



# Trustees Annual Report

01 April 2023 - 31 March 2024



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## Introduction

*‘To monitor and conserve wild birds of prey; inspire a passion for wildlife and its protection to varied communities and promote high standards for modern raptor welfare’*

### *The Bird of Prey Project’s mission*

‘I’m incredibly proud of the achievements made by our evolving team over the last 12 months. We have advanced multiple projects underlining our charitable objectives and continued to make significant improvements on our operational activities. Avian care continues to be at the forefront of what we do, and the skills development of our bird team is evident in their progressive day – day practice.

The predominate focus of the financial year 2023-24 was to prepare the charity for the re-launch of our name and identity, enabling us to advance our mission and promote our charitable objectives more closely with our following, visitors, partners and other connected parties.

The board underwent a significant strategizing and master visioning period throughout 2023 to enable the best re-brand strategy to be implemented, which was a near 12 month long process involving branding, messaging, digital media, literature, marketing and on-site overhauls. The charity also advanced by recruiting specialist volunteers in marketing, data protection and administration, enabling the re-launch to be as successful and as meaningful as possible for the charity.

Some other notable achievements include the skillset advancement of the charity’s senior bird team, successful results from our cavity nesting species programme, development of advanced restraint free avian training practices and collecting the award for the Small Visitor Attraction of the year 2023-24, highlighting the charity’s success as an engaging, educational and inspiring centre for wildlife and conservation.’

*Report from Naomi Johns, Centre and Operations Manager*

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## Reference and administrative details

### Registered Company number

07495749

### Registered Charity number

1152982

### Registered Office

The Bird of Prey Project

Newton St Loe

Bath

BA2 9BT

### Trustees (as of 31/03/2024)

Jim Cumpson (appointed 04/08/2019)

Joe Rayment – Chair (appointed 12/02/2021)

Andy Bool (appointed 22/05/2022)

Jane Durrant – treasurer (appointed 03/06/2023)

Monserrat Requejo Gonzalez (appointed 03/06/2023)

### Directors and Company Secretary (as of 31/04/24)

Naomi Johns, Company Secretary (appointed 23/01/2019)

Jim Cumpson, Director (appointed 04/05/2023)

Joe Rayment, Director (appointed 04/05/2023)

Andy Bool, Director (appointed 04/05/2023)

Jane Durrant, Director (appointed 04/05/2023)

Monserrat Requejo Gonzalez, Director (appointed 04/05/2023)

### Bankers

Barclays Bank UK PLC

Leicester

LE87 2BB

### Accountant

Cobbold and Company

90A High Street

Hanham

Bristol

BS15 3EJ



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## Structure and Governance

### Status

The Bird of Prey Project Ltd (TBOPP) is a registered charity, number 1152982. The Governing Document is the Memorandum and Articles incorporated on the 17<sup>th</sup> of January 2011 as amended by special resolution registered at Companies House on 16/05/2013.

### Organisational structure

TBOPP is governed by a board of trustees. The trustees of TBOPP are also Companies House Directors and are responsible for the management, strategic governance and direction of the charity. Regular trustees meetings are held once every two months.

### Trustee appointments

Jane Durrant and Monserrat Requejo Gonzalez joined the board in June 2023 after 3 month probationary periods. Both have significantly contributed to the successful management of the charity throughout the year.

Joe Rayment was appointed as Chair, Andy Bool was appointed as Vice Chair and Jane Durrant was appointed as treasurer.

### Risk management

Risks are reviewed and discussed at board meetings held every two months.

| Risk   | Mitigation activities   |
|--|---|
| Loss of facilities/premises  | Regular maintenance of bird housing or welfare facilities and of the premises. Disaster recovery, contingency and business continuity plans are being developed.  |
| Financial stability  | The financial budget is reviewed by the board of trustees every scheduled meeting. A contingency fund is kept in the case of relocation or any necessary major projects. Income streams are monitored to ensure long term financial stability.      |
| Lack of compliance with licensing requirements and/or statutory obligation | The trustees and management team are all aware of their legal responsibilities. Licensing requirements are referred to and reviewed regularly by the board of trustees to ensure they are met.  |
| Organisational growth  | Bi-monthly meetings with the board of trustees. A 3-year plan has been developed and is updated annually. Continual review of charity governance and strategy. Financial budgets and any development plans are reviewed by the board every quarter. |

## Achievements, Activities and Performance against objectives

The activities of the Charity are summarised:

*The restoration of native habitats through the conservation of wild birds of prey and owls; the engagement of diverse communities through nature based education and the development of new ethical raptor welfare standards in the UK.*

### Public education

Inspiring a love for wildlife amongst our visitors and those further afield remains a critical aspect of our work. The visitor centre is not only the source of funding for the charity but also a core aspect of its activities.

Events, tailored experiences, interactive exhibits and ultimately a passionate and enthused team of staff enable The Bird of Prey Project to generate greater understanding of a connection to wildlife that can spark a passion to make positive change, not just for nature but also for mental and physical wellbeing.

April 2023

#### Introducing a new 'fly a bird' experience



Being face to face with a bird of prey is a totally unique way to inspire a love for wildlife. In 2023 we launched a new more financially accessible option for visitors to add on to their general day ticket!

April 2023

#### Sunset talk: Biomagnification



Giving over 50 people an insight into our work with The Biomagnification Project and the small changes communities can make to reduce the impact of chemical pollution on the environment was a special evening! Guests also enjoyed a stunning sunset flying display with some of our native raptor species.

April 2023

## Children's Conservation Workshops – 'Easter eggs'!



Our theme for our conservation workshops for 6-11s over the easter holidays was 'easter eggs', and through practical handling sessions, games, quizzes and other nature based activities we engaged over 45 young people with the egg and chick life cycle, and how we can protect wild raptor nests and eggs.

May 2023

## Supporting Mental Health Awareness Week 2023



Using our social media platforms to spread awareness of the benefits of nature for experiencing calmness and restoring positive mental attitude.

June 2023

## Storytime with the Owls



Our very first experience for under 5s! Exploring the wild life of the Tawny Owl through 'the owl who was afraid of the dark' by Jill Tomlinson.

## Zoom with the owls!



For many state schools, accessing diverse learning experiences from external providers is financially inaccessible. However for young people, understanding different environments, adult professionals and careers in conservation is hugely enriching. So totally free of charge, we offered multiple experiences and Q&As with some of our trained owls and school classes, ages ranging from 4 to 11, topics including what it means to be a conservationist, and nocturnal wildlife.



