

ANNUAL REVIEW 2020/21

A LIFELINE
FOR WORKING
ANIMALS IN A
TIME OF CRISIS



KEY ACHIEVEMENTS IN 2020



Over the past year, the ongoing coronavirus (Covid-19) pandemic has had a devastating impact on working animals and the communities that depend on them. The need for SPANA's help has never been greater.

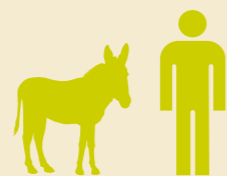
But thanks to your committed support, despite the extraordinary challenges faced, we have been able to make a lifesaving difference to working animals across the world.

Here are some of the vital achievements that your kindness and generosity have made possible.



TREAT
283,552

WORKING ANIMALS TREATED



TRAIN
47,400

ANIMAL OWNERS TRAINED



TEACH
50,888

CHILDREN TAUGHT ABOUT ANIMAL WELFARE



7.96M
TOTAL EXPENDITURE



28
COUNTRIES WE WORKED IN



350,628
VETERINARY TREATMENTS PROVIDED



1,326
VETS AND OTHER PROFESSIONALS TRAINED



5,419
PIECES OF HUMANE EQUIPMENT DISTRIBUTED



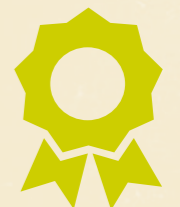
267,198KG
EMERGENCY ANIMAL FEED PROVIDED DURING THE PANDEMIC



754
MEDIA ARTICLES ABOUT OUR WORK



38,297
INDIVIDUALS AND ORGANISATIONS ACTIVELY FUNDED OUR VITAL WORK



MAINTAINED OUR INVESTORS IN PEOPLE STATUS – RECOGNISING SPANA AS AN OUTSTANDING PLACE TO WORK



388,719
SOCIAL MEDIA FOLLOWERS



234,718
GIFTS AND DONATIONS



£10.01M
TOTAL INCOME

WHO WE ARE

SPANA has been the charity for the working animals of the world since 1923, transforming the lives of horses, donkeys, mules, elephants, oxen and camels in some of the world's poorest countries.

The charity improves the welfare of working animals by providing free veterinary treatment, training local animal owners and professionals, and teaching children about animal welfare.

VISION

Our vision is a world where every working animal lives a life free from suffering and is treated with compassion.

MISSION

Our mission is to improve the welfare of working animals in the world's poorest communities. We do this through treatment, training and teaching.

We **TREAT** by providing free veterinary care when animals suffer or when emergencies strike.

We **TRAIN** by building expertise among vets and promoting humane care by animal owners.

We **TEACH** children to develop positive beliefs, respect and compassion towards animals.



CONTENTS

Key achievements in 2020	2
Introduction	5
TREAT – our veterinary work	6
TRAIN – communities and professionals	12
TEACH – our education programme	15
Where we work	18
Our finances	20
Thank you	22
Governance	23



Dr Mary-Lorraine Hughes



Paul Sylva

WELCOME TO SPANA'S ANNUAL REVIEW FOR 2020/21

It is safe to say that the past year has been an extraordinary time for SPANA, as it has been for so many others.

Since the start of the coronavirus (Covid-19) pandemic in 2020, working animals in the developing world have faced what is quite possibly the greatest challenge to their survival in our charity's 98-year history. Local lockdowns and the accompanying collapse of local industries have left many owners without work or income, and unable to afford food for their animals.

In this desperate situation, working animals have often been neglected and left to roam freely to scavenge for any food they can find. This has led to an increase in animal injury, illness and diseases, such as tetanus.

But during this time of unprecedented challenge, SPANA has been able to provide a lifeline for working animals. After quickly implementing measures to make all of our local activities Covid-19 safe, throughout the ongoing crisis we have managed to provide veterinary services across all of the countries in which we work. In addition to continuing to treat animals in desperate need, we implemented a series of emergency feeding programmes to provide food to starving animals.

While the crisis inevitably limited some areas of activity, a great deal of SPANA's core veterinary and owner training work has continued despite the circumstances our teams have faced. This outstanding achievement reflects the commitment of our talented staff, who have worked tirelessly to ensure our vital mission continues.

