



Supplementary Material

The modern zoo: Demographics and Perceptions of Two International Groups of Zoo Staff

Zoo staff background info and interview script

Date: _____ Subject ID: _____ Interviewer: _____ Translator: _____

Male: _____ Female: _____

Country/City _____

"I'd like to start with some background demographic information please":

- Age: _____
- What is your current role within this zoo?
- Have you ever owned a pet?
- If yes, could you tell me which species you've owned _____
- Could you tell me whether you eat meat, or meat and fish or only fish as part of your diet?
 - Do not eat meat or fish
 - Eat meat and fish
 - Eat fish

"Thank you. Now, moving on to more general questions":

- How long have you worked in zoos?
- Have you worked at any other zoos before this one?
 - If others which and for how long?
- Can you tell me how you came to work in a zoo, in terms of your background and training?
- Could you describe your current job, giving me an outline of your daily activities and responsibilities?
- Did you visit zoos as a child?
 - If yes what influence did this have on you?
- Did you watch wildlife documentaries as a child?
 - What influence did that have on you?
- What do you think is the purpose of the modern zoo?

- What do you understand by the term 'Conservation'?
- What do you understand by the term 'Animal welfare'?
- Have you ever received any formal training for your job in your zoo?
 - If yes, how was this delivered?
- what type of training do you think would have been useful at the start of your job?
- What do you think should be the main priorities for training of animal keeping staff in your zoo to improve animal husbandry?
- Which staff in your zoo should future training programmes be targeted at?
- Who do you think should be responsible for providing staff training in your zoo?
- Have any staff in your zoo ever received any formal training in animal housing and husbandry?
 - If yes, how was this delivered?
- If no, would you like to receive any?
- Are you familiar with concepts of animal welfare?
 - E.g Five Freedoms if prompt needed
- Do you think concepts of animal welfare like these, are relevant to how zoo animals are managed?
 - why/why not?
- Have you ever received any animal welfare training?
 - If yes what did it involve?
 - If no, would you be interested in receiving any training in animal welfare?
- Here are five methods of delivering animal welfare training. Which would be your preferred option and why?
 - Online using an interactive multimedia programme that you can access anytime
 - By DVD using an interactive multimedia programme that you can access anytime
 - By mobile phone using an interactive App
 - By a series of lectures
 - In a workshop/conference at a fixed time and place
- Why do you not prefer the other 4 options?

- Are there any barriers or limitations to providing animal welfare training to staff in your zoo?
 - If so what are these barriers?
- Is there any programme of animal welfare assessment in your zoo?
 - If yes, how is this done and by whom?
 - If no, are there particular reasons why not?
- Who makes decisions relating to changes in animal husbandry or enclosure design in your zoo?
- Who makes decisions regarding collection planning, collection management and animal breeding in your zoo?
- Does the zoo cull surplus animals?
 - Why/why not?
- Does the zoo provide opportunities for the public to have physical contact with animals?
 - Why/why not?
- Do you use surgical or medical contraception to control animal populations in your zoo?
 - Why/why not?
 - Ok a couple of more controversial questions
- Are live vertebrate prey fed to other animals in your zoo?
 - Why/why not?
- Do you support the use of animals in performances in zoos?
 - Why/why not?
- Do you think euthanasia is acceptable for health or welfare reasons?
 - Why/why not?
- Do you think that abnormal behaviour is a welfare problem for animals in zoos?
 - Why/why not?
- Could you give an example of what you consider to be an abnormal behaviour?
- Thank you for your time, I'd be happy to answer any questions that you have