July 2023

### Welcome Milo!



A UK red-listed species, 'Milo' the Merlin joined the team to help us inspire our visitors with a passion for protecting the wild spaces these incredible birds depend on. Milo is now a thriving member of our British Wildlife team!

July 2023

### Children's Conservation Workshops – 'Raptor dinner'!



When summer 2023 rolled around, we shared all things bird of prey grub with our co-hort of 6-11s for their conservation workshops, using games and experiences to work out connections between habitats, prey and predator. We defined the word ecosystem and learned just how important it is to revive functioning ecosystems.

August 2023

### British Bird of Prey Day 2023



British Bird of Prey Day 2023 was the very first year we hosted the event, and was a huge success in bringing wildlife experts under one roof to inspire positive change. With the RSPB, Avon Wildlife Trust, multiple stallholders and guest speakers including Chris Sperring MBE and Richard Sale, we hosted over 150 guests in one day. Themes of the day included local species decline and actions communities can take to improve local biodiversity.

September 2023

### Introducing Owl Evenings



Another new experience introduced to widen the demographic of guests visiting the centre was a great success, and an opportunity to discuss ways in which nocturnal wildlife is affected by human activity.

*October 2023*

### Haunted Hawks makes a comeback



Halloween Haunted Hawks is a family event designed to inspire admiration for the role that invertebrates play in ecosystems – and how even birds of prey depend on them! With two nights of the event this year, we welcomed over 150 guests for spooktacular fun!

*November 2023*

### Winners!



The success of the visitor attraction was recognized when we were awarded gold awards for the Small Visitor Attraction of the Year and Experience of the Year in the Bristol, Bath and Somerset Tourism Awards!

*December 2023*

### Turning Christmas educational!



For the first time in 2023 we opened our doors this Christmas for flying displays and Christmas Owl Evenings, sharing an insight into the lives of wild raptors in the winter months!

*January 2024*

### Visiting schools!



Talking about Lugger Falcons...! Visiting primary schools in Bath and Trowbridge to talk about the threats faced by wild Lugger Falcons, ranging from persecution to habitat loss, and how we can support positive change in the UK through having conversations, supporting conservation breeding initiatives and more.

March 2024

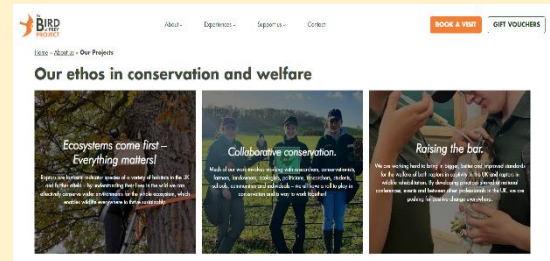
## A new leaf! Welcome to The Bird of Prey Project...!



Re-launching the charity as The Bird of Prey Project was the culmination of a winter of hard work from the team and a mission to share our objectives for wildlife, welfare and community education with new and existing audiences. We were thrilled to receive lots of positive attention from media, guests and local politicians on launch day, despite unexpected snow fall restricting us to a social media livestream!

March 2024

## An opportunity to refine our messaging...



With the re-launch we hired two new marketing volunteers and worked with a broader team of visual concept volunteers to develop our charity message, designing a new website to enable our visitors to find more easily accessible information about booking a visit or finding out more about we are doing as an organization. New on-site signage and exhibits are also helping us share our message with visitors!

## In the year 2023-24:

*We hosted 481 hours of education through flying displays and welcomed 9881 guests to The Bird of Prey Project*

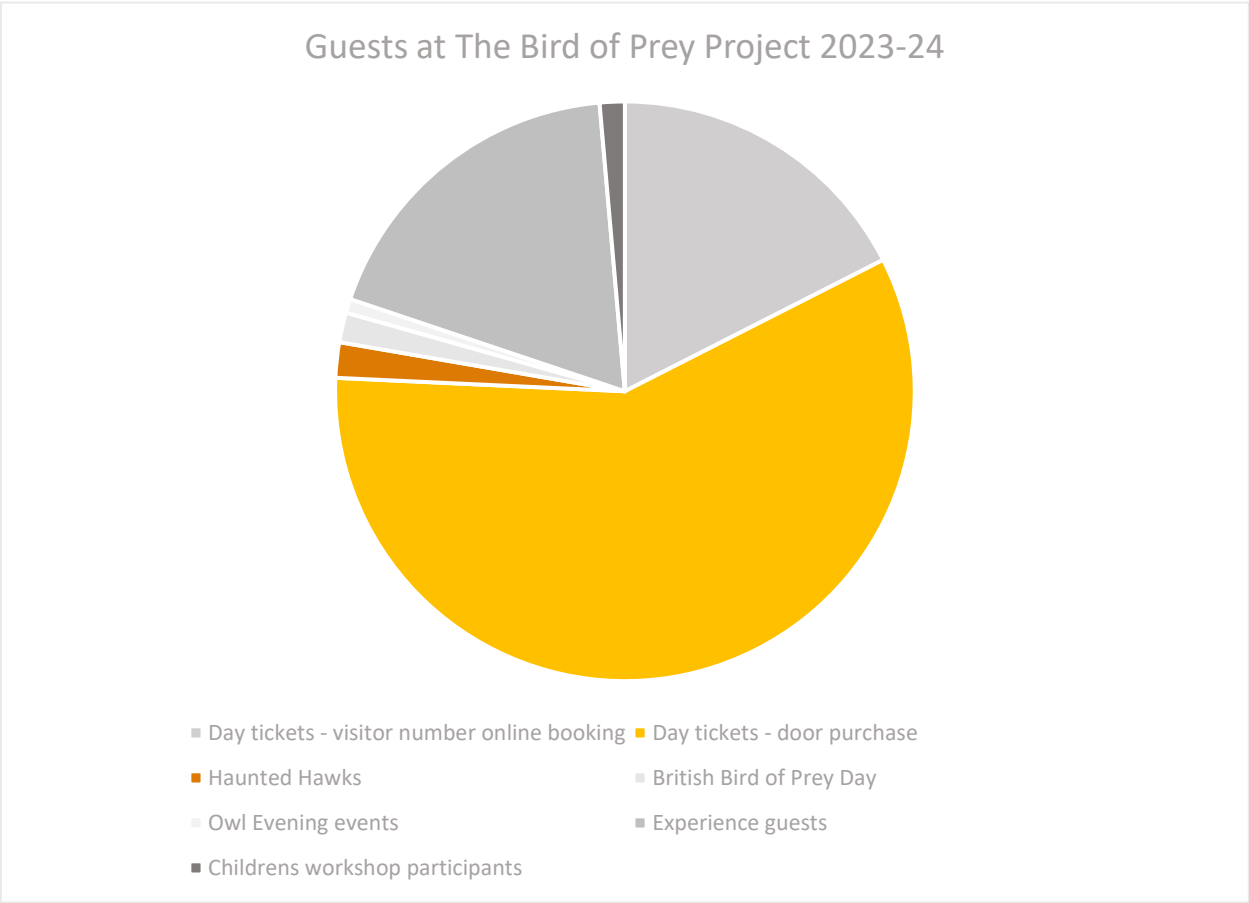
*Welcomed 138 young people for Children's Conservation Workshops*