Of course, all of SPANA's achievements in 2020/21 were possible only thanks to the extraordinary kindness of our supporters. In this time of such tremendous need, your generosity is transforming and, in many cases, genuinely lifesaving for thousands of working animals. All of the achievements listed on the pages that follow are ultimately because of you.

We also want you to know that we are continually aware of our costs, and have recently taken further action to ensure that every donated pound goes as far as it possibly can.

Thank you for your continued support: it is greatly appreciated, and never taken for granted.

Dr Mary-Lorraine Hughes
Chair (appointed February 2021)

Paul Sylva
Acting Chief Executive

TREAT: CARING FOR ANIMALS ON THE FRONTLINE



CONTINUING OUR SERVICES DURING THE GLOBAL CRISIS

Last year, our veterinary work continued in every country where we work throughout the Covid-19 pandemic. Local highlights in some of these locations included:



Providing veterinary care to sick and injured animals is at the core of what we do – and has been for almost 100 years. In many of the countries where we work, veterinary services are extremely limited or unaffordable for the owners of working animals. The free treatment provided by SPANA vets is often the only professional care many working animals receive in their lifetimes.

Through our network of veterinary centres and mobile clinics across the world, we're able to deliver lifesaving treatment to working animals who need our help in even the most remote communities.

We have continued to provide essential care to animals in every country where we work throughout the crisis, focusing on emergency cases and animals in the greatest need.

WORKING DURING THE COVID-19 CRISIS

Lockdowns and restrictions on movement in response to the Covid-19 pandemic have had appalling consequences for working animals in the past year. With no income or work available, owners in many of the world's poorest communities have struggled to feed or care for their animals.

Malnutrition and dehydration have caused severe problems. Our vets have seen rising colic cases as a result of animals eating rubbish, while injuries and traffic accidents have also increased as starving animals roam widely in search of food.

The measures in place globally to halt the spread of Covid-19 inevitably disrupted our veterinary work, at a time of rapidly escalating demand for our services. However, we have continued to provide essential care to animals in every country where we work throughout the crisis, focusing on emergency cases and animals in the greatest need.

With stringent safety procedures in place to protect animals, owners and staff, almost all of our veterinary centres remained open without interruption. Although our mobile clinics in some countries were not permitted to travel at the height of lockdown, we worked closely with governments and local authorities to ensure that urgent care was available to working animals in more isolated areas.

ETHIOPIA

Following a vaccination awareness campaign, jointly organised by SPANA and local government vets, we vaccinated more than 7,000 working animals against African Horse Sickness (AHS) in 2020. AHS is a highly infectious disease that has a high mortality rate. It is spread by biting insects and is common in Ethiopia. To protect as many working animals as possible against AHS, we trained veterinary professionals to administer the vaccine. This meant that during Covid-19 travel restrictions, working animals could continue to be vaccinated. Information leaflets were also distributed in busy areas, such as markets, to help owners of working animals recognise the signs of this deadly disease.

MOROCCO

The camels who give rides to tourists in the Palmeraie area of Marrakech are now receiving regular health checks thanks to a new SPANA mobile camel clinic. The clinic launched in January 2020 at the request of the Moroccan government and works just like our programme caring for the city's calèche horses. Every month, the mobile clinic visits the camels to provide check-ups and treatment. Once inspected by our vets, each camel receives a SPANA identification bracelet to show they are fit and healthy. Due to Covid-19 restrictions, the mobile clinic had to close for part of 2020, but restarted its monthly visits to these hardworking camels in October.

ZIMBABWE

Rabies is a fatal disease that spreads when an infected animal bites or scratches another animal. Donkeys in Zimbabwe are at particular risk because they can often come into contact with wildlife. But thanks to a simple vaccination, they can be protected from the deadly threat of rabies.

In 2020, SPANA helped ensure that 2,000 donkeys received a vaccination against rabies in Tsholotso, an area 60 miles from Bulawayo. The region has a high number of rabies cases, so it is hoped that cases will now fall as a result of the lifesaving vaccination programme.



CASE FILE:
REACHING MALNOURISHED ANIMALS IN ETHIOPIA



Ethiopia

In July last year, a horse named Bullo was brought to the SPANA mobile veterinary clinic in Debre Birhan, Ethiopia, suffering from malnutrition.

