support we can provide throughout any veterinary career. This year we've presented at Freshers Fairs, supported careers days, given joint talks with the Association of Veterinary Students, participated in AVS Congress, and attended the opening of the veterinary school building at Keele University. We've also helped run mock interviews, and offered online and in-person student finance talks with our financial partner Lloyd & Whyte.



Scan the QR code or go to [bva.co.uk](http://bva.co.uk) to download the resources

## Parasiticide use

We've continued to work with the British Small Animal Veterinary Association and the British Veterinary Zoological Society on the **responsible use of parasiticides for cats and dogs**, launching our five-point plan poster to support vets in making responsible prescribing decisions in September 2022. In April, we produced a **client-facing resource pack**, to support conversations with clients on how to use parasiticides responsibly, and in May we held a dedicated session at BVA Live to discuss this important issue.

## Sustainability and aquaculture

We launched our policy position on **UK sustainable finfish aquaculture**, calling for better understanding of fish welfare and the impact of aquaculture on the environment. Developed by our expert working group, the position discusses and makes recommendations on key issues such as the health and welfare of farmed finfish, the impact of aquaculture on the environment and biodiversity, and the important involvement of the veterinary profession in the sector.

## Carbon calculator

We supported Vet Sustain in launching the **Veterinary Carbon Calculator** at London Vet Show in November.

Developed in partnership with Investors in the Environment (iE), this is a vital tool for helping veterinary teams understand their environmental impact and make positive changes.



## EMS

We published our **vision for sustainable EMS**, calling for significant reform. Alongside the switch to an entirely outcomes-based approach, we're calling for improved quality assurance of placements, and a zero-tolerance policy on harassment and discrimination which should be standardised across all the vet schools. We'd also like to see the development of standardised training and support for providers of placements. We'll continue to work with stakeholders to ensure an EMS system fit for the future.

## Good Veterinary Workplaces



We continued this campaign with the development of new resources, inspired by member feedback. We've launched a **flexible working guide**, published a resource to help members have conversations about **pay and encourage pay transparency**, provided information on **dealing with online abuse**, and unveiled our **Menopause Hub**.



We're working with the British Veterinary Chronic Illness Society, British Veterinary Ethnicity and Diversity Society, BVLGBT+, Animal Aspirations, and colleagues with expertise in neurodiversity to explore how we can introduce **more diversity across our structures, champion active allyship, and support the profession with guidance and resources.**

The first meeting of our Equality and Diversity (EDI) Advisory Group took place earlier this year and their ideas and suggestions are being developed into an action plan, alongside a review of our EDI policy.

## Agriculture

We remained closely involved in the development and launch of the **Animal Health and Welfare Pathway for England**, working to ensure timely communication with the profession as the annual health and welfare review was rolled out. This year has also seen further engagement with the devolved governments to ensure appropriate focus on animal health and welfare, and the vet-farmer relationship, as future farming policy is developed.

## Gene editing

The Gene Editing (Precision Breeding) Act became law in March 2023. We have convened a working group to develop our position, so we can ensure the Act is implemented in a way that **safeguards animal welfare, public health, and the environment**. We consider that gene editing presents an opportunity to tackle disease, farm sustainably, and improve welfare, but there are risks if welfare is not central to implementation.

## Veterinary legislative reform

We've continued to champion our members' interests as plans for veterinary legislative reform are progressed, taking every opportunity to garner support from our Honorary Associates and working jointly with the Royal College of Veterinary Surgeons (RCVS) on a Parliamentary engagement event.

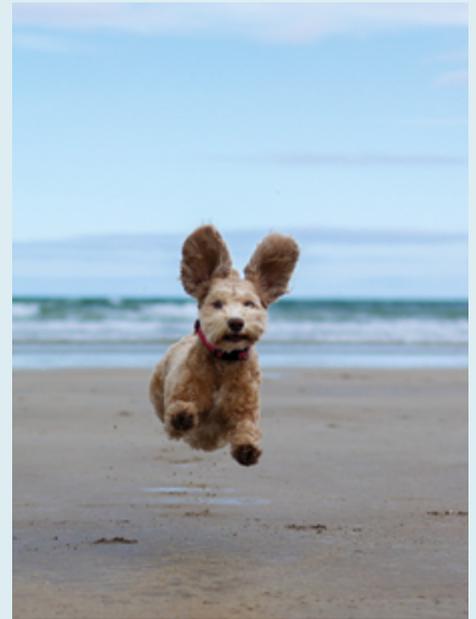
We'll continue to collaborate with RCVS and Defra colleagues as the scoping of the new legislation progresses, with the need for a **new Veterinary Surgeons Act** remaining high on our agenda.



# Our events and awards



Congress



## Key events during the association year

**BVA Live** provided a range of inspirational, topical, and cutting-edge content alongside an innovative exhibition. Designed to share clinical advances and insight, practical 'wet lab' sessions that enabled delegates to hone their surgical techniques and build experience, proved popular, while the business, careers and debates theatre equipped delegates with the skills to develop, grow and feel empowered. The popular **BVA Interactive Zone** (pictured above) offered friendly and inclusive sessions, with crowds around the ethical dilemmas and contentious issues sessions spilling into the aisles.