*Introduced 3 new educational experiences*

*Worked with 7 different schools providing educational sessions*

*Welcomed 1823 guests for Hawk Walks and Owl Encounters – guided experiences led by team members working on the forefront of The Bird of Prey Projects charitable work*

*We grew our digital following to over 6000 instagram followers and 1.01k YouTube followers, sharing educational videos to international audiences*



## The Cavity Nesting Species monitoring programme

2023 was the first monitoring year for our cavity nesting species programme, and a truly exciting year of developments and achievements, not only seeing genuine positive changes for the wild species we are supporting, but also in the skill development of our team leading the programme.

The Bird of Prey Project Cavity Nesting Species Programme is advised and supported by Chris Sperring, Conservation Officer for the Hawk and Owl Trust, one of the Project's partner charities and a huge support for our charitable work in this sector.



Note that all monitoring activities were carried out according to UK law and any activities involving close monitoring with schedule 1 protected species, in this instance Barn Owls (*Tyto alba*), was carried out by licensed individuals.

**April 2023**

Introducing Project re-locate...



Last year we began working on a project as requested by a landowner looking to develop an old barn, home to a pair of Barn Owls. Phase 1 of the project was surveying the area building a secondary nest site nearby, and then monitoring the active site in the Barn for breeding activity. Sure enough, using trail camera monitoring we were able to place the time of egg-laying in early April...

**June 2023**

Checking in on the chicks...



Chris Sperring joined us to head out into the field to monitor the Project re-locate Barn Owl site and a nest box camera revealed two healthy chicks inside with one of the parent birds – most likely the female. Unpredictable weather in 2023 resulted in a challenging year for Barn Owls, with the number of small rodent prey hitting a new low. So whilst seeing two healthy chicks was a real positive, it is still a small brood.

**July 2023**

Surveying new spaces...

Working alongside landowners to survey new areas for wild species monitoring and nest box installations, working with farmers, small scale nature restoration projects and private landowners. Gaining an understanding of the prey abundance and availability of natural cavity sites were vital parts of the surveying process.





November 2023

New sites going up...



Over the winter of 2023 we installed 6 new artificial cavities throughout the local area, starting off with a secondary roosting option for Project Re-locate, which was starting to see success in the breeding season of 2023 with the male regularly inspecting the standards of the off-set nesting site.

January 2024

Understanding dietary data



Getting a bigger picture of ecosystem health and the abundance of prey items for our target species is a vital work area – and pellet analysis in combination with trail camera footage for multiple sites enabled us to study the frequency and type of prey deliveries in the area, thus helping us work with the land managers to assess the grassland health. Short Tailed Field Voles proved a popular menu item!

March 2024

New year, new successes...



It was a great pleasure to welcome new land managers to the programme over 2023, and an unexpected result to see Barn Owls starting to reside in a freshly installed site just a few months after it going up! The farming family in residence were over-joyed seeing the birds back on the farm for the first time in years.

March 2024

Hello... Kestrels?



Kestrels are an amber listed species in the UK and a really vital target species for our cavity nesting species. After pre breeding surveys revealed potential kestrel activity on a new land manager site in 2023, we installed a kestrel box with the first adult visitors making an appearance in early 2024...

## The Rehabilitation Hospital

Over 2023 we spent some significant time advancing the ethical standards of care both from practical and policy writing perspectives in our Rehabilitation Hospital, and made the challenging decision to work as a specialist referral site only, taking patients referred from vet practices or general rehabilitators, to best ensure that we were providing the highest level of care possible in a way manageable for our on-site bird team.

Despite this we still kept operational advice lines open to the public, and dealt with many cases throughout the year.

*April 2023*

### Operation Owlet underway in 2023...



Tawny Owlets are infamous for exploring the area around their nest cavity pretty early in their development, and leaving them as close as possible to their nest site is the best thing to do. Providing public education on correct procedure and out-call services to safely return Tawny Owlets to nesting cavities after a medical exam is a vital part of our work. As amber listed species they need as much help as possible!

*July 2023*

### Pushing for new standards

Re-writing our policies for higher standards in welfare and medical assessment alongside safe quarantine and biosecurity measures according to current avian influenza guidance.

*June 2023*

### Peregrine XY makes a safe return



When called out by The Hawk and Owl Trust to support with a monitored Peregrine Falcon fledgling which had unfortunately ended up in the river Avon, our team responded quickly providing critical fluid therapy which saw a safe return to the nest site in the following few days. Through monitoring her blue ring labelled XY, the Hawk and Owl Trust confirmed her survival and success in the months that followed. The successful monitoring of Peregrines is a hugely important factor in understanding successes and failures in modern day urban evolution.

August 2023

### Little Owlet survives against all the odds



Found by the roadside and bought into a local vet practice, this case was referred to us. Whilst a single tick can often cause rapid death for many bird species, this individual survived the removal of 32, low condition recovery therapy and a week of invasive care. With no record from the first finders of the location the chick was found, she entered a long term hack plan to enable to gradually adapt to a wild life whilst having a feed station to return to, that we provided supplementary feeding. A great success as she went on to live independently!

January 2024

### Introducing a new way of classing ethics of rehabilitation

For many rehabilitators, generalist or raptor specialist, understanding when to treat or when to conclude treatments when it comes to ethics is very challenging, so we created a three step chart for rating potential stress under treatment according to species, stage of development, type of treatment and environmental stresses or concerns .