Bullo enables his owner, Yeshineork, to earn a meagre living by pulling a rubbish collection cart. However, when the Covid-19 pandemic began

to spread across Ethiopia, lockdown measures meant that Yeshineork and Bullo couldn't work.

Without an income, Yeshineork struggled to afford food for her family and Bullo, who steadily began to lose weight. In the poorest communities, malnutrition has become a widespread and significant issue for working animals during the pandemic, through no fault of their owners, who often live a hand-to-mouth existence.

Thankfully for Bullo, SPANA was running a lifesaving emergency feeding programme, along with providing essential veterinary care.

Yeshineork and Bullo travelled to the SPANA mobile clinic for urgent help. Our vets immediately examined Bullo and diagnosed that parasites were exacerbating the malnutrition – which was caused by lack of feed and poor

nutrition. The vets administered an anti-parasite treatment and advised Yeshineork that Bullo would need deworming medication every six months.

After a nourishing feed for Bullo, Yeshineork was also given a supply of emergency feed to take home for him. This would allow Bullo to recover his strength until life started to return to normal.

Yeshineork said: 'We are in a difficult situation during the Covid-19 pandemic, as there is very little work. We have been having difficulty in feeding our horses. Thank you SPANA for supplying feed to our horses so they will survive.'

Bullo is just one animal helped by the veterinary treatment and feeding programme we have been able to provide during the pandemic.

2020 IN NUMBERS

ANIMALS TREATED:
283,552 TOTAL NUMBER OF SICK AND INJURED ANIMALS TREATED DURING 2020

16



FIXED CLINICS

36



MOBILE CLINICS

10



CLINICAL SKILLS CENTRES

	Horse	Donkey	Mule	Camel	Elephant	Cattle	Other	TOTAL
Botswana	337	214					3	554
Cambodia	421							421
Cameroon	20	192						212
Ethiopia	11,227	8,799	12					20,038
Guinea		1,680					1,314	2,994
India	240			7,019		3,521		10,780
Indonesia	185							185
Jordan	684	1,392	167	1,195			545	3,983
Kenya		109				2,548	8,491	11,148
Kurdistan	208	690	21	10				929
Mali	2,783	18,294						21,077
Mauritania	32,527	64,654						97,181
Morocco	11,074	4,517	4,855	945			6	21,397
Mozambique		601						601
Myanmar					34			34
Somalia	72	434	3	6				515
South Africa	362	183	3					548
Tanzania		2,020				6	285	2,311
Tunisia	5,288	12,868	4,371	1,956				24,483
Uganda		2,838						2,838
Zimbabwe		61,292					31	61,323
TOTAL	65,428	180,777	9,432	11,131	34	6,075	10,675	283,552

WE PROVIDED 350,628 TREATMENTS, INCLUDING:



52,182
WOUNDS



25,760
VACCINATIONS



16,588
PARASITE TREATMENTS



13,954
EYE PROBLEMS



11,901
DENTISTRY



139,160
DEWORMING



18,375
LAMENESS



5,927
FARRIERY

TREAT: CARING FOR ANIMALS ON THE FRONTLINE

EMERGENCY INTERVENTION: SAVING LIVES DURING THE COVID-19 CRISIS

The Covid-19 pandemic has represented the greatest global threat to working animals and communities in our lifetime. The crisis was unexpected, but our experience in delivering emergency relief programmes ensured we were prepared to act quickly and decisively to save lives.

Thanks to the generosity of our supporters, we were able to run a series of special projects in some of the hardest hit locations, providing lifesaving feed, shelter and emergency veterinary care to animals who, without this intervention, wouldn't have been able to survive the crisis.



Morocco

Last year, we launched special emergency projects in response to the Covid-19 crisis in Ethiopia, Mali, Mauritania, Morocco, Tanzania and Tunisia.

 267,198KG EMERGENCY FEED PROVIDED	 33 HOURS OF COMMUNITY TRAINING DELIVERED TO ANIMAL OWNERS
 11 EMERGENCY ANIMAL SHELTERS BUILT	 5,000 LITRES CAPACITY OF WATER TROUGH BUILT
 2,060 ANIMALS BENEFITTING FROM EMERGENCY FEED	 16,228 VETERINARY DRUGS SUPPLIED FOR TREATMENTS



CASE FILE: PROTECTING ANIMALS IN TANZANIA

In Tanzania, our emergency programme helped 900 working animals in desperate need of veterinary care, feed, water and shelter in three communities. We rescued abandoned animals, treated the severely ill and wounded, and provided advice to owners on animal welfare.