**BVA Congress at London Vet Show**  
Hosted by the BVA Officer team, and featuring experts from across the professions, BVA Congress provided a thought-provoking and engaging two days of exciting and challenging debates and panel

discussions. The keynote session, the 55th **BVA Wooldridge Memorial lecture**, *How kissing a frog can save your life – why doctors should learn from vets*, was delivered by Dr Matt Morgan, discussing how he draws inspiration from animals and the natural world to drive innovation in ICU treatment and care.

**BVA Members' Day** took place at Clare College, University of Cambridge on 29 September, marking the transfer of the BVA Presidency from Justine Shotton to Malcolm Morley, with Anna Judson joining the officer team as Junior Vice President. It was a day to celebrate the profession, honour the achievements of our peers, and network with inspiring individuals from within the veterinary community. Awards were given in recognition of the various ways BVA members contribute to the advancement of the profession, and we were delighted to have Professor Joe Brownlie CBE as the keynote speaker, discussing the vital importance of sustainability in the profession and its wider impacts on UK food safety and the UK economy.

## BVA Veterinary Photographer of the Year

The BVA Veterinary Photographer of the Year competition, sponsored by iM3 Dental, launched in January 2023 and received over 380 entries. Winners were announced during a well-attended unveiling at BVA Live in May, where delegates also had the opportunity to vote in our new **'People's Choice' award**, selecting their favourite image from the fantastic final nine. They chose *Jumping for joy* by Sam Price (above).

## Green accreditation and sustainability influencer award

We're thrilled to have been awarded **Investors in the Environment's (iE) highest 'green'-level accreditation for improving our sustainability performance**. The certification recognises our progress towards a more sustainable, environmentally friendly way of working, including enhancing our sustainable travel policy, switching our gas and electricity to a green supplier, producing a new green procurement policy and utilising a carbon calculator to understand and reduce our emissions.

We were also delighted to win iE's **Sustainability Influencer 2022 Award**, recognising our leadership on sustainability within the veterinary profession through our #GreenTeamVet campaign.



## BVA YOUNG VET OF THE YEAR AWARD 2023

Supported by **zoetis**

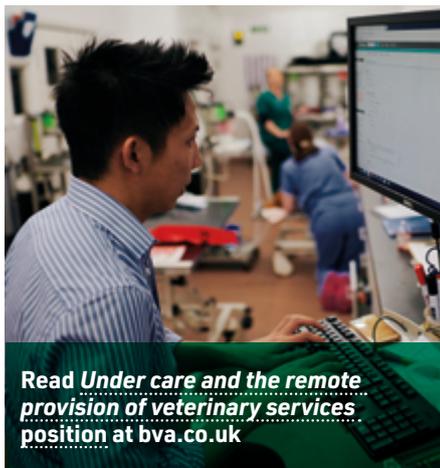
Now in its fifth year, this award highlights the outstanding work of young vets who are making a significant contribution whether in their workplace or the wider veterinary community. Last year, we showcased the works

of three exceptional young vets from over 100 nominations, with Hannah Hunt being awarded the trophy at our Gala Dinner on the evening of LVS. We're delighted that Zoetis will be supporting us with this award in 2023, and look forward to seeing the personal and professional development of the winner and the finalists.

## Under Care



As RCVS proposals on Under Care were progressed and new guidance finalised, we continued to raise the importance of the Vet-Client-Patient Relationship as a pre-requisite for remote prescribing. Following publication of the new RCVS guidance we have worked with species divisions on a range of real-life scenarios which will be impacted and where further clarity is needed. We will also continue to press the College on the importance of a post-implementation review of changes.



Read *Under care and the remote provision of veterinary services* position at [bva.co.uk](http://bva.co.uk)



Over the last 12 months...



## BVA/Kennel Club Canine Health Schemes

The new digital portal has ensured that quick hip and elbow scoring within the scheme has been maintained at an average of one week. This quick 'turnaround time' is now matched for the eye scheme too, by ensuring an accurate and efficient health testing service to better enable vets to support responsible breeders.

# Membership in 2022-2023

In 2022, 3,611 new members joined BVA. We continue to maintain a healthy retention rate (above 80%) with a net growth of 1.1%, and at the end of the year our membership total was 19,701.

Year	2022
Members at start of the year	19,496
New members joining	3,611
Members retained	16,106
<b>Retention rate</b>	<b>83%</b>
Members leaving	3,369
Deaths	21
Members at the end of period	19,701
Net gain	205
Net gain (%)	1.1%



- 47% Group Scheme
- 24% Student
- 13% Main/standard
- 8% Young Vet
- 6% Concession
- 1% Joint
- 1% Other (includes Associate, Honorary and Life members)



## BVA's charity - the AWF

The 2023 Discussion Forum saw the Animal Welfare Foundation celebrate its 40-year anniversary with a day of thought-provoking conversations on key animal welfare issues, from human behaviour change to sustainability to technology.