November 2023

### Leading the way forward for ethical rehabilitation in the UK



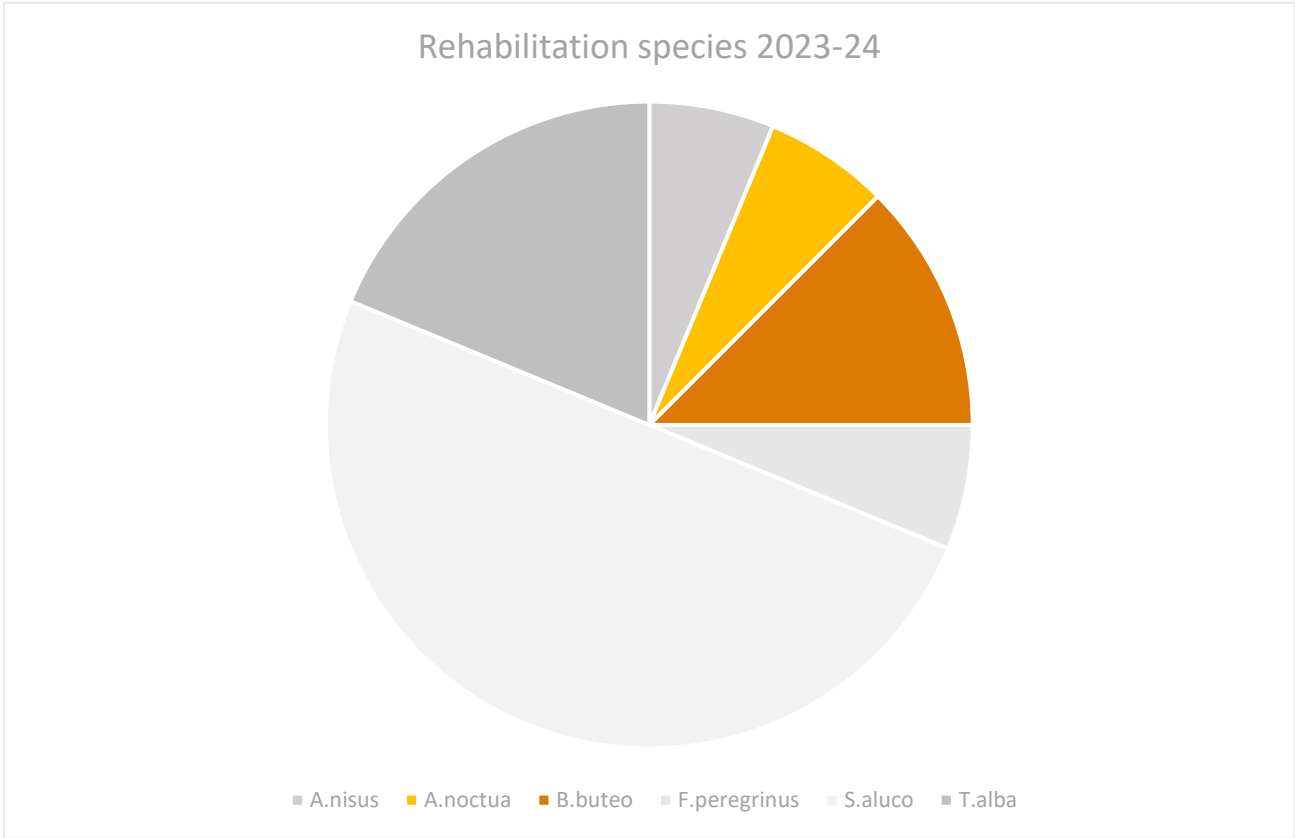
Centre & Operations Manager Naomi Johns speaking about the ethical treatment of birds of prey and owls in UK rehabilitation at the British Veterinary Zoological Society AGM conference in Birmingham, alongside sitting on a wildlife health experts panel.

December 2023

### Working as a referral facility



Working alongside other generalist rehabilitators to treat specialist raptor cases is something we started doing more of in 2023, including a complex wing repair for this female Kestrel, transferred from RSPCA Oak and Furrows, which was successfully released.



### The Biomagnification Project

Only launched in late 2022, The Biomagnification Project was one of our newest areas of work. Establishing and beginning responsible specimen collection through ethical raptor rehabilitation programmes is one of the first steps, and through our own initiatives and collaborations with other animal care organisations we have made great progress in this area.

April 2023

#### Working with fellow rehabilitators

It was a fantastic pleasure to collaborate with raptor specialist Alessandra Olivieto at HART Wildlife Rehabilitation Centre, who joined us for the specimen collection programme, safely collecting chest feather samples from birds undergoing medical care. These feather samples will be used as part of preliminary gas chromatography testing as part of a wildlife conservation university course, to test for the presence of particular chemicals.

#### What is Biomagnification?

**Biomagnification is the increasing concentration of toxins as you move up a food chain.**

Chemical pollution can have an extensive affect on our wildlife, and raptors are often the species who show the highest level of contamination. Through research and education, we are hoping to unlock a more sustainable future.



December 2023

### Speaking for Bath RSPB

Throughout the year we spoke about Biomagnification and the actions we can take to reduce chemical pollution to 5 different community groups, including the Bath RSPB group. Through introducing how biomagnification can be observed in raptors and the effects it has on surrounding wildlife, our talks inspire an interest. Through which we share inspiration on change – at the smallest level but on the largest scale possible.



## Promoting and understanding biodiversity

Deputy centre manager Alice Davidson began working on managing our grassland meadow at the centre for wildlife in 2022, and has used this piece of work to not only inspire and educate others, but further advance our understanding of the wildlife in and around our site, knowledge which is valuable in many of the other areas we are working on when it comes to wildlife and conservation.

April 2023

### Biodiversity Action Plan approved!

Alice spent a great deal of time working on an active Biodiversity Action Plan (BAP) for The Bird of Prey Project, from which she can plan interventions on the site to benefit wildlife. Supported through guidance from the Avon Wildlife Trust, Alice produced this document for review which was signed off by the Projects management team in the early part of the year. Alice was even able to share this piece of work with a local land manager working on creating their own BAP to improve wildlife on their site.

May 2023

### Bee-autiful meadows!



Surveying for particular aspects of wildlife has helped us gain a greater understanding of the species existing on the site. Finding multiple different native bee species enjoying the wildflowers was a brilliant highlight!

August 2023

### Pond life arrives



One of the interventions Alice implemented was digging an area of land to implement a wildlife pond. By creating a variety of depths, stones, pebbles and planting native pond flora, it quickly became a brilliant new habitat feature in the meadow area.

September 2023

### Opening the gates for Wildlife Conservation Students



As part of the Bath Spa University Wildlife Conservation course, students have to complete an Environmental Practice module, where they gain practical experience through monitoring and surveying a site, before creating a report and giving a presentation to the land managers with regard to a proposed project to improve biodiversity and land use. We were thrilled to see multiple groups of students surveying the meadow and presenting to Deputy Centre Manager Alice Davidson!

European Kestrel  
*Falco tinnunculus*



## Modern Raptor welfare

Raising the bar for the welfare of birds of prey under ownership in the UK is a huge part of the Projects aspirations. We are working to create a welfare model that can be used to hold poor welfare standards accountable, and hopefully pave a way forward for a sustainable, ethical future for captive bred birds of prey and owls.