Mama Nembris, who is 35 years old and lives in the Maasai village of Terat, Arusha, said:

'My life depends on my donkeys. I use them to transport food crops from the field to the market, which is 10km away, and fetch water.'

'Life in the village was very hard when everything shut down because of the Covid-19 pandemic. We relied on our donkeys more than ever. They brought water from the well that we use for drinking and cooking – as well as cleaning our hands as part of the Covid-19 protective measures.'

'I thank our friends from SPANA. Because of their support, the vet team has been able to visit us in the village. They treated our donkeys and gave them food. It has helped us greatly at such a difficult time.'

TRAIN: BUILDING A SUSTAINABLE FUTURE



COMMUNITY TRAINING

SPANAs vets care for working animals and ease their pain every day. But so many of the conditions they treat are preventable. In order to bring about lasting change, we address the root causes of injury and illness, as well as providing the vital treatment animals need.

Thanks to your support, we are able to train working animal owners in how to look after their animals' welfare properly, including through safe harnessing

and providing a nutritious diet. The informal and formal training sessions we offer are increasing knowledge about animal care across entire communities, reducing the number of avoidable problems and preventing unnecessary suffering.

Despite the impact of lockdowns, social distancing and restrictions on gatherings, we were able to provide training and advice to 47,400 working animal owners last year, helping to ensure significant, long-term improvements in animal welfare.

2020 IN NUMBERS

5,419

PIECES OF HUMANE EQUIPMENT WERE GIVEN OUT TO ANIMAL OWNERS IN 2020, INCLUDING:

- 1,540** HARNESSES
- 329** DOUGHNUT BANDAGES
- 1,009** NOSEBAND COVERS
- 226** HUMANE HOBBLES
- 997** REFLECTIVE COLLARS AND REFLECTORS FOR CARTS
- 204** HEAD COLLARS
- 433** HUMANE BITS
- 20** HOOF PICKS

NUMBER OF PEOPLE TRAINED

	TRAINING WHILE TREATING	FORMAL TRAINING	TOTAL
Botswana	35		35
Cambodia		347	347
Cameroon		126	126
Ethiopia	49	7,380	7,429
Ghana		67	67
Guinea		4,734	4,734
India	580	81	661
Indonesia		31	31
Jordan	317		317
Kenya	795	76	871
Mali	2	221	223
Mauritania	18,466	571	19,037
Morocco	1,647	634	2,281
Sierra Leone		600	600
South Africa	222		222
Tanzania		530	530
Tunisia	2,514	2,356	4,870
Uganda		439	439
Zimbabwe	3,822	758	4,580
TOTAL	28,449	18,951	47,400





TRAIN: PASSING ON OUR KNOWLEDGE

PROFESSIONAL TRAINING

In many countries where we work, there is very limited veterinary care available and SPANA often provides the only assistance for working animals. Despite the tireless work of our teams around the world, we still recognise that the numbers are so vast we cannot treat every working animal in need.

That's why we also provide training to veterinary professionals in many developing countries. Last year, we trained vets, vet students and technicians, as well as farriers, animal welfare teachers and other

professionals involved in improving animal welfare. By sharing our knowledge, skills and expertise, we are expanding our reach, building the capacity of countries and communities, and improving the health and wellbeing of significantly more animals.

The Covid-19 pandemic restricted the face-to-face and hands-on training we were able to carry out last year. However, we still provided invaluable training to 1,326 professionals, from Cambodia to Uganda.

LAST YEAR, ACROSS 15 COUNTRIES, WE TRAINED:



152
VETS



111
VET TECHNICIANS
& PARAVETS



481
VET STUDENTS*



490
TEACHERS



92
OTHER
PROFESSIONALS

* Includes students attending clinical skills centres

TEACH: EDUCATING CHILDREN IN ANIMAL WELFARE



Children and young people are the animal owners of tomorrow. And to ensure that working animals can enjoy a kinder future, with their needs and welfare taken seriously, it is critical that children grow up with values of respect and understanding for animals. Our humane education lessons help children to develop empathy and positive attitudes towards animals, changing their beliefs and behaviour, while teaching them to be caring and compassionate.

