

President's welcome

As Covid restrictions have eased over the past year, BVA has been delighted to meet our members in person again, and our focus has shifted to other important challenges and opportunities facing the profession.

I'm also delighted that we've been able to reconnect with colleagues and bring the profession back together at large-scale gatherings including London Vet Show and the inaugural BVA Live event in June 2022.

While there is much which we can feel reassured by, there is also no doubt that the challenges of recent years – alongside new and emerging ones – are continuing to take a toll on the veterinary profession and the communities we serve. The workforce has been hit by a triple whammy of pressures resulting from Brexit, Covid and a surge in pet ownership, as well as working incredibly hard in response to a significant Avian Influenza outbreak, leaving many of us feeling overloaded, anxious for the future or simply exhausted.

As a result of these continued challenges, BVA has made it a top priority to support and champion members in everything we do. This has really shone through in our work around improving veterinary capacity, our #RespectYourVet messaging to the public, and the Good Veterinary Workplaces campaign, which empowers veterinary teams to create supporting working environments in which everyone can thrive.

It's been a very busy and successful year on the animal welfare front too, as we've made sure that the veterinary voice comes



through loud and clear in the development of legislation that should deliver cross-species benefits. Key highlights include the passage of the Kept Animals Bill, and measures that finally enshrined animal sentience in law.

I also consider it a personal highlight that we've done so much this year around sustainability, including running a series of webinars, a sustainability showcase at BVA Live and engaging the profession via the #GreenTeamVet campaign. This is an area of paramount importance and we should keep considering what we can all do at sector, organisational, and individual levels to help protect the planet.

With the cost of living crisis presenting new challenges to vets and their clients, BVA will continue to work hard to represent and champion our members on the issues that matter most. Thank you all for your support.

Justine Shotton, President, September 2021–September 2022



Investing in the future

After a challenging couple of years, BVA has bounced back strongly and we're in good shape for the future.

We were so pleased to finally be able to welcome staff and members back to Mansfield Street, and have seen great success with a number of high-profile campaigns that champion the issues our members care about. Membership continues to grow, our finances are back on track and we've been investing in our people and our IT systems.

We've also been working to ensure BVA itself is a Good Veterinary Workplace,

implementing new hybrid working arrangements to help create a better work-life balance for our team.

Following the successful 'go-live' of our new customer relationship management system (CRM) at the end of March, we are beginning to see the benefits of this investment in terms of improved service for our members and Canine Health Schemes customers. We've also been continuing to reduce BVA's environmental

impact, and having achieved 'silver' accreditation from Investors in the Environment we're on track for 'green' status later this year.

This report provides a snapshot of the incredibly hard work of our staff, officers, and volunteers, and I'd like to thank them – and our members – for making it all possible.

David Calpin, Chief Executive

Campaigning across the UK

For more information on BVA's campaigns go to bva.co.uk/take-action

We work hard to champion our members and campaign on issues that matter to you most. Here's a snapshot of our campaigning activities across the UK:

UK/England

- Convened a working group to develop our position on the future of extra-mural studies, (EMS) and published a myth-busting guide to getting into vet school to coincide with National Careers Week
- Launched the microaggressions campaign with a series of posters in collaboration with British Veterinary Chronic Illness Support (BVCIS), British Veterinary Ethnicity and Diversity Society, Vetlife, and British Veterinary LGBT+
- Developed a flexible working booklet of case studies from across the profession
- Launched #RespectYourVetTeam campaign urging clients to be kind, patient and respectful towards all veterinary staff, and developed resources to tackle online abuse of veterinary professionals
- Responded to Environment, Food and Rural Affairs Committee inquiry on labour shortages in food and farming
- Published our position on a veterinary agreement to facilitate trade in live animals and products of animal origin between GB and EU Single Market, and lobbied Government on import checks
- Played a key role in the design and delivery of the Animal Health and Welfare Pathway for England
- Lobbied government to facilitate improved data sharing between government and private vets, and secured a Bovine Tuberculosis (bTB) Partnership group to progress data-sharing work
- Developed our position on non-traditional companion animals
- Lobbied on key asks for the Kept Animals Bill including a ban on primates as pets, and tighter controls on the movement of pets to tackle puppy smuggling
- Worked with Royal College of Veterinary Surgeons (RCVS) and Lord Goldsmith on non-legislative solutions to Tuk's Law campaigner concerns
- Lobbied online retailers to get 'DIY' ear cropping kits removed from sale
- Welcomed the passing of the Animal Sentience Bill into law, after years of campaigning
- Lobbied for a ban on the export of products from animals that were not stunned before slaughter, and responded to the Department for Environment, Food & Rural Affairs consultation on labelling for animal welfare