**April 2023**

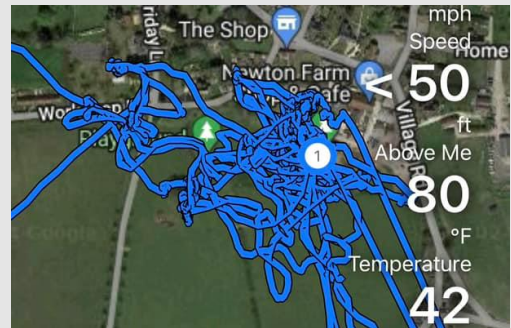
### Making the most of new facilities



The big Hawk Courtyard development was the major project over the winter of 22-23, which saw 7 new aviaries built with a hatch flying system, enabling hawks to be free flown with the selective choice to come and go from an aviary, and removing the requirement for tethering. Practicing and implementing new routine care changes for the birds around these facilities was a great welfare enhancer.

**July 2023**

### Pushing the limits of tame hawk



Providing tame hawk – unsupervised free flight centric around a daily routine – enables falcons to develop more advanced flight behaviors and exhibit natural behavior in their native environment, such as hunting, bathing, soaring, territory development and more. Casper the Kestrel is known to travel 10 miles or more in his daily hour of unsupervised flight – and yep, he comes home right on time!

**September 2023**

### Inspiration from WWT Slimbridge

It was fantastic to have Leah Sperring – avian specialist and trainer from WWT Slimbridge share her methodology around voluntary bird training – the staff team were inspired and took an immense amount of new knowledge and perspective to their roles.





October 2023

### Implementing restraint free training



Removing all form of restraint from some of our resident birds paved the way for our keepers working through voluntary trained behaviors – from free flight, to welfare checks, medical exams and more, these trained behaviors were instrumental in the welfare progression achieved in 2023.

January 2024

### Milo the Merlin leading the way in voluntary trained behaviors



Milo showcased the intelligence of falcons through his high trust behavior training, one of his most successful trained behaviors being 'touch', used to safely apply a germicidal barrier cream to the underside of his foot as he voluntarily lifts his foot onto an applicator. Thus proving that routine medical care can be enriching and far from stressful for a trained raptor.



Western Siberian Eagle Owl  
*Bubo bubo sibiricus*



## Professional development

Providing responsible professional development and career guidance to those internal and external to The Bird of Prey Project team is one of our core values. Supporting both the current and new generations of bird keepers, conservationists, presenters and wildlife enthusiasts is vital to making headway in positive raptor welfare development and in nature recovery.

July 2023

### Speaking for national Falconry club



Centre & Operations Manager Naomi Johns was invited to speak for the British Falconers Club in Birmingham, talking about the use of modern technique in basic training alongside the importance on environmental hygiene and housing birds safely. The audience ranged from employed bird keepers to private falconers from across the UK.

**“Building a safe and encouraging yet exciting platform to help aspiring keepers or wildlife enthusiasts start a career with The Bird of Prey Project is something that is hugely important to myself and the wider management team”**

**Naomi Johns**

Centre & Operations Manager

August 2023

### Advancing our Bird Team Volunteers

Through a new application appeal we were pleased to recruit 10 new weekly regulars for our bird team. Through bird team volunteering at The Bird of Prey Project, we provide professional development when it comes to ethical raptor care, training and free flight, alongside a thriving group environment.

September 2023

### Congratulations Patrick!



After an internal application and interview process, we were thrilled to promote long term senior volunteer Patrick to an employed Bird Keeper position. Patrick proved his dedication to the birds, their welfare and also the confidence and ability of our volunteer team through years of hard work. Well done Patrick – and to all the other brilliant applicants.

October 2023

### Teaching the new generation of Vets



We were thrilled to welcome 40 Veterinary and Biology MsC students to the Project to learn more about specialist treatment processes for birds of prey – including complex feather repair, safe medical restraint and more.

November 2023

### Staff training day 2023 – Skills workshop galore!



We had 21 attendees for our 2023 Staff training day and covered practical skills workshops including medical fluid therapy, nest boxes as a conservation tool, inspiring the public, diet & food preparation and more!

March 2024

### Upgrading our volunteer application process

#### Current positions available

*Bird Team Volunteer*



*Visitor Greeting Volunteer*



Our marketing and web development volunteer team did a great job in building a new volunteers application process through The Bird of Prey Project website, enabling us to review more applications and specialize those individuals to the right roles in supporting our charity. We've since hired specialist volunteers for data entry and IT expertise.

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## Future development at The Bird of Prey Project



In 2023 The Bird of Prey Project expanded future development beyond a 3-6 year plan through beginning to outline the organisations Master visioning document, building the long term development goals for The Project, covering areas including site location, objectives in education, channels for nature recovery projects and long term scope of the visitor attraction.

Looking toward the shorter term development of the organisation through 2024 – 2026, the organisations action plan covers multiple exciting areas of progression. The sections below outline some of the key areas of short term development here at the Project.

### The Visitor Attraction

Interactive Visitor Learning experiences

*From photo stand ins to touch based interactive exhibits we are looking forward to diversifying the learning experience on site for general admission visitors.*

The Conservation Station



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*Subject to funding, the Conservation Station Project will be carried out in the winter of 2024, converting the traditional education room at The Project to an interactive, sensory-based learning space focussed around British Grassland. This ancient habitat is vital for the amber listed cavity nesting species The Project is actively working to conserve, and giving visitors a greater understanding of it's importance and how it can be preserved and regenerated on a small scale will be a hugely beneficial addition to our educational capacity on site. The proposed development includes a sensory field vole walkthrough, decay smell test, nature detectives station and more!*

#### New Entrance Point and Gift Shop

*Streamlining visitor entrances for a more comfortable visit, and also enhancing the capacity for fundraising through merchandise sales.*

#### Interactive Wildlife Trail

*Increasing the site space for visitors and giving guests the opportunity to explore the wildlife meadow. The trail will incorporate identification trials, conservation tips, interactive learning and quiet watch spaces. Not only engaging guests with the importance of wild ecosystems for raptors, but also giving visitors a peaceful space to experience mindfulness through nature.*

#### Aviary expansion and development

*Expanding and re-developing aviaries to not only enhance resident bird welfare, but also enlarge the space for visitors, and building a greater insight into habitat through resident bird living space.*

#### Staff area

*Improving employee and volunteer welfare by the development of quiet dedicated office space alongside a staff kitchen and social space.*

