



CONCORDAT ON OPENNESS ON ANIMAL RESEARCH ANNUAL REPORT 2016

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FOREWORD

Last year, in my foreword to our first report on progress since the Concordat came into effect, I commented that, far from doing just the minimum to meet its requirements, many signatories had displayed commendable enterprise and imagination in their efforts to bring about change. In some areas, I added, the signatories had not only met but exceeded our expectations.

I am happy to say that much the same is true of what you will find recorded in this, our second report. The information now available to the public, not least that provided by institutions directly involved in performing animal experiments, is now more complete and more revealing than at any time in the past.

We are witnessing a culture change among researchers: one that increasingly accepts openness in research on animals as not only inevitable, but desirable. That this is happening is in part a consequence of the welcome decline in violent extremism targeted at the research community. A decade ago the change would have been much harder to achieve.

That said, it's vital to avoid complacency. Hence the importance of a recurring theme in our report: that while we are delighted with what has been achieved, we must argue for doing more. The time to build defences against some future upsurge of suspicion about research involving animals is before such suspicion erupts. With public antagonism at what seems to be a relatively low level, that time is now.

Only when the use of animals in science is seen as a necessity by an even greater majority of the public can we count on the wholehearted support of that public, should it be needed.

In the meantime, and on behalf of the Steering Group, I'd like to express thanks for the hard work that so many people have done in helping to realise the ambitions of the Concordat.

Geoff Watts

CHAIR OF THE CONCORDAT STEERING GROUP

EXECUTIVE SUMMARY

This report is based on survey information provided by signatories to the Concordat on Openness on Animal Research in the UK in April 2016, looking at two years of work since the Concordat was launched in May 2014. The survey was sent to 97 signatory organisations and responses were collected from 95 organisations that use, fund, or whose members use animals in research.

This report considers how signatories have built on recommendations from 2015, and focuses specifically on the barriers to openness experienced by signatory organisations.

Under **commitment 1** of the Concordat signatories are required to be clear about when, how and why they use animals in research. A substantial amount of material about animal research is now placed into the public domain by those organisations that carry out, fund and support it. Many universities, research institutes and funders now provide this information on their own websites, illustrated by images and video of research animals. The commercial sector more usually provides information to other organisations such as the National Centre for the 3Rs (NC3Rs) or Understanding Animal Research (UAR), who share this information further.

The culture whereby non-research staff (or students at academic establishments) had little awareness of the animal research taking place in their organisation is now changing, due to a focus on internal communications through newsletters, open job adverts and annual reports featuring research achievements involving animals. Many animal facilities now organise tours that allow staff to see conditions for themselves, and these are available to increasing numbers of employees. During 2016 a programme connecting signatory institutions provided the opportunity for staff from non-research organisations to visit animal facilities and see how the animals are kept.



Ensuring that information provided about research animals is balanced, indicating both the harms to animals and potential benefits of the work is one of the most challenging aspects of the Concordat for signatories. Commercial organisations drive these conversations within the life-science sector, but little of this information reaches the public domain. Balanced communication about harms is particularly challenging for the academic and charity sectors, whose fundraising strategies rely on positive messaging and good-news stories in their public communications. The academic sector and research funders are now taking steps to address this through the public availability of greater information about research practices.

Commitment 2 requires that signatories enhance their communications with media and the public. The first step towards these enhanced communications is a public-facing website statement, representative of the unique research, ethics and culture of the organisation, that states why it supports animal research. Such a statement is now an absolute requirement for signatories of the Concordat, and all respondents provided a link to their website or statement on their

use of animals in research. These links can all be found on the UAR website¹. Public-facing webpages with extensive information about the organisation's position on animal research can be found on 47 of 95 Concordat signatory websites, and have dramatically changed the availability of public-facing information about the use of animals in research.

Signatories provide additional information about animal research through brochures, corporate responsibility and annual reports and through social media.

Increasingly, organisations now have media relations policies around animal research that require, for example, the disclosure of the species used in communications about research that used an animal, or that set out a formal process for answering requests to film in an animal facility.

Two-thirds of Concordat signatories now require adherence to the ARRIVE guidelines² for research that they fund, conduct or support, and steps are taken to communicate publicly about work undertaken towards the 3Rs.

Commitment 3 requires that signatory organisations are proactive in providing opportunities for the public to find out about research using animals. Signatories communicate to the public about their animal research through a wide range of public engagement events including science festivals, local events and family days where the families of staff are invited in to see animal facilities. Further collaborative working between signatories is likely to mean future public engagement events that support patients to engage with relevant medical research.

Many organisations encourage staff to participate in UAR's schools programme or in their own schools' outreach initiatives; providing young people with greater access to information about how and why animals are used in research, and providing researchers and animal technologists with opportunities to speak publicly about their work.

Most public engagement is carried out on an ad-hoc basis, and in large organisations it can be difficult to track how much is taking place, but it is clear that staff working in this area now feel more confident to discuss animal research openly. Public engagement is resource-intensive in terms of both time and costs, and not all signatories have been able to overcome these considerable barriers to engagement, but progress is being made and initiatives such as career days and 'open labs' are leading the way in this area.



¹ <http://www.understandinganimalresearch.org.uk/policy/concordat-openness-animal-research/signatories-to-the-concordat-on-openness-on-animal-research/>

² <https://www.nc3rs.org.uk/arrive-guidelines>

In addition to capturing reported progress to meeting the first three commitments of the Concordat, this review considers the barriers that organisations experience in developing their openness practice. Significant barriers include:

- The concerns expressed by staff, often researchers, who feel uninformed about openness, and pressured by changes brought about by the Concordat.
- An expectation that openness would lead to increased targeting by animal rights groups
- The concern that negative connotations around animal research would lead to a loss of donations, impacting financially on charities and universities.
- That association with animal research carried reputational risk for an organisation.
- A lack of available resources for new communications initiatives.
- Sustaining motivation in developing openness further once sign-up to the Concordat has been achieved.
- Capturing the activities taking place across large and complex organisations.

Many of the recommendations from the 2015 report have been extended and continue to be relevant in 2016. Rather than add to these recommendations, this report concludes with the following aspirations for Concordat signatories:

- Better communications within the sector
- Support for scientists and technologists to talk about their work
- More accessible information for the public
- Communications that reflect the true experience of animals; covering care, welfare and harms
- Increased public awareness of animal research, which drives good practice and supports animal welfare



INTRODUCTION

The Concordat on Openness on Animal Research in the UK launched in May 2014, and this report covers the second year of activity by signatories towards meeting their commitments. The Concordat is a voluntary code of practice which sits alongside legislation, providing a structured framework and guidance for the research sector to develop more transparent communications about their use of animals in research.

Under the Concordat, stakeholders sign up to four commitments:

- We will be clear about when, how and why we use animals in research
- We will enhance our communications with the media and public
- We will be proactive in providing opportunities for the public to learn about animal research
- We will report annually on our experiences and share practices

The Concordat is concerned with information about the use of animals in research that is placed into the public domain by organisations whose staff or members carry out animal research, or who fund or directly support the use of animals in research. As well as academic and commercial research organisations, the Concordat signatories also include learned societies and research funding bodies.

This report fulfils the last of these four commitments, and its three sections each cover one of the three other commitments. While activities undertaken to support openness do not necessarily fall into one commitment or another, this format makes the steps taken in meeting commitments easier to identify. In each section identifiable changes and patterns have been considered alongside the ways that respondents have built on recommendations made in the 2015 report.

Last year's report sought to identify measurable change in the behaviours of organisations, looking at their openness around the use of animals in research through consideration of signatories' achievements and the steps taken to implement changes. This year, with the Concordat more established and practices in place, the report will focus on identifying and recommending steps to overcome challenges and barriers, allowing

a process of embedding to take place in preparation for lasting change.

This year we have been able to quantify specific aspects of openness, such as policies when working with partner organisations; policies on including animal research in press releases; policies on adhering to recognised guidelines for reporting research using animals, and the various types of public engagement activity that signatories have worked on over the second year of the Concordat.



Many organisations consult across teams and departments to gain an overview of relevant activities before responding to this survey, and we recognise that this process will inevitably favour reporting of achievements and highlights, downplaying some of the barriers and challenges associated with openness. To gain a clearer picture, and to give representatives of signatory organisations the opportunity for candid discussions about their working practices, small group discussion sessions that focused on the challenges experienced in implementing greater openness were held at a May 2016 event for Concordat signatories. These provided the opportunity to discuss organisational challenges to



transparency in a different context, and with other institutions facing similar issues. The outputs of this 'workshop' are summarised in the section on 'barriers to openness' at the end of this report, which looks more critically at some of the challenges faced and considers how they might be addressed in the future.

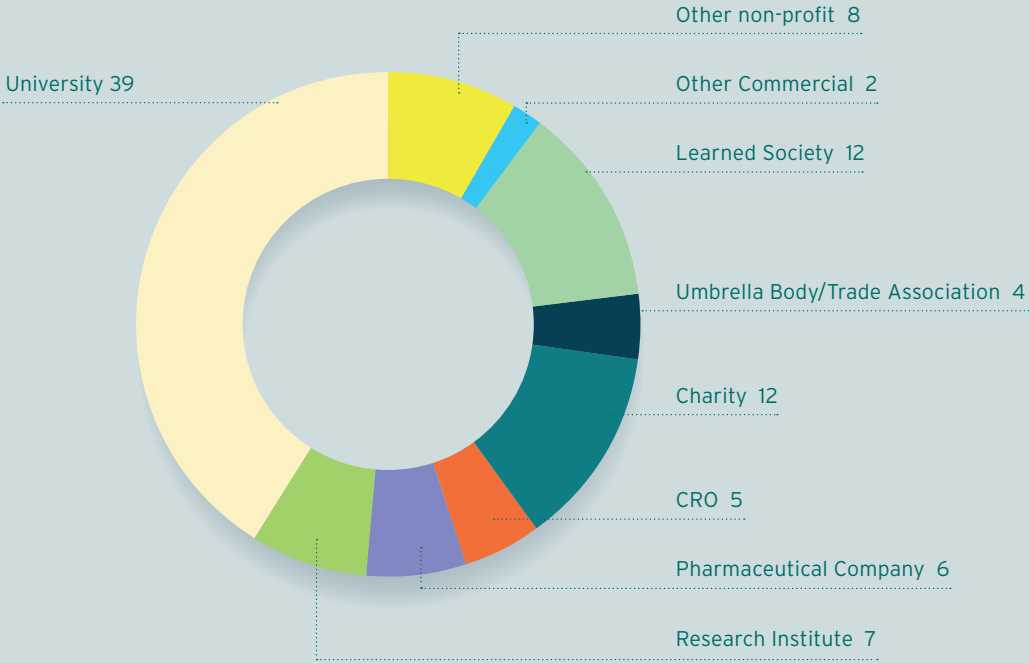
The data that informed this report were collected through an electronic survey sent to all signatories of the Concordat on Openness on animal research. It was initially sent on the 12 April 2016, and signatories were given six weeks to respond to the survey. The survey followed up on recommendations made and practices noted in the 2015 Concordat on Openness annual report to understand the extent to which these had been followed. It also sought to identify any trends and new areas of activity in communicating proactively and openly about animal research.