- Delivered a communications campaign around the Greener Veterinary Practices Checklist including a webinar series with VDS Training, and collaborated with Vet Sustain, Society for Practising Veterinary Surgeons, British Veterinary Small Animal Association (BSAVA) and British Veterinary Nursing Association (BVNA) to develop a carbon calculator tailored to veterinary practice
- Completed and launched our position on small animal parasiticides, with BSAVA and British Veterinary Zoological Society (BVZS), including identifying and creating supporting resources for vets
- Convened a working group to develop our position on sustainable aquaculture
- Represented and defended our members' interests as the regulatory reform proposals progressed, joined the RCVS focused licensure working group alongside BVCIS, and worked with BVNA to progress calls for protection of the veterinary nurse title

Northern Ireland

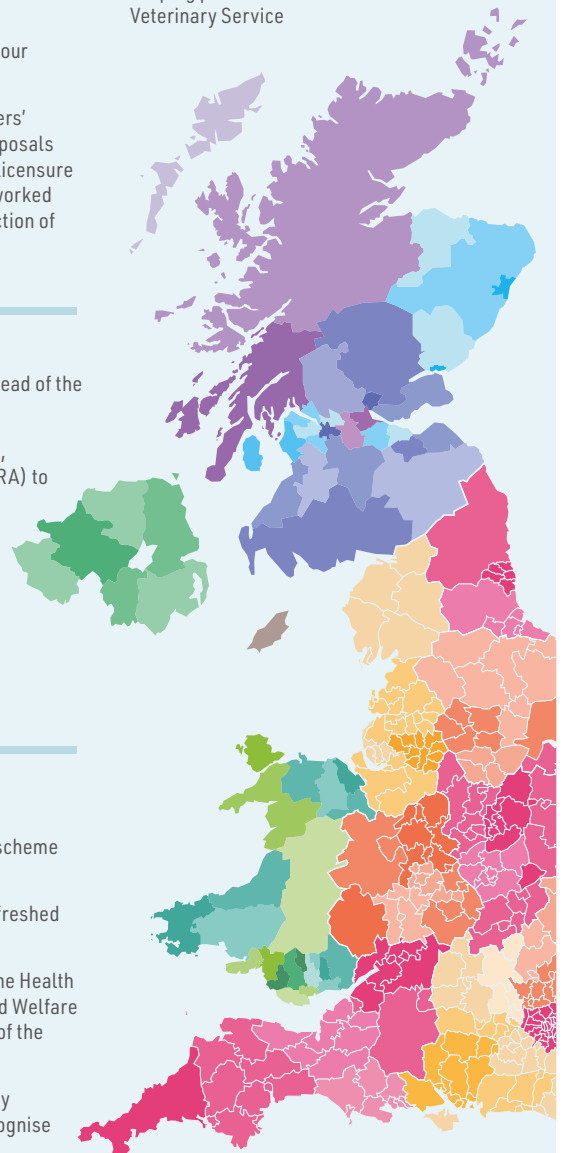
- Published our 11-point manifesto ahead of the NI Assembly elections
- Called on Department of Agriculture, Environment and Rural Affairs (DAERA) to put vets front and centre of agriculture policy development
- Collaborated with stakeholders on calls to secure access to veterinary medicines
- Responded to DAERA proposals for bTB eradication

Wales

- Secured veterinary involvement in the co-design of the sustainable farming scheme for Wales
- Responded to Welsh Government's refreshed bTB eradication programme
- Welcomed the Welsh Government's One Health approach to the new Animal Health and Welfare Implementation Plan and recognition of the importance of veterinary surveillance
- Successfully lobbied for local authority guidance on pet sales licensing to recognise the evidence base on vivarium size for snakes

Scotland

- Worked with Scottish Society for Prevention of Cruelty to Animals (SSPCA) on Vetastic Adventures, promoting veterinary careers to school-age children
- Called on Scottish Government to put vets front and centre of agriculture policy development
- Secured measures to safeguard animals through stricter controls on the use and sale of fireworks
- Called for veterinary involvement in shaping plans for a new Scottish Veterinary Service



Working with our branches

Our branches in the devolved nations of the UK continue to go from strength to strength. In Northern Ireland we have been calling for animal health and welfare and the role of vets to be prominent in future agricultural policy, as well as being closely involved in discussions around medicines access. We also welcomed Fiona McFarland as the new Northern Ireland Branch President, and Esther Skelly-Smith as Junior Vice President.