## Our Digital Presence

#### Membership programme

*Launching a new monthly payment membership scheme giving members 12 month access to The Project, members days and event bonuses. Members will also enjoy a members area through The Bird of Prey Project website.*

#### The Bird of Prey Project monthly 'Flyer'

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*Sharing monthly updates from The Bird of Prey Project and our charitable objectives to our email subscribers and supporters.*

## **The Cavity Nesting Species Programme**

### **Monitoring effectiveness improvements**

*Increasing the scope and depth of monitoring for the four target species within our local region, building a more detailed picture of interacting species populations and the changes influenced by factors such as weather cycles or farming change.*

### **Data recording advances**

*Advancing the way we record and store data relevant to the breeding success of each site and the surrounding habitat environments such as recording variance in farming practice.*

### **Staff development training in providing habitat development guidance to land managers**

*Providing ecological Continued Professional Development to conservation fieldwork employees, giving them a growing capability to understand land management and provide beneficial support to land managers looking to manage more land for wildlife.*

### **Diversifying species monitoring**

*Diversifying monitoring techniques to launch new initiatives in monitoring Buzzards (*Buteo buteo*) and Red Kites (*Milvus milvus*)*

## **Modern Raptor Welfare**

### **Creation of The Bird of Prey Project standards for raptor training and management**

*The creation of TBOPP management standards will not only set out a practice expectation for all current and future staff, but also be an accessible resource that can be referenced as required by external organisations or individuals. The standards will set a framework to build a progressive welfare and management expectation for small bird of prey centre organisations in the UK.*

## **Organisational management**

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#### Wide-scale policy and procedure review

*An organisation wide review of all policies for amendments and re-creation, enhancing the benefit to operational staff and increasing the accessibility of the centre management role.*

### Staffing and Fundraising

#### Upstaffing bird team

*Upstaffing the Projects bird team is an immediate goal, enabling the management team to continue progressing the charity's objectives on a wider scale. We are hoping to open a new Bird Keeper position in 2025 and continue this trend in the years to come.*

#### Sourcing funding for capital development

*Acquiring funding from either corporate or crowdfunding avenues for capital development at the Visitor Centre will enable the Projects core funding to be reserved for upstaffing bird team and advancing the charity's development in cavity nesting species conservation (and other conservation projects).*

#### Unlocking fundraising for conservation fieldworkers, education officers and bird team staff

*Acquiring staffing funding for employees to work in the field monitoring cavity nesting species, in addition to employees delivering community education with regard to birds of prey and nature based learning will enable the Project to be extensively more far reaching in its objectives for wildlife and education.*

Tawny Owl  
*Strix aluco*



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## Licensing and Policies

### Zoo License

The Bird of Prey Project remains fully compliant with the Zoo License, passing all recent zoo inspections and continuing to hold high welfare standards. Bi-annual ethical review meetings and veterinary inspections also contribute to continually developing welfare standards. To view the Projects full Zoo License, head to [www.birdofpreyproject.org](http://www.birdofpreyproject.org)

To contact our Zoo Operator, please email [naomi@birdofpreyproject.org](mailto:naomi@birdofpreyproject.org).

### Other licenses

The Bird of Prey Project also holds the following relevant licenses/registrations

- APHA bird registration
- Article 10 registration for all species necessary
- Schedule 4 rehabilitation licenses for any case necessary
- Animal By Products License
- Comprehensive insurance (including public and employers liability)
- ICO Data Protection License

Any work carried out involving the monitoring of schedule 1 species is done with licensed individuals from The Bird of Prey Project partner charity, the Hawk and Owl Trust.

To request a copy of any specific license, please contact us via [info@birdofpreyproject.org](mailto:info@birdofpreyproject.org)

### Other organisations

The Bird of Prey Project is also a member of the following organisations / groups that evaluate correct welfare and facility maintenance

- British Wildlife Rehabilitation Council
- UK Wildlife Rehabilitation
- UK Raptor Rescue

### General policy writing

The Bird of Prey Project maintains, evaluates and updates all required written policies and continuously strives to implement new beneficial policies and procedures across the organisation.

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## Financial review

### Income and outgoings

At the end of March 2024, the bank balance was £55911.56, which includes a reserve of £17,893.65 in a separate savings account. The total income over the financial year was £112,649 and an overall surplus of £12,920.

|         | Income   | Expenditure | Surplus | Reserves   |
|---------|----------|-------------|---------|------------|
| 2019-20 | £58,373  | £52,231     | £6,142  | £5,010     |
| 2020-21 | £53,857  | £40,378     | £13,479 | £10,854.76 |
| 2021-22 | £84,995  | £72,564     | £12,431 | £10,370.76 |
| 2022-23 | £83,129  | £79,320     | £3,809  | £17,745.36 |
| 2023-24 | £112,649 | £99,729     | £12,920 | £17,723.50 |

### Reserves

The Charity's reserves policy is to maintain a minimum reserve equivalent to two months running without income. If the charity produces a monthly surplus (when the balance in the current account is £10,000 or above), 50% of the surplus is transferred to reserves. The current reserve in the savings accounts are £43024.74



# THE BIRD OF PREY PROJECT LTD

(formerly WEST OF ENGLAND FALCONRY LTD)

Registered Number  
07495749  
(England and Wales)

Unaudited Financial Statements for the Year ended  
31 March 2024

THE BIRD OF PREY PROJECT LTD

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# THE BIRD OF PREY PROJECT LTD

## Company Information for the year from 1 April 2023 to 31 March 2024

|                  |  |
|------------------|--|
| <b>Directors</b> | BOOL, Andrew John<br>CUMPSON, Jim<br>DURRANT, Jane Elizabeth<br>REQUEJO GONZALES, Montserrat<br>RAYMENT, Joe |
|------------------|--|

|                          |                           |
|--------------------------|---------------------------|
| <b>Company Secretary</b> | JOHNS, Naomi Merlyn Diana |
|--------------------------|---------------------------|

|                           |   |
|---------------------------|---|
| <b>Registered Address</b> | The Bird Of Prey Project<br>Newton St. Loe<br>Bath<br>BA2 9BT |
|---------------------------|---|

|                          |                              |
|--------------------------|------------------------------|
| <b>Registered Number</b> | 07495749 (England and Wales) |
|--------------------------|------------------------------|

# THE BIRD OF PREY PROJECT LTD

## Directors' Report

The directors present their report and the financial statements of the company for the year ended 31 March 2024.