Information was collected using a Survey Monkey e-survey. Where qualitative answers were given, broad themes were coded using Survey Monkey's inbuilt software, which allowed responses to be easily broken down by sector. Some questions were not applicable to all the organisations, but the results are intended to give a 'snapshot' of the sector's communication strategies and activities around animal research. As in 2015, names of organisations have been removed to allow ideas around openness to be reported freely. Where quotes have been selected for illustration, the sector represented by the comment has been identified in order to distinguish between Concordat implementation by different sectors. **[CHART 1]**

Responses were received from 95 of the 97 signatories to the Concordat on 1 January 2016, with only two signatories unable to provide a response to the survey by the time the data was collated.



CHART 1: BREAKDOWN OF SURVEY RESPONSES BY SECTOR



Responses were received from 95 of the 97 signatories to the Concordat on 1 January 2016, with only two signatories unable to provide a response to the survey by the time the data was collated.

COMMITMENT 1: WE WILL BE CLEAR ABOUT WHEN, HOW AND WHY WE USE ANIMALS IN RESEARCH



SUMMARY OF ACTION TAKEN ON RECOMMENDATIONS

RECOMMENDATION OF 2015 REPORT

ACTION OVER THE PAST YEAR

1.1

Signatory organisations should take steps to meet the challenges of providing balanced information, acknowledging harms as well as benefits of animal research and commenting critically on the models they use.

Examples of well-balanced communication that acknowledge harms to animals in appropriate context should be identified and shared, so helping all signatories to meet this commitment. Clear guidance in writing balanced reports should be provided by UAR and others.

Signatory organisations should look together at ways of balancing communications, providing guidance, and taking steps to move current discussions within the sector into the public domain.

This is one of the most challenging areas for many Concordat signatories, and most information on harms is still subject to stakeholder rather than public discussion. Many signatories have changed their language to prevent overstatement of the benefits, and images and videos now show some invasive procedures, with a move towards showing the 'reality of the research'.

The 2015 Openness awards acknowledged and shared best practice by the sector, and particular attention was paid to how organisations acknowledged the harms of animal research. An information portal was set up by UAR to facilitate sharing guidance, but uptake has been poor, so new ways to distribute guidance are needed. UAR plans to develop new webpages for the Concordat in 2017, and hopes to address issues around information sharing through this new platform.

There is still some way to go before conversations about animal welfare, harms and benefits reach the public domain, but as the benefits of openness become apparent these conversations will take place in more accessible spaces. More organisations are publishing minutes of Animal Welfare and Ethical Review Body (AWERB) meetings.

1.2

We recommend that signatories consider implementing the best practice examples illustrated here within their own organisations, leading to expansion and greater uptake of these practices over the next year.

UAR should provide opportunities for staff of Concordat signatories that do not conduct research themselves to visit animal facilities.

Mention of animal research for all staff interviews and induction processes are now more commonly employed, and research organisations have been encouraged and supported to give tours of the animal facility to non-research staff. Within universities, teaching on ethics and animal research is an important way of reaching students, while engagement with student animal welfare societies is encouraged.

These have been arranged with tours taking place for five signatory organisations during the summer of 2016.

RECOMMENDATION OF 2015 REPORT**ACTION OVER THE PAST YEAR**

1.3

Organisations should respond to enquirers directly wherever possible, and have FAQ material available to provide responses to common questions quickly.

Many of the websites developed by signatory organisations now contain an FAQ to allow the responses to common questions to be located easily. For many organisations the most common questions are around the numbers and species of animals used.

Reception and other frontline staff should be clear about how to respond to enquiries about animal research.

Signatory organisations have been advised that ensuring front-line staff are able to respond to enquiries should be a priority.

1.4

Signatories should consider creating and adopting policies in connection with their partnership work.

One third of signatories now have policies in place to support openness when working in partnership with other organisations.

TRENDS AND CHANGE IN 2016

Given our culture of secrecy around animal research, we feel that we have made very good progress over the past year in improving our transparency by way of our public-facing website, tours of our facility and a successful conference event for staff and students outlining our work with animals. We have agreed to invite student membership of our AWERB committee as a way of including the student body into our working practices around animal research. We also highlight details of our animal research policies within our regular workshops on Research Integrity, which are presented to all departments across the University and are well attended by staff and students. **UNIVERSITY**

Commitment 1 of the Concordat means making the purposes of animal research clear to all interested parties. In the past information about the use of animals in research was hidden from view, so that only those directly involved with research understood how and why animals were used. Communications about what happened inside animal facilities were limited to those directly involved in the sector and couched in jargon. Images from inside animal facilities were available to the public through animal protection groups or through UAR and limited training or government resources were available to those sufficiently interested to search the internet. With a few notable exceptions such as the opening of the Central Research Facility at the University of Leicester³ research organisations placed little information about how their animal research was carried out into the public domain.

Concordat signatories now place substantial material about how and why animal research is undertaken into the public domain. Images of stock animals housed in facilities or being handled by animal technicians are often used to illustrate websites and articles, but there are also now a greater number of images and videos of animals undergoing procedures, showing the reality of research to those looking for information. More and more research organisations 'own' the information that they publish by placing them onto their own webpages, though within the commercial sector it remains more usual to provide images to other organisations who share them more widely.



Prior to the Concordat non-research staff, including senior managers and students at research universities often had little awareness of the research being undertaken in their own institutions. There is now a strong indication that this culture is changing.

Over the past year Concordat signatories have greatly improved communication with their own staff through changes in recruitment practices, a focus on communicating internally about the types of research that are carried out and visits to the animal facility by non-research staff. In many organisations these animal facility tours were initially limited to key personnel such as those who work in communications and HR, but have now been extended so that all staff can sign up to tours on a regular basis. This has meant that staff answering questions and responding to enquiries about their organisation's animal research have direct knowledge of how and why animals are used. A programme is now in place to enable staff from non-research Concordat signatory organisations to visit animal facilities and develop a better understanding of how animal research is carried out.

³ <http://www.bbc.co.uk/news/uk-england-leicestershire-19793049>

A small number of organisations (15%) invite staff to participate at 'open' Animal Welfare and Ethical Review Body (AWERB) meetings; a practice which is more common in the commercial sector than among academic establishments.

Under the Concordat, signatories should take steps to ensure that balanced information about the animals used in research, indicating both the harms and benefits of research, is placed into the public domain. This remains one of the most challenging aspects of the Concordat for signatories; particularly for the academic and charity sectors.

In 2015 the commercial sector led this aspect of the Concordat, with initiatives that took a critical view of how animals were used in research and the balance of good science and welfare practices. Commercial organisations are still effective in driving these conversations within the life-science sector, but limited information reaches the public domain. Umbrella bodies, trade associations and learned societies have a role to play in communicating our increasing understanding of animal welfare and the harms associated with animal research to other sectors and to the public. The research funders are active in ensuring that this information is shared throughout the life-science sector.

The academic sector is now taking steps to provide balanced information on the harms and benefits of animal research. While external communications naturally focus on the achievements of research, more organisations are now producing video of animals undergoing procedures rather than in stock-housing and are taking proactive steps to place AWERB minutes into the public domain. Several organisations now publish annual reports on their AWERB activities. Position statements and websites on the use of animals in research should acknowledge that animals undergoing procedures experience suffering and that institutions must take active steps to address this.

Signatories have not experienced the anticipated problems around conflicting views on openness when working in partnership, but a growing number of organisations are now adopting partnership policies outlining their expectations of partners around openness and animal research.

1.1 HARMS AND BENEFITS

Under the first commitment of the Concordat signatories must acknowledge the harms as well as the benefits of animal research, to allow for a more balanced debate both within the sector and among the public.

It is difficult to quantify or to measure the acknowledgement of harms and benefits of animal research by the sector as it permeates all aspects of communication. There is now a greater emphasis on communicating the need for the 3Rs and the work done into improving both animal welfare and animal experimentation, but this aspect of the Concordat remains a significant challenge for signatories who believe strongly in the benefits of animal research, and who are used to persuading others and bringing them to their point of view. Inclusion of balanced information about harms lies at the heart of openness and transparency around animal research, but can be at odds with the aims of business communications, aimed at promoting the work of an organisation.

As in 2015, the most progressive work in this area is driven by the commercial sector, many of whom are active in communicating best practice in 3Rs developments, and engaging the whole sector in discussions about animal models that are ineffective, and improved end-points for more efficient research. Much of this communication takes place within the life-science sector stakeholder groups and the conversation does not reach the public domain. Umbrella bodies and trade associations will play a significant role in taking these conversations to both the academic sector and to the public to develop a better understanding of harms and benefits of animal research.

[We] held a symposium on the reproducibility and reliability of medical research. An entire session was dedicated to the reproducibility and reliability issues around the use of animals in medical research. A summary of the issues is provided in the write up of the symposium that is available on [our] website. So far, the meeting report has been downloaded over 3,800 times. **LEARNED SOCIETY**

For pharmaceutical companies there is a need to acknowledge in their outputs, not only that animals experience suffering during the course of the research, but that there are harms associated with drug treatment in people and that these will vary depending on the drug. Despite the emphasis on balanced understanding and presentation of harms and benefits in stakeholder communications and face-to-face engagement, these organisations have little public facing information on their websites due to concerns both about intellectual property and about branding and public perceptions of the business.

Some universities have led the way in showing research that does not shrink from openness around the less palatable aspects of animal work. These progressive institutions are now prepared to show cranial implants, tumours and animal procedures (albeit through third parties in some cases) in images and video, which paves the way for others to be more frank and open when discussing research in a balanced way.

Organisations are beginning to place redacted AWERB minutes and reports into the public domain, allowing open access to full discussions about the ethics of their animal use, and contributing to the conversation about the harms as well as the benefits of animal research.