In Scotland we have successfully lobbied for measures to safeguard animals through stricter controls on the use and sale of fireworks, and we teamed up with SSPCA on Vetastic Adventures, promoting veterinary careers to over 6,000 school children across Scotland. We also welcomed Gareth Hateley as the new Scottish Branch Junior Vice President.

In Wales we have secured vet involvement in the co-design of the sustainable farming scheme, and successfully lobbied for local authority guidance on pet sales licensing to recognise the evidence base on vivarium size for snakes.

Campaigning to improve animal welfare

We have been following and influencing the progression of the Animal Welfare (Kept Animals) Bill through parliament. We have long campaigned for action in areas covered by the Bill, including measures to tackle puppy smuggling, and a ban on keeping primates as pets. We have recently welcomed



legislation on animal sentience, including recognition of cephalopods and decapods, and the use and sale of rodent glue traps – both key wins for animal welfare which were directly influenced by our lobbying.

Working towards a greener profession

We had a strong sustainability focus at London Vet Show 2021, with the keynote speech, panel discussions, a sustainable stand, and a call to sign our #GreenTeamVet pledge. We teamed up with Vet Sustain and VDS Training to create the Greener Veterinary Practice Webinar series – six free webinars giving practical advice on different aspects of sustainability, and we've shared extra tips and inspiration through a suite of blog posts. We're also currently developing our position on sustainable aquaculture, working with a range of stakeholders.



Respect your vet team – end abuse

Our Good Veterinary Workplaces policy calls for a zero-tolerance approach to abuse and our recently launched 'Respect your vet team – end abuse' campaign urges clients to be kind, patient and respectful towards all veterinary staff. The campaign included a range of resources to support vets and vet teams in tackling abusive behaviour in their workplaces. Posters were sent to every member through *Vet Record* and are available to download alongside social media tips and graphics.



Exploring the future of EMS

We are currently developing a position on the future of EMS and have convened a working group of key stakeholders. Considering the issues from the perspective of students, EMS providers and vet schools, the working group is exploring the purpose of EMS and a move away from a rigid number of weeks to an outcomes-based approach, with clear roles and responsibilities for all. In support of widening access to the profession we collaborated with the Association of Veterinary Students and Veterinary Schools Council on a myth-buster resource for teachers and careers advisors.

Ear cropping kits removed from sale

We scored a significant animal welfare win for our #CutTheCrop campaign earlier this year when two major UK online retailers cracked down on the sale of 'DIY' dog ear cropping and ear straightening kits after we wrote them a letter flagging our concerns. Both eBay and Etsy took swift action to remove such kits from their websites, with eBay also promising steps to update its filters and algorithms globally to better filter out such products in the future.

Let's talk about microaggressions

We launched our "Let's talk about microaggressions" poster series to help start the #BigConversation about discrimination in veterinary workplaces. These resources, covering comments related to race, gender, mental health, sexuality, and disability, were designed to get everyone thinking about what they say and the impact this can have. Our complementary blogs and follow up webinar also helped to raise awareness of discrimination in the profession.

#BigConversation

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Let's talk about microaggressions

A microaggression is an intentional or accidental comment or action that negatively targets a marginalised group of people. Here are some common examples which can harm BAME colleagues.

- "I don't see colour"
- "No, where are you really from?"
- "You act so white"
- "You speak English so well"
- "All lives matter"
- "You people..."
- "She is so exotic"
- "When was the last time you went 'home'?"

Remember to focus on the effect your words and actions can have on others – your intentions are not the only thing that matter

Find out more at: www.bva.co.uk/goodworkplaces

In association with

RCVS | **BRITISH VETERINARY ETHNICITY AND DIVERSITY SOCIETY**

EQUALITY and DIVERSITY #VETDIVERSITY
EVERYONE would feel welcome!

A strong voice for vets

What is a microaggression?

A microaggression is an intentional or accidental comment or action that negatively targets a marginalised group of people.

BVA | Good Workplace
British Veterinary Association

BVA | Good Workplace
British Veterinary Association

Here are some common examples of microaggressions which can harm women.

- Can I speak to someone more senior?
- That's not very ladylike
- She's feisty!
- Did you never want children?