The directors who served during the year were as follows:

BOOL, Andrew John (Appointed 4 May 2023)

CUMPSON, Jim (Appointed 4 May 2023)

DURRANT, Jane Elizabeth (Appointed 3 June 2023)

REQUEJO GONZALES, Montserrat (Appointed 3 June 2023)

RAYMENT, Joe (Appointed 4 May 2023)

JOHNS, Naomi Merlyn Diana (Resigned 4 May 2023)

MARSHALL, Jay (Resigned 21 July 2023)

### **Small companies regime**

The report of the directors has been prepared taking advantage of the small companies exemptions of Section 415A of the Companies Act 2006.

### **By order of the board:**

BOOL, Andrew John  
Director

RAYMENT, Joe  
Director

18 December 2024

# THE BIRD OF PREY PROJECT LTD

## Accountants' Report

### **Report of the Accountant to the directors of THE BIRD OF PREY PROJECT LTD (the company)**

These financial statements have been prepared in accordance with our terms of engagement and in order to assist you to fulfil your duties under the Companies Acts that relate to preparing the financial statements of the company for the period ended 31 March 2024.

We have prepared these finance statements based on the accounting records, information and explanations provided by you. We do not express any opinion on the financial statements.

On the Balance Sheet you have acknowledged your duties under the prevailing Companies Acts to ensure that the company keeps adequate accounting records and prepares financial statements that give "a true and fair view".

You have determined that the company is exempt from the statutory requirement for an audit for this accounting period. Therefore, the financial statements are unaudited.

The financial statements are provided exclusively to the directors for the limited purpose mentioned above, and may not be used or relied upon for any other purpose or by any other person, and we shall not be liable for any other usage or reliance.

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Cobbold & Company  
90A High Street  
Hanham  
Bristol  
BS15 3EJ

Date: 18 December 2024

# THE BIRD OF PREY PROJECT LTD

## Profit and Loss Account for the year from 1 April 2023 to 31 March 2024

|  | Notes | 2024<br>£ | 2023<br>£ |
|--|-------|-----------|-----------|
| <b>Turnover</b>                              |       | 111,685   | 86,241    |
| Cost of sales                                |       | (66,296)  | (38,905)  |
| <b>Gross profit</b>                          |       | 45,389    | 47,336    |
| Distribution costs                           |       | (274)     | (1,551)   |
| Administrative expenses                      |       | (33,514)  | (48,093)  |
| Other operating income                       |       | 751       | 418       |
| Other interest receivable and similar income |       | 213       | 38        |
| Interest payable and similar charges         |       | (2,134)   | (3,188)   |
| <b>Profit/(loss) before taxation</b>         |       | 10,431    | (5,040)   |
| <b>Profit/(loss) for the year</b>            |       | 10,431    | (5,040)   |

# THE BIRD OF PREY PROJECT LTD

## Balance Sheet as at 31 March 2024

|  | Notes | 2024           |               | 2023           |               |
|--|-------|----------------|---------------|----------------|---------------|
|  |       | £              | £             | £              | £             |
| <b>Fixed assets</b>                                  |       |                |               |                |               |
| Tangible assets                                      | 3     |                | <u>29,898</u> |                | <u>31,523</u> |
|  |       |                | 29,898        |                | 31,523        |
| <b>Current assets</b>                                |       |                |               |                |               |
| Debtors  |       | 8,007          |               | 7,147          |               |
| Cash at bank and on hand                             |       | <u>56,542</u>  |               | <u>44,269</u>  |               |
|  |       | 64,549         |               | 51,416         |               |
| <b>Creditors amounts falling due within one year</b> | 4     | <u>(7,764)</u> |               | <u>(6,686)</u> |               |
| <b>Net current assets (liabilities)</b>              |       |                | <u>56,785</u> |                | <u>44,730</u> |
| <b>Total assets less current liabilities</b>         |       |                | <u>86,683</u> |                | <u>76,253</u> |
| <b>Net assets</b>                                    |       |                | <u>86,683</u> |                | <u>76,253</u> |
| <b>Capital and reserves</b>                          |       |                |               |                |               |
| Profit and loss account                              |       |                | <u>86,683</u> |                | <u>76,253</u> |
| <b>Reserves</b>                                      |       |                | <u>86,683</u> |                | <u>76,253</u> |

The company was entitled to exemption from audit for this reporting period under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The Directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The directors have chosen to not file a copy of the company's profit and loss account under section 444 (5A) Companies Act 2006.

THE BIRD OF PREY PROJECT LTD

Balance Sheet (continued) as at  
31 March 2024

The financial statements were approved and authorised for issue by the Board of Directors on 18 December 2024, and are signed on its behalf by:

BOOL, Andrew John  
**Director**

RAYMENT, Joe  
**Director**

**Registered Company No. 07495749**



**THE BIRD OF PREY PROJECT LTD**  
**Notes to the Financial Statements**  
**for the year ended 31 March 2024**

**1. Accounting policies**

**Statutory information**

The company is a private company limited by guarantee and registered in England and Wales. The company's registered number and registered office address can be found on the Company Information page.

**Statement of compliance**

The financial statements have been prepared in compliance with FRS 102 Section 1A as it applies to the financial statements for the period and there were no material departures from the reporting standard.

**Revenue from sale of goods**

Turnover from the sale of goods is recognised when the significant risks and rewards of ownership of the goods have transferred to the buyer. Turnover from the rendering of services is recognised by reference to the stage of completion of the contract. The stage of completion of a contract is measured by comparing the costs incurred for work performed to date to the total estimated contract costs.

**Employee benefits**

Short-term employee benefits are measured at the undiscounted amount expected to be paid in exchange for the employee's services to the company. Where employees have accrued short-term benefits which the entity has not paid by the balance sheet date, an accrual is recognised within creditors: amounts falling due within one year together with an associated expense in profit or loss. The liabilities are classified as current obligations in the statement of financial position because they are expected to be settled wholly within twelve months after the end of the period.

**Foreign currency translation**

Transactions in foreign currencies are initially recognised at the rate of exchange ruling at the date of the transaction. At the end of each reporting period foreign currency monetary items are translated at the closing rate of exchange. Non-monetary items that are measured at historical cost are translated at the rate ruling at the date of the transaction. All differences are charged to profit or loss.