School closures due to the global pandemic prevented classroom-based lessons from taking place in many countries at different stages during 2020. But our teams across the world continued to have a major impact, providing animal welfare education to 50,888 children.



CASE FILE: DEVELOPING CARE AND COMPASSION IN TUNISIA

Eight-year-old Mouad lives with his parents and siblings in Kebili, a town in the south of Tunisia. The family makes a living through growing agricultural produce, and they rely on their donkey to help with this work.

Mouad has been attending the SPANA animal welfare club at his local school for the past two years. The classes include fun activities that are designed to teach children about animal welfare – from traditional lessons to games and stories.

By learning about the five animal freedoms, which highlight the

fundamental needs of animals, Mouad became aware that animals have feelings and can feel pain like people. He now sees animals in a completely different way as a result of these lessons.

Mouad loves all kinds of animals, but his favourite is his donkey. Following the lessons, he explained to his family why they must ensure their animals are well rested and never overloaded. He also built a comfortable shelter for his donkey with his friends and asked the SPANA vets to come to his house to examine him.

Mouad said: 'I love animals because they are valuable to us. We have to take care of them because they are living beings and have the same needs as us: food, shelter, freedom and medical care – like the care SPANA gave to my donkey. Thank you SPANA!'

The lessons Mouad has learned about animal welfare will stay with him for life, and the positive attitudes that children are developing through our humane education programme will benefit working animals for generations to come.

2020 IN NUMBERS

CHILDREN RECEIVING HUMANE EDUCATION

	Animal clubs	SPANA centre visits	School visits programme*	Mobile exhibitions	TOTAL
Botswana	265				265
Cameroon	511		2,889		3,400
Costa Rica			96		96
Ethiopia	6,635				6,635
Ghana	1,405				1,405
Guatemala			326		326
Honduras			825		825
India	319		2,245		2,564
Liberia	360		3,644		4,004
Mali		562			562
Mauritania			4,776		4,776
Morocco		3,494		8,656	12,150
Sierra Leone	4,510				4,510
South Africa	28				28
Tanzania	3,401				3,401
Tunisia			1,388	3,179	4,567
Uganda	240				240
Zimbabwe		675	459		1,134
TOTAL	17,674	4,731	16,648	11,835	50,888

* includes mobile classroom visits

FACILITIES AND PERSONNEL

	Education centres	Mobile classrooms	Mobile exhibitions	Education coordinators	Humane education officers	Animal club patrons
Botswana		1			1	16
Ethiopia	5			3	1	53
Mali	1			1	1	2
Mauritania	1	2			2	
Morocco	6		1	1	5	
Tunisia	1		1	1	3	2
Zimbabwe	1	1			2	
TOTAL	15	4	2	6	15	73

Statistics relate to academic years ending during 2020.

WHERE WE WORK

TREAT Free veterinary care for animals in need

TRAIN Communities and professionals: improving knowledge and skills

TEACH Nurturing compassion and respect



Mauritania



India



Botswana



Myanmar



OUR FINANCES: MAKING EVERY PENNY COUNT

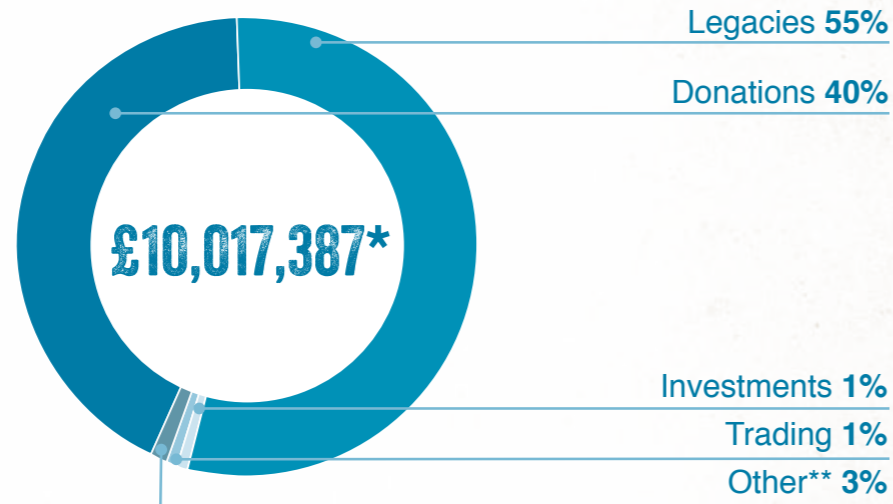
At SPANA, we recognise that everything we do is only possible thanks to the generosity of our supporters. Our loyal donors all over the world make it possible for us to carry out our work every day and ensure a better future for working animals. As well as a global fundraising programme operated from our head office in London, we also have a growing fundraising programme in Australia.