Good workplaces

We continue our Good Veterinary Workplaces campaign, to help create happy and healthy veterinary workplaces. We've run interactive sessions at a number of veterinary events to help attendees get started on the voluntary code. We've focused on tackling discrimination through our microaggressions posters, our #BigConversation webinar, launching an Equality, Diversity and Inclusion Champion role description, and sharing diversity role model blog posts from BVLGBT+. We're also working on a campaign to promote flexible working.

Parasiticides

We launched our position on the responsible use of parasiticides for cats and dogs in October 2021, jointly with BSAVA and BVZS. With growing concerns about the potential environmental impact of these products, our position shows these need to be taken seriously by the veterinary profession, pharmaceutical industry, and animal owners. We call for greater awareness and research of the risks, ask vets to take a risk-based approach to prescribing, and we're working on a suite of resources to support vets and educate animal owners.

Agriculture

We remain closely involved in the development of the Animal Health and Welfare Pathway for England, with the key touchpoint for vets being the annual health and welfare review. The Pathway will launch later this year, shaped by BVA and specialist divisions. We continue to engage with the devolved governments to ensure veterinary input to plans following the end of the EU's common agricultural policy agriculture in the UK.

Trade and imports

We published our position on the facilitation of trade between Great Britain and the EU Single Market, setting out a series of recommendations for decision-makers in both the UK and EU for simplifying processes and making the vital system of assurance more efficient. We continue to reiterate serious concerns over the threat of disease incursion and have strongly criticised the decision that no further import controls on EU goods will be introduced in 2022.

Legislative reform

We have continued to represent member interests in relation to regulatory reform, working with RCVS for clarity on the remaining key areas of concern as scoping of the new legislation progresses. We are pleased to be a member of the RCVS focused licensure working group alongside BVCIS, which will look at the detail of the recommendations relating to limited licensure and reasonable adjustment.

Non-traditional companion animals

We convened a working group to develop our position on non-traditional companion animals, looking at: health and welfare; responsible ownership and husbandry; sale, advertising and trade across a wide range of species; and working closely with specialist divisions and other experts. The position is being drafted with a view to completion towards the end of 2022.

..... Growing our social media presence

34,573 followers + Up by 1,494	29,143 followers + Up by 1,914	12,021 followers + Up by 1,359	59,810 followers + Up by 9,179
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A successful inaugural BVA Live at the NEC in Birmingham

BVA LIVE

More than a thousand members of the veterinary professions joined 100 exhibiting companies to enjoy two days of exciting CPD, debates and discussions, exhibits and hands-on sessions at the inaugural BVA Live in June, after being postponed for two years due to the pandemic.

Organised to inspire and empower those within the veterinary profession, the event included an impressive exhibition, high quality clinical and non-clinical CPD, big issue debates and hot topic sessions designed to involve delegates and get them talking about contentious subjects.

The programme incorporated a clinical nursing stream, supported by BVNA, as well as state-of-the-art practical training sessions and wet labs, which offered delegates practical hands-on experience.

In a particular highlight, delegates enjoyed a social 'bar hop' event on the first evening, which gave them the opportunity to socialise and network with other professionals and experts, and relax with a drink at several venues near the NEC.



Supporting students

We have continued to work closely with the AVS on various projects and initiatives, to support students and give future vets a platform to be heard by the profession. Alongside AVS and the Farm Animal Veterinary Society, we ran another series of our popular informal Carpool Cases webinars, this time focussing on exam revision to create interactive Revision Masterclasses. Where possible, we've also visited vet schools, attending careers fairs, final-year talks, and freshers' events. Our student-specific newsletters give members a regular summary of news, resources from the profession, and the exclusive BVA student benefits we provide.

BVA Young Vet Network (YVN)

We've worked with the BVA YVN groups to create online and in-person events around the UK and Channel Islands. Several new groups have been created and new representatives have taken over from others. Topics for events, which can be educational or social, have included *Otitis Externa and ear cytology*, *Mastitis in cattle: telephone consult and beyond!*, *Tricky cases in dermatology*, and our new group in Cornwall kicked off with a Eurovision party attracting local vets to enjoy an evening of fun together.

BVA SUSSEX
YOUNG VET NETWORK PRESENTS

Otitis Externa and ear cytology

with Carolyn Kyte

7.15pm • 25 January 2022
Online with Zoom
To join go to bva.co.uk/yvn

BVA Veterinary Association | Young Vet Network

BVA YOUNG VET OF THE YEAR AWARD 2021

Supported by **zoetis**

Following a challenging year, we were able to come together and celebrate the outstanding achievements of our early-career vets for the third year running. The BVA Young Vet of the Year award is supported by Zoetis and aimed at early-career vets who have gone above and beyond the usual call of duty and those that are making a difference within their community or the veterinary profession. We had the hard task of selecting three shortlisted finalists and ultimately one exceptional winner, Alex Davies, from a total of 96 inspiring entries received. The awards are presented at our annual BVA Gala Dinner and remain one of the highlights in BVA's calendar.