AWF has come a long way since 1983 when animal welfare wasn't recognised as a topic worthy of study. In 40 years, AWF has not only added animal welfare to the veterinary curriculum, making it integral to a vet's education, but has also invested over £2.3m into research projects which have contributed to the evidence base on numerous topical animal welfare issues, and informed BVA's policy, lobbying and campaigning, as well as government policies and legislation.

AWF recognises that there is no room for complacency as it continues its work, deepening understanding of animal welfare and inspiring evidence-based actions so that all animals can enjoy a better life. In 2022, the charity invested £100,000 into research under its current theme 'breeding for better welfare', hosted a session on extreme conformation at BVNA Congress and supported veterinary students through its student grant scheme and animal welfare lectures.

# Digital engagement

Our social media channels are increasingly popular with both our members and the public, and get engagement from journalists, members of UK and devolved parliaments, as well as stakeholders across the veterinary, animal welfare, public health and environmental sustainability sectors.



From urging Twitter users to call for ITV to #GetAnimalsOutOfThere and raising awareness of ear cropping in dogs, our social media platforms keep our members and the public up-to-date with timely updates and our campaigning activity.

Our website content ranges from breaking news, advice and our popular blog posts, to our members' area which contains our member benefits and huge range of resources and guides, including our newest benefit, the Stella app, which provides support and access to medical care to help with menopause.

## OUR MOST POPULAR BLOGS...

...are those which tackle common thorny issues in practice



26,083 unique page views

Brucella canis - what vets need to know

10,309 unique page views

Is it safe to feed my dog a plant-based diet? Why the jury is still out on vegan dog diets

7,193 unique page views

The most common complaint triggers in veterinary practices (and how to avoid them)

# Media impact

BVA's media profile has been prominent throughout 2023/23, with our campaigning, lobbying and public advice messages reaching an average of 170 million people each month, including international audiences. Key highlights:



# Our finances

## Income

The results for 2022 show an operating surplus of £384k before depreciation and donations. After allowing for depreciation charges of £360k and donations during the year to veterinary related charities of £24k, BVA was in a breakeven position.

Total income for the year was £4.8m. Income from both membership and publications saw a small increase during the year, whilst income from the Canine Health Schemes returned to pre-pandemic levels. All three of BVA's core revenue streams continue to make a net contribution to the operating surplus.

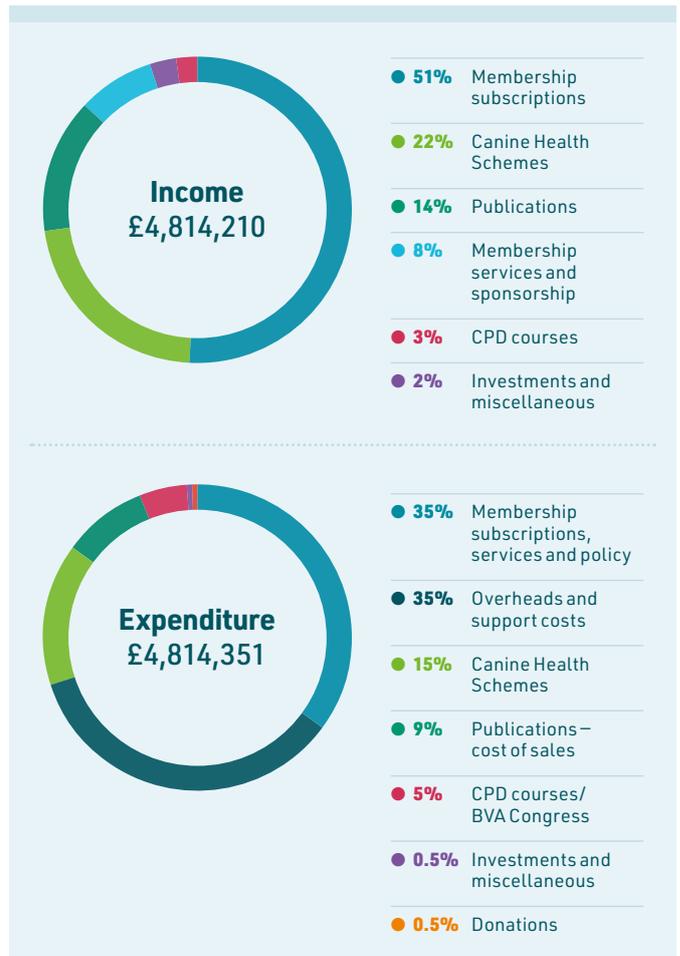
## Expenditure

Expenditure increased by 9.1% during the year to £4.8m. The main reason for the increase is due to additional staff capacity to support our continuing investment in lobbying and campaigning, membership services and events. In addition, we invested heavily in our IT during 2022 with a new CRM to improve the service we provide to members and Canine Health Schemes customers.

## Reserves

After allowing for unrealised investment losses (in line with the financial markets due to the unprecedented worldwide factors) BVA's total reserves decreased by £77k to £12.7m (including the value of our headquarters building in London).

A copy of the full set of statutory accounts is available to all members, on request, from BVA. They also appear in the members' section of the website, [mybva.bva.co.uk](http://mybva.bva.co.uk)



## British Veterinary Association

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