Signatories need to place greater emphasis on the communication of the harms and suffering of animals in research, and are encouraged to use more images of realistic research, while providing balanced information, for example, indicating that difficult experiments are an exception and that many harms are rare.

We publish the redacted AWERB minutes on the [organisation] intranet and are currently consulting with staff on whether there is support for making non-technical summaries available via [our] website. **RESEARCH INSTITUTE**

1.2 STAFF AWARENESS OF INVOLVEMENT OF THE USE OF ANIMALS IN RESEARCH

Concordat signatories have taken significant steps to ensure that staff and students within their organisations are informed about their use or support of animals in research. Signatories have found this a relatively straight-forward commitment to meet, and while the most respondents stated that they gave talks or presentations about animal research to staff and students, many (66%) also provided opportunities for non-research staff to visit animal facilities. Discussion of the organisation's position on animal research as a standard part of the recruitment process has greatly increased awareness of the issues around animal research for staff in signatory organisations, and 62% of respondents stated that they made explicit mention of the use of animals in research during recruitment and induction processes for all staff, regardless of role. Three organisations stated that they are in the process of changing HR procedures to enable this change.

[Our] funding of medical research using animals is explicitly discussed with very member of staff, whatever their prospective role, at interview. **RESEARCH FUNDER**

Developing a culture of openness within the organisation has been particularly challenging for signatories who did not speak about their animal research in the past. These organisations have concerns that staff will be shocked to learn that animal research takes place at their institution, leading to the potential targeting and victimisation of research staff. The examples of successful internal communication around animal research are now allowing signatories to take bolder steps and this area has seen real and significant change since the development of the Concordat.

We invite all our students from across the business to view the facility as part of their induction training. With potential new hires, we discuss animal research at interview stage. There have been articles in our internal communications to increase awareness and knowledge, and we have completed an internal awareness event with non-research staff.

PHARMACEUTICAL COMPANY

Several academic institutions now produce formal reports on their animal research, and in one signatory this is a section in the University Annual Report, ensuring that all those associated with institutional governance are aware of the animal research activities taking place.

We do run tours of our facilities for non-research staff - mostly targeted at nurses from the clinical facilities but we plan to roll this out generally for new staff and existing staff to book on each month. We also publish case studies on the intranet, before making them available on the externally facing website.

UNIVERSITY

Initiatives to allow non-research staff to visit animal facilities have been arranged by many organisations that conduct research, and UAR is now arranging animal facility tours for staff at non-research institutions who have signed the Concordat, so that they can develop a better understanding of the research practices that their organisations have committed to support.

1.3 EXPLAINING THE INVOLVEMENT WITH OR SUPPORT FOR THE USE OF ANIMALS IN RESEARCH

During 2015 signatories reported a wide range of ways that proactive information about their use of animals in research was provided to the public, and the reporting for 2016 sought to identify how wide-spread these practices were.

Three quarters of signatories (75%) provided information through at least one of the media identified here. Concordat signatory organisations are recommended to place as much information about their animal research as possible directly into the public domain through their website, and organisations were asked how else they provided information to the public, if not on their websites. Both the types of information provided and the means of providing that information were dependent on sector. **[CHART 2]**

Universities provided most of their information through public-facing websites. They frequently provided numbers and species of animals used (81%), Images of stock animals (61%) and lay summaries of their research projects (52%).

While research charities do not carry out research themselves, they have taken Concordat commitments seriously. All ten of the charities responding to this question provided lay summaries of their funded research



CHART 2: EXPLAINING THE INVOLVEMENT WITH OR SUPPORT FOR THE USE OF ANIMALS IN RESEARCH

The proportion of your funded research that relates to animal work 12

Video footage of animal facilities (such as a virtual tour) 12

Video footage of research animals or procedures 12

Minutes of AWERB meetings 10

Details of actual severity of procedures 9

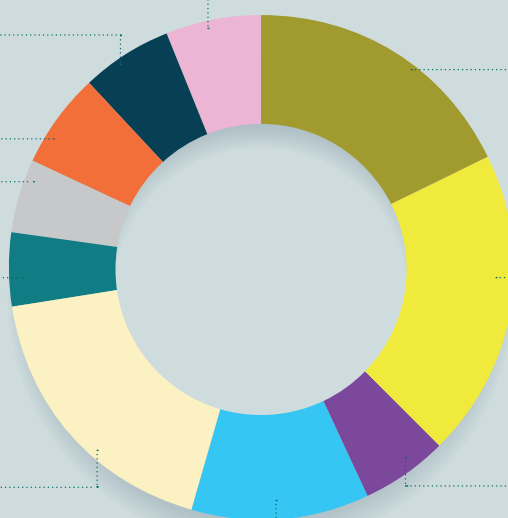
Lay summaries of research projects undertaken or funded 37

Numbers and species of animals used 36

Images of stock animals or facilities 40

Images of animals undergoing procedures 11

Images or information about people involved in caring for the animals 23



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projects, while half give information about the proportion of their research funding which supports animal studies. Several responses indicated that the research charities are in the process of developing online materials which will provide more public information about the research that they support.

We publish key figures on our website, including the latest annual percentage of grants we fund that use animals, as well as the types of animals that are involved in the majority of the grants we fund. **CHARITY**

Currently, applicants complete paper-based application forms. In future all grant applications, including those involving the use of animals, will be submitted online. Therefore the grants team will be able to analyse the content more confidently, identify projects using animals, and utilise the lay summaries to inform the public. **CHARITY**

Several organisations, including 8 of the 31 university – based respondents stated that they provided information to the public such as actual severity of procedures or AWERB minutes in response to Freedom of Information requests, or statistics as part of Home Office returns. Since these are both required by law for universities they fall outside of the Concordat and do not represent proactive communication on animal research in this context. However, a small number of commercial organisations, who fall outside the remit of FOI stated that they provide information on request as part of their openness work. Other ways of providing this information proactively included annual reports, brochures, through public engagement such as tours of facilities and providing information, images and videos to third parties for inclusion on their websites.

Some organisations stated that the development of their websites was still in progress, but that they had plans to include a greater selection of information via their websites in the near future.

Numbers and species are published on our website. AWERB minutes will join them when the site is redesigned later this year, but are already issued in response to FOI requests. Images are displayed on screens in communal areas in a large research complex. **UNIVERSITY**

Research institutes showed a wide variety of activities from school talks and public engagement sessions to activity on twitter. Many provided animal numbers and species, as well as photographs of facilities and animals, but not of procedures.

Recently our NVS/NTCO, NIO and a NACWO gave a presentation to 18 mature students from a local agricultural college. The talk outlined each of the responsibilities associated with the roles, history of the Institute and the viruses we work with, overview of the legislation, what it takes to be an Animal Technician, animal housing, enrichment, 3Rs etc. Photos of the animals housed and used here were printed out and displayed around the room which were really good visuals of the standards and practices which the team were outlining in their talk. **RESEARCH INSTITUTE**

In contrast the commercial sector provides less information proactively to the public. Of five pharmaceutical companies, three provided information about numbers and species of animals used and three provided lay summaries of projects undertaken. Some companies placed considerable information into the public domain through third parties, rather than placing information onto their own websites.

Images are generally shared via organisations such as NC3Rs. **PHARMACEUTICAL COMPANY**

The websites of the five Contract Research Organisations (CROs) focus primarily on information provided for businesses, although some are in the process of developing more materials aimed at the public. This means that while information on and images of animals are available, they have not been developed with the interests of lay-people in mind. CRO were more likely to share information through



third parties such as UAR or the NC3Rs. The commercial sector does provide more functional information such as brochures and openly posted advertising for jobs, representing a significant change from where the sector stood five years ago.

For the commercial sector issues around confidentiality and intellectual property are paramount, and in the past companies did not share information about their operations or projects. Additionally, the commercial sector was subject to extensive harassment from animal rights extremists. This is now changing and a few commercial organisations are developing the public-facing information available on their websites, although this remains less extensive than the information provided by the academic sector.

Learned societies and trade bodies are not directly involved in animal research, but many placed information such as images and videos into the public domain. This media often shows stock animals, as these organisations rarely have access to footage of procedures. Few learned societies have permission or capacity to post such materials openly on behalf of their members, and so most were unable to

cite such reporting of data and information associated with animal research, but some commented that they actively encourage their members to share such materials.

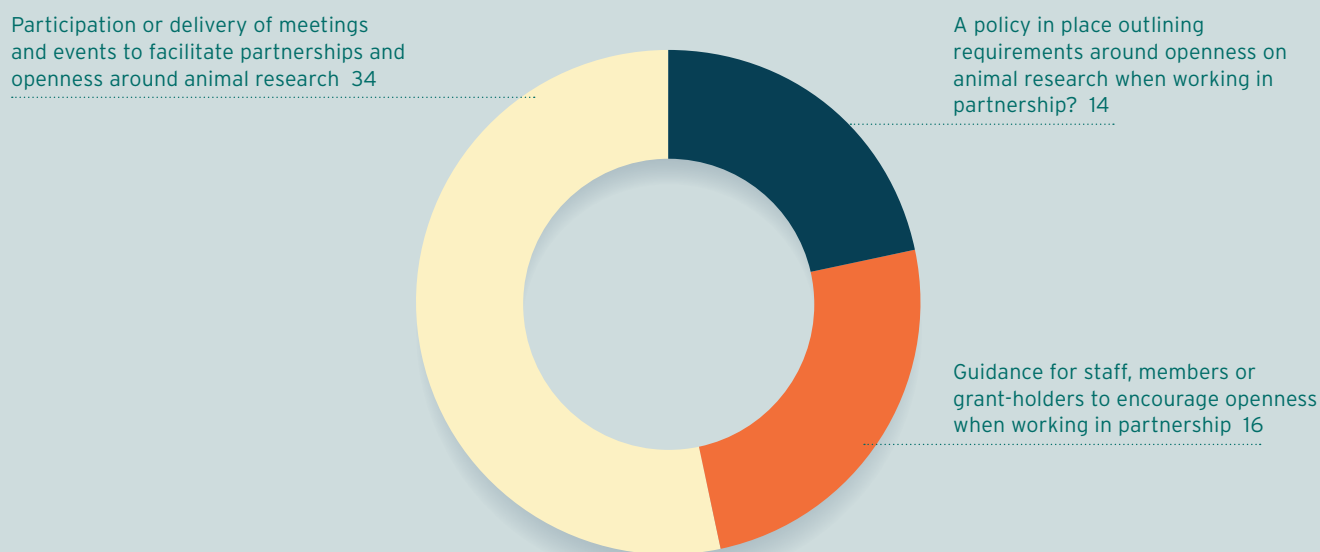
We do make efforts to communicate our position on animal research publicly through our position statements and, if ever needs be, in the media. **LEARNED SOCIETY**

The research funders place a large amount of material into the public domain, and go to lengths to ensure that it is balanced and accessible. Most of this information is provided directly through their websites, but other social media channels are used to ensure that materials are more accessible to the public.