Our most popular blog posts



8,738
unique page views

Brucella Canis: What vets need to know

5,911
unique page views

Why an alarming new trend has vets saying *Cut the Crop*

4,195
unique page views

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



Silver accreditation awarded to BVA for commitment to environmental sustainability

We are thrilled to have been awarded a silver-level accreditation for the continued improvement of our sustainability performance, by Investors in the Environment. The certification recognises how we've been working towards a more sustainable, environmentally-friendly way of working. This has included updating and expanding our environmental policy, bringing in a carbon footprint calculator and sustainable travel policy, and various projects such as tree planting with the National Trust.

Memorandum of understanding with BVNA

In October 2021 we reaffirmed our commitment to working closely with BVNA on a range of shared interests and priorities, by refreshing the MoU originally signed in 2017. Having already achieved so much more working in unison over the last three years we are delighted that we will continue to provide one strong veterinary voice on key issues for the veterinary team.

Memorandum of understanding with Vetlife

We recently signed an MoU with Vetlife, the independent charity which provides financial assistance to veterinary professionals in need and a confidential helpline and advisory service for the veterinary community. The MoU defines how we work collaboratively on the shared objective of supporting mental health and wellbeing through our individual and joint activities.



New online CHS portal

The Canine Health Schemes (CHS) had an exciting year launching an improved online portal for hip and elbow dysplasia submissions and a new customer relationships management system, whilst growing the number of submissions made to the schemes.

Over the past 12 months:

- 14,396 dogs had their hips scored
- 10,587 dogs had their elbows graded
- 17,500 dogs had eye examinations

The new portal simplifies the process of making hip and elbow dysplasia submissions and receiving results for veterinary teams and dog owners. Over 70% of submissions are made using the new portal, helping us significantly improve turnaround times.

Northern Ireland manifesto

We set out priority areas for the Northern Ireland veterinary profession in our manifesto which was launched ahead of the Assembly elections in May. Compiled by BVA Northern Ireland Branch, the 11-point manifesto includes key pledges covering priorities such as maintaining adequate workforce both in private practice and the government sector, engaging with the next generation of veterinary professionals, the Northern Ireland Protocol, disease control and improving animal welfare. Our calls also include a crack-down on illegal puppy breeding and unregulated fertility clinics, regulating farriers, preserving access to veterinary medicines and banning the import of dogs with cropped ears.



Veterinary photographer of the year 2022

The annual BVA Veterinary Photographer of the Year competition, sponsored by iM3 Dental, launched in December 2021 and we received over 350 entries. Featuring a new category on sustainability, we awarded a winner and highly commended for each of our three categories:

- Sustainable futures
- All creatures great and small
- Happy pets that make us smile

Our winners included Pete Orpin's image of a gentoo penguin in Antarctica, Bob Lehner's image of a pet hen, and a stark reminder of the impact of industry on marine life, 'Decisions' by Laura Caballero (shown here).





BVA's media team has had a very productive and varied year, averaging over 400 monthly press mentions. The year has seen a continued focus on the pressures of Brexit and Covid on the profession, as well as opportunities to raise our profile of our pet welfare and workforce campaigns. Key highlights included:

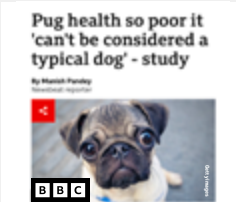


Wide-ranging national coverage after urging prospective owners to check access to local veterinary care before buying a pet.



BVA President Justine Shotton was interviewed as part of Channel 4's coverage of Crufts, talking about her role, the pressures faced by vets during the pandemic, and the importance of responsible sourcing and ownership of dogs.

The Times ran a feature on veterinary careers following the launch of our mythbuster guide for parents, teachers and careers advisers.



We placed an exclusive in the FT warning of a drop in registrations for EU vets wanting to work in the UK, and later had front page coverage in the same paper when we voiced concerns about delaying import checks.

Several hundred national and regional media mentions after contributing to a press release on pug health concerns.

The power of your Voice

Our Voice of the Veterinary Profession survey panel continues to strengthen all of our media, lobbying, and campaigns work. This year the number of panellists has grown to over 2,000 and survey data led to hundreds of pieces of media coverage on the issues that matter to the profession.