Getting help to animals today remains our priority, and our expenditure reflects this. While local lockdowns and health restrictions placed limits on our overseas activities in 2020, we have continued to focus our expenditure on core charitable work and have maintained our provision of vital veterinary services across all the countries in which we work.

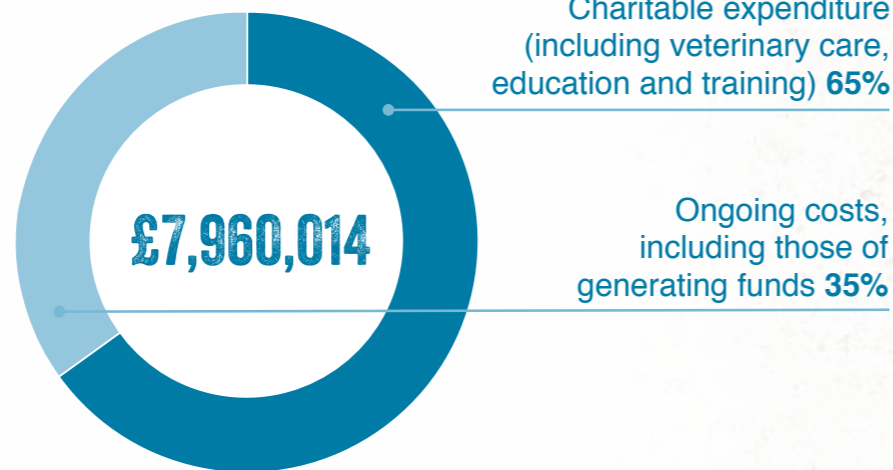
We also retain our commitment to helping animals for years to come, which is why some of our expenditure is invested in fundraising – helping to ensure that the vital donations we receive can go further and transform the lives of many more animals.

For every £1 spent on fundraising in 2020, we received £3.55 in return, enabling us to help many more animals in need.

INCOME 2020



EXPENDITURE 2020



* This figure reflects a recalculation of 2019 legacy income, and some income previously reported in 2019 has moved to 2020. The figures for both years are shown on page 21.

** Income from Coronavirus Job Retention Scheme (CJRS)

BALANCE SHEET

At 31 December 2020

	2020 £	2019 £
FIXED ASSETS		
Tangible assets	1,220,169	1,256,016
Intangible assets	62,840	86,576
Investments	6,380,948	6,494,404
	7,663,957	7,836,996
CURRENT ASSETS		
Stock	6,013	13,773
Debtors	604,012	643,359
Cash at bank and in hand	3,154,233	1,135,585
	3,764,258	1,792,717
Creditors: amounts due within one year	(402,281)	(442,988)
Net current assets	3,361,977	1,349,729
Net assets	11,025,934	9,186,725
REPRESENTED BY		
Unrestricted funds		
General fund	9,433,908	7,390,773
Designated funds	1,283,009	1,342,592
Total unrestricted funds	10,716,917	8,733,365
Restricted funds	309,017	453,360
TOTAL FUNDS	11,025,934	9,186,725