When responding to direct enquiries from the public and other interested parties about the use of animals in research most academic institutions stated that they follow the FOI process, with few having a more detailed policy around handling information on the use of animals in research. Some organisations described more extensive policies, particularly around social media, which provide easier access to information.

The response will depend on the nature of the enquiry, but we are open about our use of animals and, if appropriate, will also signpost people to our blog for further explanation of the ethical considerations. We also receive comments and questions on our use of animals on social media (Facebook and Twitter). We do not delete or hide comments, but we may hide upsetting, graphic images that are contained within posts. We will usually respond to questions on Facebook by issuing one of several standard responses that link to our science blog and animal research leaflet.

CONTRACT RESEARCH ORGANISATION

CHART 3: OPENNESS WHEN WORKING IN PARTNERSHIP ON A RESEARCH PROJECT

Total Respondents: 95

From the first plans to develop the Concordat concerns have been expressed around how principles of greater openness would be affected by partnership work. Although in this survey most signatories state that they have not experienced a problem around partnership working, and as in 2015, many felt that their partners were already signed up to the Concordat. Fourteen organisations now have policies in place to specifically deal with openness around animal research and how it might be affected by partnerships and collaborations.



1.4 OPENNESS WHEN WORKING IN PARTNERSHIP ON A RESEARCH PROJECT

[CHART 3]

From the first plans to develop the Concordat concerns have been expressed around how principles of greater openness would be affected by partnership work. Although in this survey most signatories state that they have not experienced a problem around partnership working, and as in 2015, many felt that their partners were already signed up to the Concordat. Fourteen organisations now have policies in place to specifically deal with openness around animal research and how it might be affected by partnerships and collaborations.

The University is currently in the process of a major review and update of all of its policies, processes, standards and guidelines which govern and support the delivery of our research. Requirements around openness on animal research, including when working in partnership, will form part of this update, within the relevant policies. **UNIVERSITY**

The 2015 report recommended that more organisations adopt these policies, but uptake so far has been limited, possibly because partnership working is not viewed as a significant barrier to openness in practice.

The majority of the organisations we work with are Concordat signatories; however, should we work with a non-signatory organisation, we would: highlight the Concordat and encourage the organisation to become a signatory; be clear about our commitments as outlined in the Concordat; and be as open as possible about animal research within the constraints of the partnership. **LEARNED SOCIETY**

The lack of immediate difficulties around partnership working may indicate that practices around openness have been limited and are therefore not a concern for partners. It may also indicate (as cited by a number of signatories) that many of the organisations that they work in partnership with are also signatories of the Concordat.

We work with our Business Development team to make sure that all our partners are aware of our commitments to the Concordat. We would expect those involved in future collaborations to be open about the use of animals in research whether they are signatories or not.

CHARITY

It has been noted by the commercial organisations that commercial confidentiality clauses mean that they are unable to openly discuss partnerships or the specific research that takes place within them. CROs are therefore, by their nature, unable to take steps towards greater openness in partnership working.

Some excellent practice takes place around encouraging openness in partner and associated institutions, often on a case by case basis, and the research funders, umbrella bodies and learned societies in particular have a role to play enabling further adoption of good practice.

The [organisation] values collaborative working but this can be challenging when partners have different perspectives on the importance of openness about research involving animals. We recognise that these different perspectives will reflect the different contexts in which organisations are working and it may not be appropriate for us to ask others to meet our standards on openness. At the same time we must ensure that working in partnership does not undermine our own position. Although this is a challenge, so far we have been able to address this by taking a case-by-case approach. We continue to work closely with researchers and press officers from funded institutions to support them in talking about their animal research. **RESEARCH FUNDER**

COMMITMENT 2: WE WILL ENHANCE OUR COMMUNICATIONS WITH MEDIA AND THE PUBLIC



SUMMARY OF ACTION TAKEN ON RECOMMENDATIONS

RECOMMENDATION OF 2015 REPORT

ACTION OVER THE PAST YEAR

2.1

In the future a basic policy statement will be a condition of signing up to the Concordat, ensuring that by next year all signatories have clear public-facing policies around the use of animals in research.

All responding signatories of the Concordat now have policy statements or more extensive webpages on their use or support of animals in research. New signatories are required to have this in place when they sign up.

Signatory organisations should put into the public domain as much information as possible about their animal research and the decisions taken to support it.

Signatory organisations vary in their degree of openness depending on circumstances and starting points, but the level of information about animal research in the public domain has grown considerably since the Concordat was launched.

Organisations that support animal research are encouraged to share the proportion of grants awarded that use animals, so that it is clear how this research is funded.

Thirteen funding organisations now make this information available, while others have plans to collect and share this information in the future.

2.2

While it is always good to be prepared, we discourage the use of 'holding statements' to the media. Signatories should aim to be specific and clear about the animals used and the reasons why.

While holding statements as part of communication plans and preparations are unavoidable, organisations increasingly provide specific and individual answers to individual requests for information about animal research.

While CROs do not produce press releases about their work, we hope that they will be upfront about their animal work when discussing their work in general. CROs should expect their clients to be clear with media and with others about their use of animals, even when they are a step removed from the research itself.

Several CROs have taken significant steps towards openness in the past year. They now all have policy statements or webpages about their research and have more public engagement initiatives and consideration given to media engagement. In most cases press releases would be issued by the client who contracted the research.

'Supporting' organisations (as opposed to those that carry out research) should continue to share good practice and encourage media engagement with the research community.

Many supporting organisations such as learned societies, funders and trade associations actively support the Concordat and promote recommended practice to their members where appropriate.

2.3 & 2.4

There should be greater access to regular media training courses run by UAR, SMC and others.

Signatories have been encouraged to offer media training to staff, and support with this aspect of the Concordat is offered free to UAR members. Large universities often provide media training in-house, and signatories have been encouraged to train more staff to work with media.

RECOMMENDATION OF 2015 REPORT**ACTION OVER THE PAST YEAR****2.3 & 2.4 CONTINUED**

More contact is encouraged between communications teams and animal work, through either the animal unit or AWERB.

Representatives from the communications team now attend AWERBs in a small but growing number of research organisations, and have reported that this gives them helpful insights into the research undertaken.

More early career researchers should be trained to speak to the media about the use of animals in research.

Identifying new spokespeople has proved challenging in many organisations, but steps towards this recommendation are now being undertaken.

Clearer guidance is needed for commercial organisations on practical and open media engagement.

A joint event was held by ABPI and UAR to understand the needs and barriers of the commercial sector, particularly around media engagement. A greater number of commercial organisations are now willing to contribute to engagement with media.

Organisations that have not yet taken steps to support staff to engage with the media should be given opportunities to meet with those that have.

The Concordat summer event brings together representatives from signatory organisations to discuss challenges around implementation. Media engagement has been part of the conversation at these events, and strong encouragement has been given to organisations to actively engage.

2.5 & 2.6

All signatory organisations should actively endorse either the ARRIVE guidelines or another good practice standard, and take steps to ensure that they are adhered to by, for example, as institutional checks and sign off for publications.

Fifty signatory research organisations now require that ARRIVE or equivalent guidelines are followed while 19 organisations have a process to check that these guidelines are followed. Other institutions have indicated that adherence to the ARRIVE guidelines will be required (rather than recommended) in the future.

Learned Societies should take steps to support ARRIVE guidelines and good publication practice through their journals' reporting requirements.

Of the seven publishing-societies that are Concordat signatories four require that ARRIVE guidelines are adhered to, while three recommend their use.

Grant awarding bodies should explicitly require compliance with such guidelines through their application process.

Of the 11 research funders that are signatories of the Concordat adherence to the ARRIVE guidelines is a condition of funding for seven, and a further funder is in the process of adding this condition. Two funders are considering the requirement as part of their process review, while for one funder ARRIVE guidelines are recommended good practice, but not an absolute requirement.

Commercial organisations often follow their own guidance (10% of respondents), but it is important that clear steps are taken to ensure that reporting standards are transparent and are maintained.

Those organisations that follow their own publication guidelines maintain clear reporting standards that are regularly reviewed and often go beyond the requirements of ARRIVE guidelines.



TRENDS AND CHANGE IN 2016

The University Animal Welfare Policy is ubiquitous for all research, regardless of organisation, geography and legislation - all aspects of collaborations and working partnerships are covered. Our media strategy is aggressively pro-active but always aims to be written in a balanced way (i.e. the University is not pro- all animal research - but currently supports justified and necessary research). We aim to always 'give-more' information than just the minimum and only use FOI restricted release criteria where this is absolutely necessary and justified. Our website information aims to provide all FOI information and more and there is current work on producing detailed surgery footage of primate research. **UNIVERSITY**

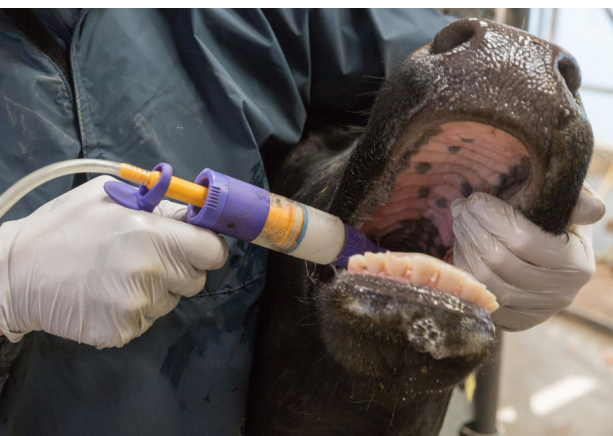
Prior to the Concordat many organisations that used animals in their research had statements on their website indicating that they did so. These statements often used standard phrases to generalise about and justify the use of animals in research. While they did indicate the support for animal research by an organisation, they were not representative of the research, ethics or culture of the organisations concerned. The complex ethical justifications and cost-benefit analyses undertaken by research institutions were often unstated, and these statements were frequently buried in inaccessible sections of organisational websites. A small number of universities provided more extensive information about the work that they undertook and the 3Rs, while one provided redacted Ethical Review Board minutes for a short time.