Key outcomes of the survey from the year include: a webinar on discrimination in the profession; coverage on workforce issues including sustainability in veterinary workplaces and microaggressions; widespread coverage on stats relating to chocolate poisoning and winter hazards; launching the 'Respect your vet team' campaign to tackle intimidation in practice and online abuse of veterinary professionals.

Building long-term relationships with our corporate partners

We've had a successful year of collaboration with our corporate partners. Zoetis have extended their support by joining with us to develop an initiative to raise awareness of the importance of work/life balance in the veterinary team, and with their help we have relaunched the Balance section in *Vet Record*. We're also giving cat welfare the much-needed attention it deserves with the support of our long-term partners, Mars Petcare, who provided sponsorship for the session 'Why are cats always the underdog?' at BVA Live. We're also delighted to welcome Many Pets, our new corporate partners who will be supporting us in an upcoming project exploring the impact of human behaviour on animal welfare.



'Why are cats always the underdog?' BVA Live session in association with Mars Petcare

WELFARE NEWS FROM AWF

A focus on breeding for better welfare

The Animal Welfare Foundation (AWF) Discussion Forum 2022 was an enormous success, held in-person for the first time in two years. The programme was designed around AWF's three-year theme "Breeding for better welfare" and saw veterinary and animal welfare experts gather for a day of discussion and debate led by expert speakers on a range of topics, from gene editing to the ethics of pest control. AWF has continued to fund relevant and high-quality research projects across a range of species and has renewed the push to improve uptake of the Puppy Contract by breeders. With vacancies for new AWF Trustees currently being promoted, we are looking forward to closer working with BVA on shared animal welfare goals.



Membership

In 2021, we had just under 3,400 new members join BVA. Combined with a healthy retention rate this meant that our net growth was an impressive 4.1%. At the end of the year our membership total was 19,474.

Year	2021
Members at the start of the year	18,707
New members joining	3,460
Members retained	16,014
Retention rate	86%
Members leaving	2,693
Members at the end of period	19,474
Net gain	767
Net gain (%)	4.1%



- 43% Group Scheme
- 26% Student
- 14% Main/standard
- 9% Young Vet
- 6% Concession
- 1% Joint
- 1% Other

Our finances

Income

For the year ending 31 December 2021 the results show an operating surplus before investment gains and taxation of £600,621.

Income from membership increased by 2.9% reflecting growth in our membership numbers (we gained members due to our guidance and support during the pandemic), whilst income from CHS more than doubled as we caught up the backlog from 2020 due to lockdowns during the pandemic. Despite this, overall gross revenue in these accounts shows a decrease of 5.5% during the year, this is mainly due to a change in our publishing contract, whereby we have switched from a minimum fixed management fee to a shared revenue arrangement. Therefore, whilst our share of the publications revenue fell, the journals are now making a net contribution towards the surplus rather than having previously been a net cost.

Expenditure

Expenditure decreased by 17% during the year. The main reason for the decline is due to the publishing contract, as outlined above, meaning there is now no management fee payable. All other areas of expenditure increased as we returned to business as usual, following the pandemic in 2020.

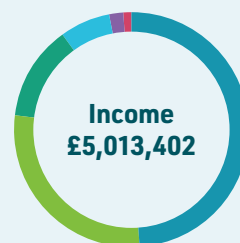
We ended the year with an operating surplus of £600,621. This meant we were able to fund our new CRM, launched during early 2022 at a cost of just under half a million, to significantly improve both our membership and CHS operations. We also made donations to veterinary related charities during the year totalling £14,250.

Reserves

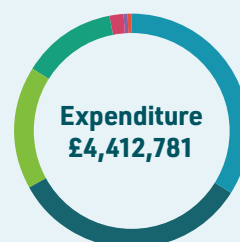
There were unrealised investment gains of £33,343 during the year. The deferred tax provision increased from £1,226,315 to £1,662,086 (relating to the value of BVA's property).

BVA's total reserves increased by £198,193 during the year to £12,846,512.

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



- 49% Membership subscriptions
- 28% Canine Health Schemes
- 13% Publications
- 7% Membership services and sponsorship
- 2% Investments and miscellaneous
- 1% CPD courses



- 34% Membership subscriptions, services and policy
- 33% Overheads and support costs
- 17% Canine Health Schemes
- 13% Publications – cost of sales
- 2% CPD courses/BVA Congress
- 0.5% Investments and miscellaneous
- 0.5% Donations

British Veterinary Association

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A strong voice for vets