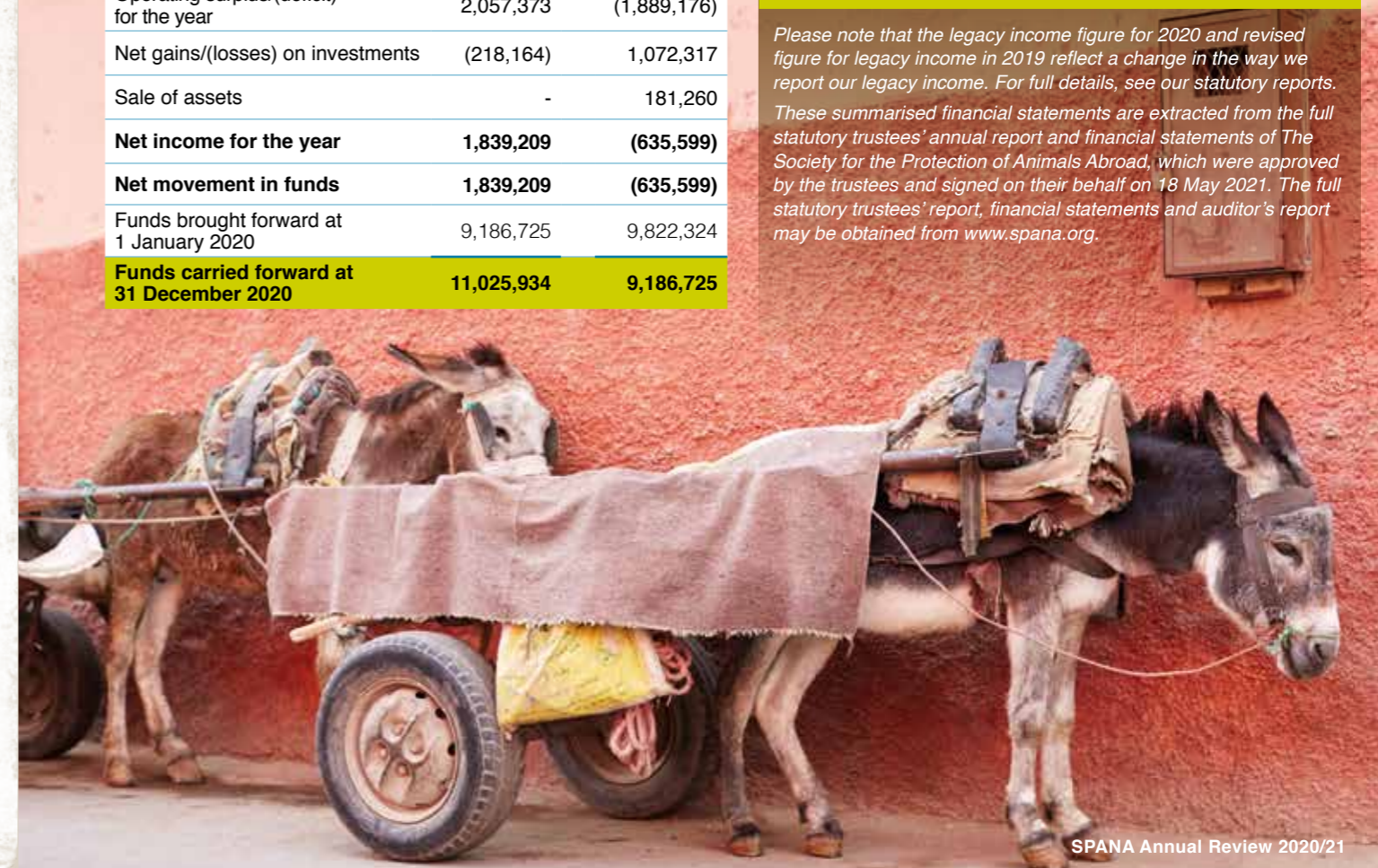
Please note that the legacy income figure for 2020 and revised figure for legacy income in 2019 reflect a change in the way we report our legacy income. For full details, see our statutory reports.

These summarised financial statements are extracted from the full statutory trustees' annual report and financial statements of The Society for the Protection of Animals Abroad, which were approved by the trustees and signed on their behalf on 18 May 2021. The full statutory trustees' report, financial statements and auditor's report may be obtained from www.spana.org.

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

Incorporating income and expenditure account
For the year ended 31 December 2020

	2020 £	2019 £
INCOME FROM		
Donations	3,997,458	3,856,659
Legacies	5,541,710	3,882,511
Trading activities	86,391	55,095
Investment income	140,655	167,640
Other income	251,173	-
Total income	10,017,387	7,961,905
EXPENDITURE ON		
Raising funds		
Cost of raising funds	2,642,343	3,347,041
Fundraising trading: cost of goods sold	66,715	36,481
Investment management costs	45,247	79,326
	2,754,305	3,462,848
Charitable activities		
Veterinary activities	3,733,535	4,459,624
Educational activities	1,472,174	1,928,609
	5,205,709	6,388,233
Total expenditure	7,960,014	9,851,081
Operating surplus/(deficit) for the year	2,057,373	(1,889,176)
Net gains/(losses) on investments	(218,164)	1,072,317
Sale of assets	-	181,260
Net income for the year	1,839,209	(635,599)
Net movement in funds	1,839,209	(635,599)
Funds brought forward at 1 January 2020	9,186,725	9,822,324
Funds carried forward at 31 December 2020	11,025,934	9,186,725