It is now a requirement of the Concordat that all signatory organisations state their institutional policy on the use of animals in research publicly, and all but two organisations have produced public-facing website statements. These statements are visible on websites, and accessible through the UAR portal page. They do not follow a set format, but are expected to reflect the ethical position of an individual institution regarding the use of animals in research.

Public-facing webpages with more extensive information about an organisation's position on animal research can now be found on 47 of 95 Concordat signatory websites. Building these pages has taken considerable time and resource, and represents a significant achievement for organisations, some of whom launched the new pages by featuring them on the organisational home page. These pages have sent a clear message that organisations are proud of the animal research that they undertake and support and have dramatically changed the availability of public-facing information about the use of animals in research.

Signatories provide additional information about animal research through brochures, corporate responsibility and annual reports and through social media.

An aim of the Concordat at its inception was to provide more and better information about animal research to journalists, through better access to spokespeople and experts, more transparent press releases and (where possible) improved access to animal facilities. An increasing number of organisations now have media relations policies around animal research that require the disclosure of the species in communications materials where research was undertaken using an animal, or that set out a formal process for responding to requests to film in an animal facility. Many organisations now provide comment to the media on animal research, though the complications of bio-security barriers at animal facilities and sign-off processes for spokespeople mean that media engagement by the commercial sector has remained limited.



Concordat signatories must actively support the 3Rs⁴ (reduction, replacement, refinement) in research, and two-thirds now require adherence to the ARRIVE guidelines⁵ for research that they fund, conduct or support. The 3Rs work undertaken by signatories is communicated to both the life-science sector and the public through organisation websites, publications and support for sector initiatives such as prizes or discussion fora.

2.1 POSITION STATEMENTS ON ANIMAL RESEARCH

It is a requirement of the Concordat that signatory organisations have a public-facing position statement that indicates their support for the use of animals in research, and why they feel that the research is justified. In 2015 the Concordat Steering Group recommended that the public-facing statement should be in place before new organisations can sign the Concordat. Previously signatories were given a year to develop a statement and place it into the public domain.

In 2015 82 Concordat signatories had policy statements on their websites, while 20 of these had more extensive web-pages providing public-facing information about their use of animals in research.

At the time of this year's survey 95 organisations had web statements with 47 signatories going above and beyond the Concordat requirements and including extensive information about their animal research. As of 2016 organisations without a public statement about their use or support of animals in research are no longer entitled to be signatories of the Concordat.

There is no set format given for these statements, as it is expected that they should reflect the principles and ethics of the organisation, acknowledging both harms and benefits of animal research as well as the importance of good welfare practices and the 3Rs.

The creation of these webpages has required considerable resource on the part of institutions, and represents a significant change to the information publicly available around the use of animals in research. The presence of these webpages and the accessibility of materials such as lay summaries of projects, species and numbers of animals used, details of 3Rs work, the rationale for using animals in research and answering concerns through an FAQ has been a huge step forward for the life-science sector. While universities and their funders were among the first to develop full websites detailing their animal research, this approach has now been adopted across the sector, so that charities, learned societies, pharmaceutical companies and other commercial organisations also present extensive publicly accessible information relating to their use or support of animal research.

The following webpages have been selected to illustrate good practice, and to show the sector's investment in proactive communication on animal research:
<http://www.imperial.ac.uk/research-and-innovation/about-imperial-research/research-integrity/animal-research/>

⁴ <https://www.nc3rs.org.uk/the-3rs>

⁵ <https://www.nc3rs.org.uk/arrive-guidelines>

Imperial College has developed an impressive website that delivers a breadth of information relating to animal research carried out at the University. The website not only includes relevant material such as specific examples of animal research carried out at the University and the accompanying statistics, but it also covers the licensing process and ethical review procedure that is required before animal work can begin. The website includes videos and photographs of animal research at the University and has a dedicated section about Imperial's commitment to the 3Rs.

<http://www.mrc.ac.uk/research/policies-and-resources-for-mrc-researchers/research-involving-animals/>

The Medical Research Council has gone to great lengths to explain how animal research is regulated in the UK on their dedicated website. This includes a detailed description of UK legislation and how it is implemented in the lab. The MRC explains how much funding is given to animal research projects and lists case studies that have been funded to research the 3Rs.

<http://www.manchester.ac.uk/research/environment/governance/ethics/animals/>

The University of Manchester has created a website that explains in detail the importance of animals in research. The website includes animal statistics via an eye-catching infographic, detailed case studies and the ethical review process at the University. A highlight of the website is the section dedicated to Manchester's commitment to public engagement about their animal research.

<http://www.nottingham.ac.uk/animalresearch/index.aspx>

The University of Nottingham has created an accessible website that clearly spells out the importance of animals in research while focusing on legislation and animal welfare at the University. The FAQs highlight the areas of research that take place at the University, how many animals are used each year, and how the 3Rs are implemented.

These are just a small sample of the web-based information provided by signatories. A full list of all website statements is given in the appendix.

2.2 INCLUSION OF ANIMAL RESEARCH IN COMMUNICATIONS AND MEDIA RELEASES

Although not yet widespread, formal policies detailing how animal research should be dealt with in media releases and media enquiries have been helpful to research and funding organisations. These policies set out specific requirements around animal research and so save time identifying how a communications plan should be applied to particular circumstances. Media policies on animal research have proved particularly helpful for arranging media visits to animal facilities as they explicitly set out what is needed for sign-off and the lead-time required for this process. Twenty-one signatory organisations now have media policies that set out how the details about research animals that should be given in a press release. Mention of the species of animal used when relevant to the research is expressly required by eight organisations, and some require this to be stated in the first sentence, while some organisations have further requirements, such as an image of the appropriate species. Additionally, six organisations have such policies in development.

The type of animal used in a research project must always be mentioned in the first line, and if possible the headline. **UNIVERSITY**

This is in sharp contrast to the policy of removing mention of research animals used from press releases which dominated research institutions ten years ago, and was still employed by some as recently as 2012. This change has been wide-spread and many organisations without a formal media policy ensure the mention of animals used to carry out particular pieces of research wherever possible.

This policy is unwritten but is enforced by the press office. We will never issue a release relating to research which used animals without making the use of the animals (and naming the species - i.e. not simply stating 'animal model'). We will never agree to being part of a partner-led release where the partner press office will not be explicit about the use of animals. So far, we have always managed to persuade reluctant press officers, researchers or institutions to comply with this. **RESEARCH FUNDER**

There will be a formal protocol in the near future, however, informally, media relations officers do mention animal research in their PR, checking with senior colleagues before releasing. **UNIVERSITY**

Our Framework for Communication about Animal Research sets out our organisational policy on mentioning animals in our media releases. Extracts include:

- We will cite experiments involving rodents in press releases and news stories where these played an important role in the research being communicated, and with the agreement of the lead researcher. Our press releases and news stories will be clear in these circumstances that mice or rats have been used and will avoid vague terms such as 'laboratory tests'.
- We will aim to respond to reasonable requests from journalists for information about our animal research. We will prepare reactive media statements setting out responses to questions. **RESEARCH INSTITUTE**



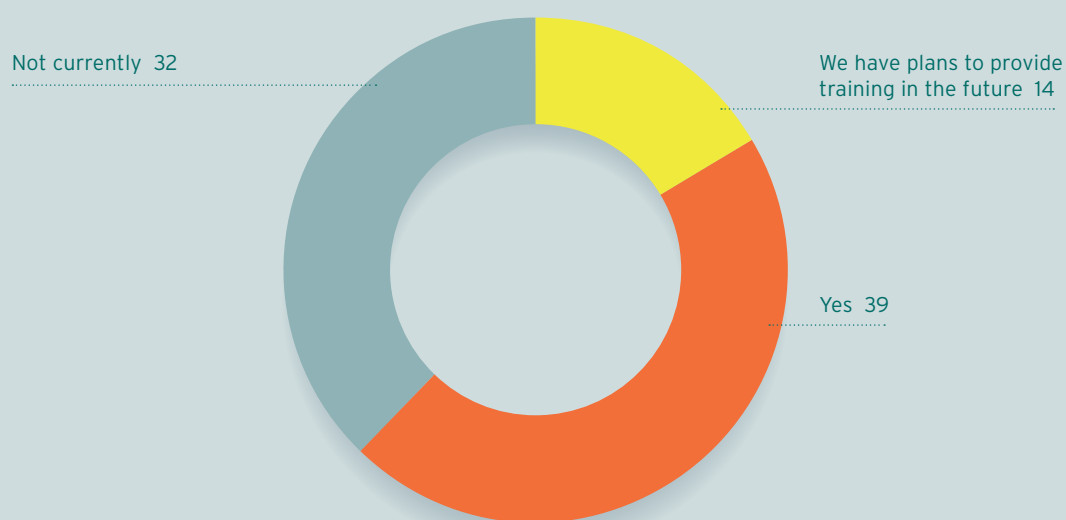
2.3 & 2.4 SUPPORT FOR MEDIA AND PUBLIC ENGAGEMENT ON ANIMAL RESEARCH

An objective of the Concordat was to provide the media with greater access to people and information about the use of animals in research. Greater access to training courses that support staff to talk about the use of animals in research was recommended in 2015, and this year signatories were asked whether they provided, or had plans to provide, this training for their staff. Almost half of respondents provided some training in talking about the use of animals in research.

[CHART 4]

Training in general public engagement and specifically around speaking in schools was provided by almost half of respondents. Additionally, organisations provided media training, often on an ad-hoc basis to key staff. While media training is often general, rather than focused specifically on animal research, many of the skills required for engagement with the media and the public on this issue are general communication skills, and over time this focus on training will enable the sector to communicate more confidently on animal research. Some organisations have developed media training with animal research as an example topic, to build confidence and knowledge of speaking about this area.

CHART 4: DO YOU PROVIDE RESEARCHERS OR STAFF WITH TRAINING TO ENGAGE CONFIDENTLY WITH THE PUBLIC ON THE ISSUES AROUND ANIMAL RESEARCH?



An objective of the Concordat was to provide the media with greater access to people and information about the use of animals in research. Greater access to training courses that support staff to talk about the use of animals in research was recommended in 2015, and this year signatories were asked whether they provided, or had plans to provide, this training for their staff. Almost half of respondents provided some training in talking about the use of animals in research.