**Tangible fixed assets and depreciation**

Tangible fixed assets are stated at cost or valuation less depreciation. Depreciation is provided on all tangible fixed assets as follows:

|                       | Reducing<br>balance (%) |
|-----------------------|-------------------------|
| Plant and machinery   | 15                      |
| Fixtures and fittings | 15                      |
| Office Equipment      | 15                      |

# THE BIRD OF PREY PROJECT LTD

## Notes to the Financial Statements (continued) for the year ended 31 March 2024

### 2. Average number of employees

|   | 2024 | 2023 |
|---|------|------|
| Average number of employees during the year | 4    | 3    |

### 3. Tangible fixed assets

|                                    | Plant &<br>machinery<br>£ | Fixtures &<br>fittings<br>£ | Office<br>Equipment<br>£ | Total<br>£ |
|------------------------------------|---------------------------|-----------------------------|--------------------------|------------|
| <b>Cost or valuation</b>           |                           |                             |                          |            |
| At 01 April 23                     | 8,083                     | 46,401                      | 4,487                    | 58,971     |
| Additions                          | 234                       | 2,451                       | 966                      | 3,651      |
| At 31 March 24                     | 8,317                     | 48,852                      | 5,453                    | 62,622     |
| <b>Depreciation and impairment</b> |                           |                             |                          |            |
| At 01 April 23                     | 4,069                     | 21,255                      | 2,124                    | 27,448     |
| Charge for year                    | 637                       | 4,140                       | 499                      | 5,276      |
| At 31 March 24                     | 4,706                     | 25,395                      | 2,623                    | 32,724     |
| <b>Net book value</b>              |                           |                             |                          |            |
| At 31 March 24                     | 3,611                     | 23,457                      | 2,830                    | 29,898     |
| At 31 March 23                     | 4,014                     | 25,146                      | 2,363                    | 31,523     |

### 4. Creditors: amounts due within one year

|   | 2024<br>£ | 2023<br>£ |
|---|-----------|-----------|
| Trade creditors / trade payables        | 6,304     | 4,982     |
| Bank borrowings and overdrafts          | 67        | 72        |
| Taxation and social security            | 392       | 783       |
| Other creditors                         | -         | 48        |
| Accrued liabilities and deferred income | 1,001     | 801       |
| Total                                   | 7,764     | 6,686     |

**THE BIRD OF PREY PROJECT LTD**

**Detailed Profit and Loss Account**

**for the year from 1 April 2023 to 31 March 2024**

|                                 | 2024<br>£      | 2023<br>£     |
|---------------------------------|----------------|---------------|
| <b>Turnover</b>                 |                |               |
| Donations Received              | 3,272          | 5,178         |
| Gift Vouchers                   | 9,147          | 11            |
| Membership                      | 279            | -             |
| Merchandise                     | 4,290          | 5             |
| Other Revenue                   | -              | 5             |
| Photography Sessions            | 125            | -             |
| Sales - Exempt                  | 33,296         | 3,044         |
| Sales - Standard Rated          | 61,276         | 77,998        |
|                                 | <u>111,685</u> | <u>86,241</u> |
| <b>Cost of sales</b>            |                |               |
| Opening Stock                   | 7,087          | 6,885         |
| Cost of Goods Sold              | 3,173          | 308           |
| Direct Expenses                 | 10,986         | 10,692        |
| Direct Wages                    | 52,821         | 28,107        |
| Closing Stock                   | (7,771)        | (7,087)       |
|                                 | <u>66,296</u>  | <u>38,905</u> |
| <b>Gross Profit</b>             |                |               |
| Gross Profit                    | 45,389         | 47,336        |
|                                 | <u>45,389</u>  | <u>47,336</u> |
| <b>Distribution Costs</b>       |                |               |
| Motor Vehicle Expenses & Travel | 213            | 1,413         |
| Postage, Freight & Courier      | 61             | 138           |
|                                 | <u>274</u>     | <u>1,551</u>  |
| <b>Administrative expenses</b>  |                |               |
| Advertising & Marketing         | 3,912          | 1,631         |
| Audit & Accountancy fees        | 1,532          | 1,423         |
| Bird care & equipment           | 241            | -             |
| Conservation                    | (12)           | -             |
| Depreciation Expense            | 5,276          | 5,563         |
| Directors' Remuneration         | 1,667          | 18,677        |
| Donations Paid                  | 333            | 1,016         |
| Employers National Insurance    | -              | 2,277         |
| Entertainment-100% business     | 265            | 229           |
| IT Software and Consumables     | 1,785          | 1,148         |

THE BIRD OF PREY PROJECT LTD

Detailed Profit and Loss Account (continued)

for the year from 1 April 2023 to 31 March 2024

|   | 2024          | 2023           |
|---|---------------|----------------|
|   | £             | £              |
| Legal Expenses                                      | 936           | 165            |
| Licenses & Insurance                                | 2,776         | 2,814          |
| Light, Power, Heating                               | 1,573         | 1,006          |
| Pensions Costs                                      | 490           | -              |
| Printing & Stationery                               | 664           | 951            |
| Protective Clothing                                 | 36            | 247            |
| Rent  | 5,864         | 5,904          |
| Repairs & Maintenance                               | 3,888         | 2,374          |
| Staff Training                                      | 125           | -              |
| Subscriptions                                       | 622           | 309            |
| Sundry Expenses                                     | 616           | 767            |
| Telephone & Internet                                | 925           | 1,313          |
| Travel - National                                   | -             | 279            |
|   | <u>33,514</u> | <u>48,093</u>  |
| <b>Other Operating Income</b>                       |               |                |
| Gift Aid Claims                                     | <u>751</u>    | <u>418</u>     |
|   | 751           | 418            |
| <b>Other interest receivable and similar income</b> |               |                |
| Interest Income                                     | <u>213</u>    | <u>38</u>      |
|   | 213           | 38             |
| <b>Interest payable and similar charges</b>         |               |                |
| Beyond Fees Vatable                                 | 1,369         | 2,588          |
| EPOS Fees   | 663           | 79             |
| PayPal Fees   | <u>102</u>    | <u>521</u>     |
|   | 2,134         | 3,188          |
| <b>Profit/(loss) for the year</b>                   |               |                |
| Net profit/(loss)                                   | <u>10,431</u> | <u>(5,040)</u> |
|   | <u>10,431</u> | <u>(5,040)</u> |

## **Independent Examiner's Report to the Trustees of West of England Falconry Ltd. (Charity Number 1152982)**

I report to the trustees on my examination of the accounts of the above charity for the period ended 31<sup>st</sup> March 2024.

### **Responsibilities and basis of report**

As the charity's trustees of the Company, you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

### **Independent examiner's statement**

Having satisfied myself that the accounts of the Company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination, I have followed the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act).

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report to enable a proper understanding of the accounts to be reached.

Signed:

Name:

Professional Body:

Address:



Neil Cobbold

Chartered Institute of Taxation

90A High Street

Hanham

Bristol

BS15 3EJ

Date:

18<sup>th</sup> December 2024