THANK YOU

Our work has been more important than ever during the global pandemic and it is only thanks to our incredible supporters that we have been able to prevent terrible suffering and save the lives of animals across the world. In the most challenging of circumstances, we are proud of what we have been able to achieve. But none of this work would have been possible without the kindness and dedication of people committed to building a better world for working animals everywhere. From everyone at SPANA, thank you.



Thank you

A LEGACY OF CARE

More than half of everything we do for working animals is only made possible thanks to the kindness of people who include a gift to SPANA in their Will. We are immensely grateful to everyone who remembered working animals in their Wills in 2020, including:

- Mr Brian Cook
- Mrs Susan Cooke
- Mrs Eileen Cummings
- Miss Gladys Daniels
- Mr George Gruner
- Lady Virginia Hutchison
- Mr Brian Jones
- Miss Joan Lano
- Mr Geoffrey Moxham
- Mrs Ilke Nash
- Miss Erika Neurath
- Mrs Susan Petrosino
- Mrs Ann Rawlinson
- Miss Gabrielle Rowley
- Mr Brian Short
- Ms Esme Trueswell
- Mr Jean-Marie Wallerstein

If you would like to speak to us about leaving a gift in your Will, please contact our friendly legacy team by e-mail on giftsinwills@spana.org or call 020 7831 3999.

ORGANISATIONS

We are so thankful to all the trusts, companies and foundations that have supported our work in the past year. They include:

- Animal Friends Pet Insurance
- The Marjorie Coote Animal Charity Trust
- The Dominic Trust
- Anthony V Martin Charitable Foundation
- Miss Edith Mary Sage Charitable Trust
- The Scott (Eredine) Charitable Trust
- The Overseas Press & Media Association

INDIVIDUALS

SPANA has always relied on the support of kind people who believe, as we do, that a life of work should not mean a life of suffering. We are grateful to everyone who chose to support our essential work through a regular or one-off gift last year. **Thank you all.**

GOVERNANCE

Patron

- Mr John Craven OBE FLS

President

- The Rt Hon The Lord de Mauley TD FCA

Vice Presidents

- Professor D Knottenbelt OBE BVM&S DVMS Dip ECEIM MRCVS
- The Lady Slynn of Hadley SRN

Council

- Dr Mary-Lorraine Hughes BSc (Hons) MBA PhD (Chair) – Appointed as Chair 26 February 2021
- Mr Gavin Helmer BSc (Hons) FCA (Deputy Chair) (Honorary Treasurer) – Appointed as Deputy Chair 26 February 2021
- Mr Richard Greenhalgh MA FRSA – Resigned as Chair and Trustee 19 February 2021
- Ms Olga Johnson MCIPD – Resigned as Vice Chair and Trustee 23 June 2020
- Ms Monica Blagescu MA
- Dr Jacqueline Boyd BSc (Hons) MSc PhD PGCHE FHEA MRSB
- Mr Rob Gethen Smith BEng (Hons) MBA
- Ms Melissa Liszewski BSc MSc

- Mr Gavin Parker BSc
- Ms Marilise Saghini MA
- Miss Sarah Shanks BVSc MPH MFPH MRCVS
- Professor Tim Greet BVM&S MVM Cert EO DESTS Dip ECVS FRCVS – Resigned as Trustee 23 June 2020
- Ms Hannah Winter BSc – Resigned as Trustee 22 September 2020

Acting Chief Executive / Company Secretary

- Mr Paul Sylva FCA FCIS

Senior Management Team

- Mr David Bassom BSc (Hons) MFIA
- Ms Denise Locke FCCA
- Dr Ben Sturgeon BSc BVMS CertEP CertESM BAEDT MRCVS

Country Directors

- Professor Hassan Alyakine (Morocco)
- Dr Amadou Doumbia (Mali)
- Dr Keith Duttlow (Zimbabwe)
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