Currently only two senior researchers are media trained. We would hope to put more staff through the training, including young researchers and technicians. **UNIVERSITY**

Only a few charities offered specific training around communicating on the use of animals in research beyond providing information sheets to public and staff, and more support, particularly with media engagement, could be provided here to ensure that trained spokespeople are available to speak with media when necessary.

We do not explicitly provide training. In the past staff in our Communications team had attended an Association of Medical Research Charities course on animal research. This course is no longer offered. **CHARITY**

Many of the organisations that do provide specific training for researchers are universities, and there is a clear need for other organisations, particularly the commercial sector to provide more. Once again, there is an opportunity for learned societies and trade associations to encourage and support training in media and public engagement among their membership.

We do provide media and communications training to our women Fellows, grant awardees and early career researchers. Questions on animal research often feature in this training. We also have a working relationship with the Science Media Centre and regularly provide comments from our Fellows on various issues pertaining to research using animals. **LEARNED SOCIETY**

Signatories were also asked whether they offered media training around the use of animals in research to staff within their organisations. **[CHART 5]**

There is a need for more formal training around media engagement in all sectors, which relies on the identification of appropriate staff as well as the provision of training.

While media training is provided by around half of signatory organisations, more staff need to be authorised to speak with media when opportunities arise, particularly within pharmaceutical companies. While opportunities to engage with traditional media may be rare in some organisations, it is best to be prepared so that an accurate view can be given when needed.

All but six signatories were able to provide a named contact for media enquiries around the use of animals in research.

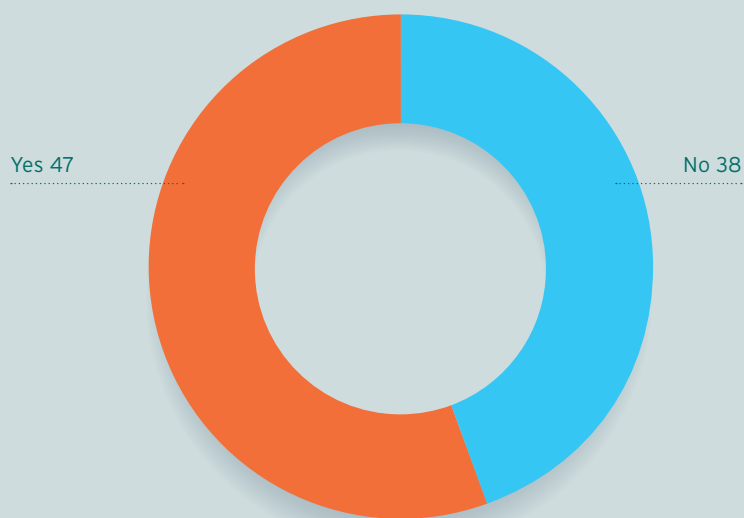
We have not been in a position where someone has requested to do media relations around animal research. We do however ensure that all of our media spokespeople are briefed to respond in an open and transparent manner around the use of animals in our research.

CHARITY

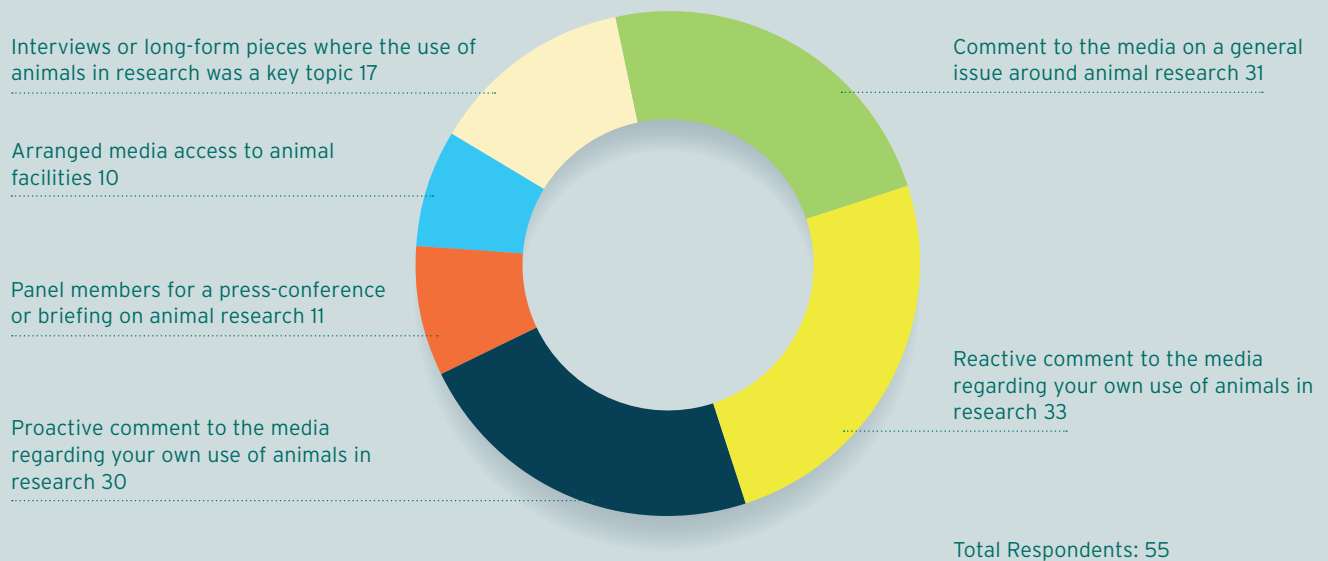
Positively, more organisations are now in the process of developing or providing media training, either in house or through external organisations. More universities are training younger researchers, and commercial CROs in particular are ensuring that they have trained spokespeople available when they need them.

Staff who wish to do so are supported in their attendance at external training workshops on public engagement e.g. those offered by the Science Media Centre when appropriate. Our Staff and Departmental Development Unit also offer short courses which staff can choose to attend, at any time, free of charge. A few examples of these are "Engaging with the Media: an introduction (including radio interviews)", "Writing for a General Audience" and "Television Interview Skills". **UNIVERSITY**

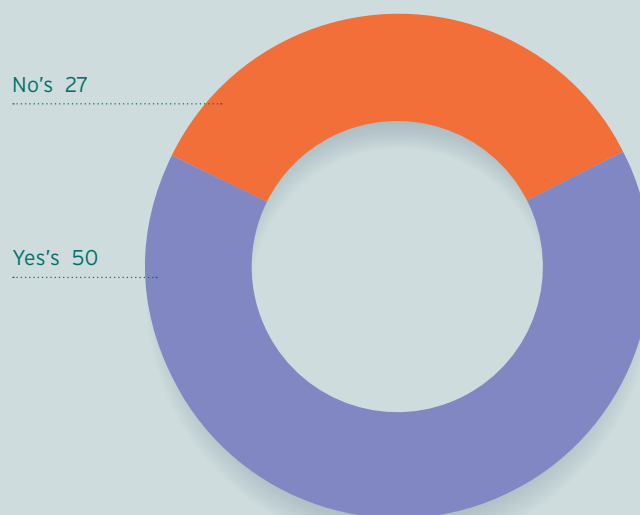
CHART 5: DO YOU PROVIDE MEDIA TRAINING FOR STAFF WHO WISH TO ENGAGE WITH THE MEDIA ON ANIMAL RESEARCH?



Signatories were also asked whether they offered media training around the use of animals in research to staff within their organisations.

CHART 6: ANSWER CHOICES - RESPONSES

We asked organisations what types of media engagement they have undertaken in the past year that specifically considered the use of animals in research. Only 55 respondents answered this question, indicating that it was not relevant to all signatories. Interestingly, organisations were only 5% more likely to have provided reactive media comment than to have provided proactive media comment around their animal research, showing a real change in how research organisations approach the media when discussing animal research, and their willingness to be up-front concerning this issue.

CHART 7: DO YOU REQUIRE THAT ARRIVE OR EQUIVALENT PUBLICATION GUIDELINES ARE MET FOR RESEARCH THAT YOU FUND, PUBLISH OR CARRY OUT?

It was recommended in 2015 that signatory organisations should actively endorse publication guidelines where possible, ensuring that they are adhered to with checks and sign-off processes. Of the 95 organisations that completed the survey 76 answered this question, and 50 agreed that ARRIVE or equivalent publication guidelines were a requirement.



[Organisation] has approximately 2 media spokesperson per site who regularly receive media training on several topics including animal research. Additionally we sent staff to the UAR training. **CRO**

Media training is available to all [our]-funded researchers. **RESEARCH FUNDER**

The survey made it clear that there is a great deal of training available, particularly for academic scientists, who are able to access training from a number of different sources. In the coming years it will be important to ensure that this training is meeting the needs of the media in terms of engagement and access to spokespeople who can speak knowledgeably about animal research.

We asked organisations what types of media engagement they have undertaken in the past year that specifically considered the use of animals in research. Only 55 respondents answered this question, indicating that it was not relevant to all signatories. Interestingly, organisations were only 5% more likely to have provided reactive media comment than to have provided proactive media comment around their animal research, showing a real change in how research organisations approach the media when discussing animal research, and their willingness to be up-front concerning this issue. **[CHART 6]**

2.5 & 2.6 GOOD PRACTICE IN PUBLICATION GUIDELINES

It was recommended in 2015 that signatory organisations should actively endorse publication guidelines where possible, ensuring that they are adhered to with checks and sign-off processes. Of the 95 organisations that completed the survey 76 answered this question, and 50 agreed that ARRIVE or equivalent publication guidelines were a requirement.

It is noted that a number of publication guidelines that are equivalent to or extensions of ARRIVE are used by organisations from all sectors to ensure that good practice standards in experimental design and reporting are met.

[CHART 7]

Some learned societies and trade organisations do not fund, publish or carry out research, so this question was not applicable to them, and other organisations endorse the ARRIVE guidelines but do not require that they are followed.

A condition of grant award is adherence to the NC3Rs' guidance documents, which reference the ARRIVE guidelines. No grant award is made without scrutiny by the committee of proposed animal usage. **CHARITY**

We make it clear that is good practice and highly recommended but we do not state that it is compulsory. **UNIVERSITY**

Many research funders including charities and from the learned societies that publish research now expressly mention the ARRIVE guidelines on their application forms, sending a clear message to researchers to adopt them as standard practice. Other NC3Rs guidance is also promoted as good practice by these organisations. The adoption of specific reference to the ARRIVE guidelines and other 3Rs guidance by funders is particularly welcome, and will have considerable impact on research design and reporting.

Internal and externally led publications are reviewed prior to submission to check for adherence to ARRIVE guidelines. The lead author needs to give an explanation of why a publication should proceed when the guideline is not met. **PHARMACEUTICAL COMPANY**

Nineteen organisations reported practices that check to ensure the ARRIVE guidelines are followed, while the majority recommend ARRIVE as good practice. Several organisations are currently reviewing their policies and practices, and intend to make the ARRIVE guidelines an absolute requirement in the near future.

Signatories were asked how they communicated their work on the 3Rs to lay audiences such as media and public. Responses showing how this work was shared were provided by 82 of the 95 organisations, whilst this question was inapplicable to 13 organisations such as small trade associations, whose work does not directly deal with the 3Rs. Other trade associations cited their work within stakeholder meetings, where they discuss application of the 3Rs extensively, though not with a public audience.

COMMUNICATION OF 3RS WORK TO MEDIA AND PUBLIC [CHART 8]

Respondents gave numerous examples of their 3Rs work, much of which is in the public domain through their websites, in leaflets or through sector engagement activities. While the types and focus of activities vary it is clear that the life-science sector is doing considerable work to communicate the 3Rs and to share best practice in this area.

Where relevant 3Rs examples given during reviews may be emailed to those working in similar areas or on similar species to help with best practice. **UNIVERSITY**



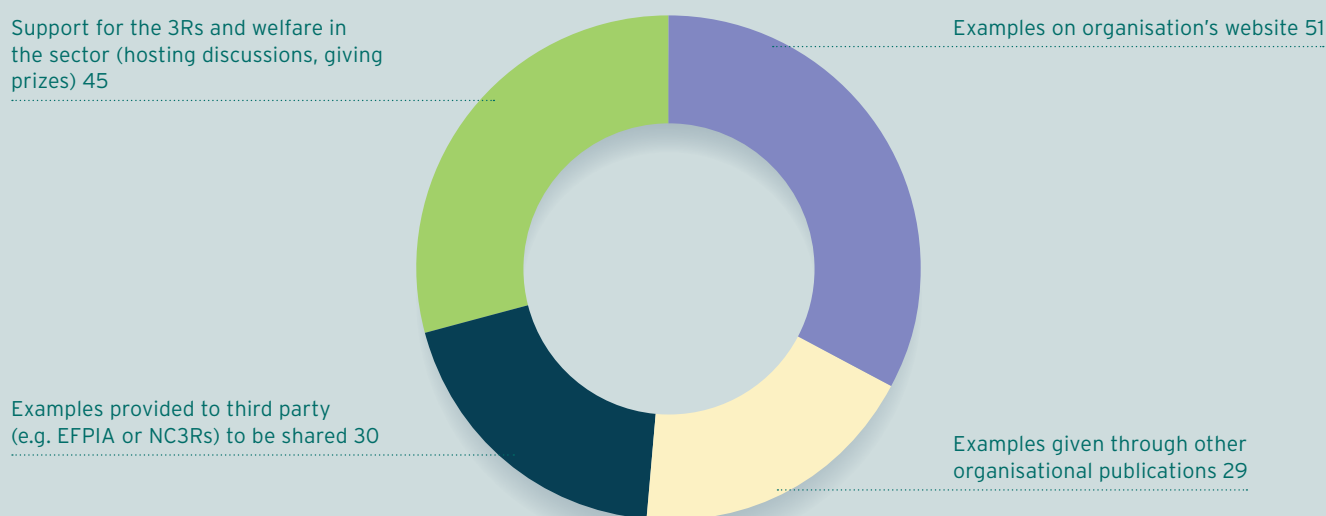
We hold a 3R's seminar about every 18 months for which it is mandatory for all PILs and PPLs to attend. We also invite others from local academic institutes. We invite external speakers and it is chaired by the PELH.

UNIVERSITY

Our Animals in Research materials contain examples of how the 3Rs are applied by our member companies in the development of new medicines. These are included both in the description of particular research projects, to explain how the harms of these research projects are minimised, and in a separate insert. Last year we also published a peer-reviewed publication exploring the use of in vitro alternatives... and how this has changed over the last 20 years. **TRADE ASSOCIATION**

We include examples of the 3Rs on our external website. We have also developed a "3Rs developments and successes" internal form which researchers are asked to complete so that we can promote these developments internally (through our intranet, emails, TV screens, newsletters etc.) to our Licence holders as well as external partners and collaborators etc. We have arranged a "Using the 3Rs to support good science" seminar for September 2016. **RESEARCH INSTITUTE**

CHART 8: COMMUNICATION OF 3RS WORK TO MEDIA AND PUBLIC



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COMMITMENT 3: WE WILL BE PROACTIVE IN PROVIDING OPPORTUNITIES FOR THE PUBLIC TO FIND OUT ABOUT RESEARCH USING ANIMALS

SUMMARY OF ACTION TAKEN ON RECOMMENDATIONS

RECOMMENDATION OF 2015 REPORT

ACTION OVER THE PAST YEAR

3.1

More collaborative working is needed to support organisations to share ideas and develop communication tools around their animal research.

An online collaborative workspace has been developed for signatories to share information and ideas, but take-up has been poor. Events where signatories are brought together for discussion and to share best practice have proved more effective in encouraging discussion and collaboration between organisations.

Training sessions on working with media and communicating in plain English are needed to help organisations with their communications.

Research institutions are now supporting researchers to communicate animal research to the lay public through public engagement training and support to write lay summaries in plain English. These research summaries are now found on several websites.

Specific support to aid collaborations within the commercial sector, and to support their development of public-facing communication tools is needed.

A joint ABPI / UAR event was held in late 2015 to support public-facing communication around animal research in the commercial sector. It was acknowledged that change here will be slow, but that progress is being made, with far greater information now in the public domain. With encouragement to share practices more commercial organisations should follow this lead.

3.2 & 3.3

Organisations should adopt guidelines that support researchers and others planning public engagement events around animal research.

Formal guidelines have not been issued, but public engagement events have taken place in 54 signatory organisations, and ad-hoc support is available from UAR where needed.

Structured engagement activities such as UAR's Open Labs should be publicised more widely to Concordat organisations, and support given to help research organisations engage with school and community groups directly. Organisations interested in participating in these activities should contact UAR.

Open Labs has been publicised more widely in the past year and six concordat signatories have now been involved. UAR expects greater involvement in years to come.



TRENDS AND CHANGE IN 2016

One of our researchers who is involved in Alzheimer's disease research was asked to talk at a local dinner attended by a variety of local people. She was asked as the owner of the event had a relative suffering from the disease and was very grateful for the impact the research was making and wanted it more widely known and acknowledged. The research was also published as a story in the local Milton Keynes newspaper. **UNIVERSITY**

Proactive communication and opportunities for public engagement allow the public to gain a much better understanding of the use of animals in research, while allowing researchers and animal care staff to speak directly about the work that they do.

Over the past year UAR has offered public engagement training to staff from Concordat signatory institutions, building on a successful schools' initiative which brings together research staff and schools so that young people can learn more about animal research through their science lessons. Many research organisations support their staff to give presentations on animal research in schools, either through the UAR programme or as part of their own initiative. Unexpectedly, many organisations do both, reaching out to some schools locally, but also engaging with the UAR programme.

The UAR schools' speaker programme is just one of many collaborative and cooperative initiatives between Concordat signatories, where they work together to support the development of more accessible information on animal research. Signatories have formed partnerships that have allowed them to develop communications initiatives with other institutions, ensuring that research staff do not feel exposed and isolated.

Organisations that support, but do not carry out animal research such as charities, funders, trade associations and learned societies have had a critical role to play in providing guidance, support and recommendations to their grant holder and members. This role will become increasingly important as research organisations adopt policies around openness that researchers must fulfil through their working practice.

Signatories communicate to the public about their animal research through a wide range of public engagement events including science festivals, local events and family days where the families of staff are invited in to see animal facilities. Further collaborative working, for example between charities, universities and supporting organisations could see further public engagement events that support patients to engage with medical research. There are plans by many signatories to arrange or participate in more events locally and for special interest groups.

Most public engagement is carried out on an ad-hoc basis, and in large organisations it can be difficult to track how much is taking place, but it is clear that staff working in this area now feel more confident to discuss animal research openly.

Resources such as cost and staff time represent significant barriers to direct public engagement activities, which require considerable organisation and reach limited numbers of people. As such, these initiatives have been limited in scope and not all signatories have been able to make the investments required and participate in the outreach activities described here.





3.1 CO-OPERATIVE WORKING TO PROVIDE EXPLANATIONS OF ANIMAL USE IN RESEARCH

Signatories were asked to provide examples of where they had collaborated with other organisations to provide explanations and information around the use of animals in research.

Individual examples were given by 42 organisations ranging widely across public engagement and stakeholder communications initiatives. Many cited joint initiatives to develop communications, and work on joint seminars and workshops to communicate about good practice in animal research within the sector.

Many of these collaborative initiatives have direct communications outputs such as joint press releases, or indirect outputs, such as joint-development of an engagement strategy. Several organisations cited work with schools to engage young people on the subject of animal research.

The examples given below represent a few of those provided by signatory organisations.

- Our main channels of communications used in partnership are press releases, where we often work closely with the funders, many of whom are signatories of the Concordat themselves. **RESEARCH INSTITUTE**
- Our aquarium has hosted approx. 350 school children over the past year learning about the type of research we carry out here using Zebrafish. **UNIVERSITY**
- The UAR, NC3Rs and external researchers all participated in workshops for university staff and students to raise awareness of animals in research, discuss the Brown Report findings, discuss ARRIVE guidelines and study design. An inter university 3Rs technicians' away-day with the NC3Rs is planned **UNIVERSITY**

- We have taken part in many events organised by SoB, NC3Rs, ABPI, BIA, RSPCA, FRAME. **CRO**
- The upcoming European Commission conference on alternatives to animal research should provide a good opportunity for scientific discussion and evaluation of animal and non-animal research models. We, along with EFPIA and many other organisations, have encouraged our members to submit examples for discussion to the Commission for consideration. This has been a good example of the broad bioscience community working together to present a wide range of detailed examples and discussions of their use of animals in research. **TRADE ASSOCIATION**
- Held Concordat workshop at [conference] 2015 **LEARNED SOCIETY**

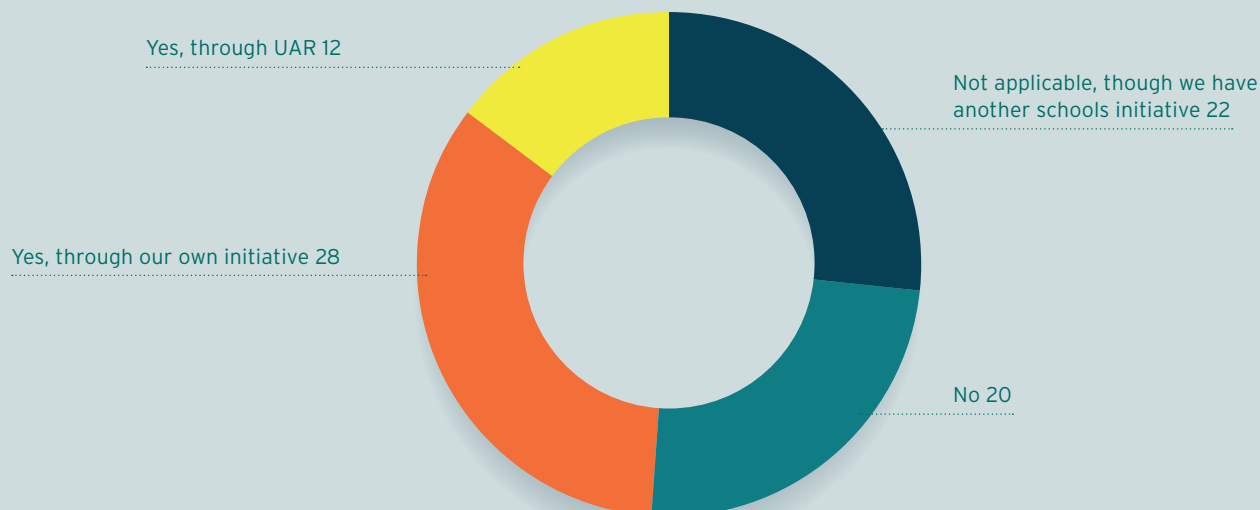
3.2 ACTIVITIES THAT ENCOURAGE PUBLIC ENGAGEMENT WITH THE ISSUES OF ANIMALS IN SCIENTIFIC, MEDICAL AND VETERINARY RESEARCH

Many public engagement activities were cited under commitment 1.2, but this aspect of the concordat looks specifically at activities that engage the public directly. While many organisations have focused on communicating more effectively with their own employees or with the sector, direct engagement with the public allows people to 'see for themselves' what is happening in animal facilities, particularly those in their local communities, and to learn more about the research taking place there.

The Openness in Animal Research Public Dialogue ⁶, which took place during the development of the Concordat, showed that while oversight and governance are important, people need direct engagement with organisations if they are to relate to the issues around animal research.

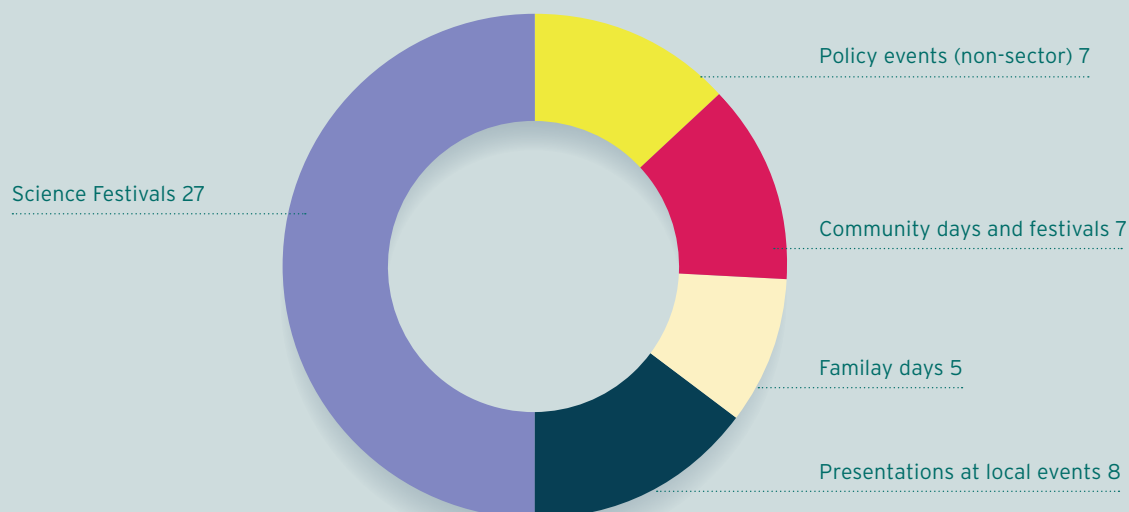
⁶ <http://www.sciencewise-erc.org.uk/cms/openness-in-animal-research-dialogue/>

CHART 9: DOES YOUR ORGANISATION SUPPORT RESEARCHERS OR STAFF TO GIVETALKS IN SCHOOLS ABOUT ANIMAL RESEARCH?



Forty signatories indicated that their organisation provides talks to young people in schools, either arranged through their own organisation or through the UAR schools speaker programme. Five respondents indicated that their staff present in schools through both their own initiative and through UAR.

CHART 10: HAVE YOU ENGAGED WITH THE PUBLIC OR COMMUNITY AROUND THE USE OF ANIMALS IN RESEARCH THROUGH ANY OF THE FOLLOWING PUBLIC ENGAGEMENT ACTIVITIES.



Concordat signatories are encouraged to participate in a wide range of public engagement activities, besides speaking in schools. These public engagement activities principally involve institutions that carry out research, and so are not applicable to all respondents. Trade associations and other societies have been developing initiatives that allow them to engage directly on the subject of animal research. Development of public engagement activities were indicated by 54 respondents.

The most prevalent public engagement activity undertaken is schools' engagement, often through researchers, technicians or others from the sector visiting secondary schools and speaking about their work as part of the lesson structure. Usually this takes place during Science or Biology classes, but occasionally as part of Religious Studies or Ethics.

Forty signatories indicated that their organisation provides talks to young people in schools, either arranged through their own organisation or through the UAR schools speaker programme. Five respondents indicated that their staff present in schools through both their own initiative and through UAR. **[CHART 9]**

Respondents were also asked to indicate whether they participated in schools engagement initiatives, as non-research organisations may be less likely to present in classrooms, but frequently work with schools.

- As described above we have materials about the use of animals in research, which are specifically aimed at schools, and are freely available on our schools website. We promote these to teachers directly, such as through the ASE conference, and with our members, to support their work in schools. **TRADE ASSOCIATION**
- We don't have a formal support system in place but we are aware that some staff are doing this and this activity is encouraged. We do host school visits to our animal facilities on an ad hoc basis. **UNIVERSITY**
- We have regular placements from local schools (1 week) concentrating on laboratory activities but including a half day with the site veterinarian. There is no barrier to communicating with schools, but no demand. **CRO**

Concordat signatories are encouraged to participate in a wide range of public engagement activities, besides speaking in schools. These public engagement activities principally involve institutions that carry out research, and so are not applicable to all respondents. Trade associations and other

societies have been developing initiatives that allow them to engage directly on the subject of animal research. Development of public engagement activities were indicated by 54 respondents. **[CHART 10]**

Those organisations that responded to this question frequently undertook many engagement activities. While trade associations rarely took part in outreach events directly, they encouraged their members to participate in these initiatives, promoting them at member events.

The following represent examples of engagement activities undertaken by signatories in the second year of the Concordat:

- Grantees are invited by local groups of the charity to give presentations on their research. This may involve a discussion around research involving animals. **CHARITY**
- Student-led stand at local science fair. Family open days. Large researcher-led stand at the Royal Welsh Show each year. **UNIVERSITY**
- We host an annual public lecture series 'Let's talk about health' which often relates to research that involves animals. This last year, we have provided UAR leaflets about animal research and somebody from the AWERB/ veterinary scientific team has attended to respond to any questions from the public about our work. Next year, we hope to have our own leaflets directing people to the new website for further information about our research. **UNIVERSITY**
- [We have] engaged with BIS on issues around recruitment of animal technologists and had open days at [our] Offices to engage with our local community. **COMMERCIAL ORGANISATION**
- Our in vivo staff manned a stand about animals in research as part of a site-wide family and friends day, participation in excess of 3,000 people. **PHARMACEUTICAL COMPANY**

Many signatories from the commercial sector are now engaging their local communities to discuss their research more openly with the public.

Seven signatories stated that they had not developed public engagement initiatives around animal research, citing resources as the principle barrier to engagement. **[CHART 11]**

While it is not a condition of the Concordat that organisations provide access to their animal facilities for visitors, it is recommended that they do so. For many people seeing inside an animal facility helps them to understand welfare practices and place the work in context. It is very helpful for those who work within the research sector or for policy makers to visit animal facilities and gain a better understanding of how they work and how animals are kept.

Students from Wembley High Technology College visited [organisation] in February 2016 to learn more about our breast cancer research. As part of their visit they got to look at *Drosophila* under the microscope and hear how we use them as model organisms in our work. **RESEARCH INSTITUTE**

Students and staff (not directly involved in research) from other institutions were most commonly granted access to animal facilities and 15 organisations cited direct examples of inviting students or staff in to learn more about how their animals are kept and used in research. This is a big step for many organisations, as few institutions provided tours of their animal facilities prior to the Concordat.

We recently held an open day at our new rodent facility, which was very well attended by external colleagues and some members of the public along with [our] staff and students.

We have also invited external animal research staff, colleagues and students for tours of the facility. These were big steps as previously even the existence of the facility was not general knowledge. **UNIVERSITY**

[We hosted a visit of] 30 Students from local Agricultural college studying animal management. **PHARMACEUTICAL COMPANY**

Twelve organisations have offered tours of their animal facilities to politicians such as MPs, MEPs or local councillors. In two cases the offers were declined. Most visits have gone well and should be encouraging for others who are considering similar initiatives.

Local council leadership team and local colleges to visit the labs. **CRO**

Hosted members of BIS from Office of Life Sciences. MP/MEP visits offered through EFPIA Princes Trust movement to work. **PHARMACEUTICAL COMPANY**

Three organisations have been unable to provide access, but have arranged alternative ways to 'bring the public in'.

Virtual access to facility: - MPs and politicians - funders (BBSRC and from BIS) - special interest groups, such as University of the Third Age - technical staff (such as contractors and equipment providers) - teachers (UK and international). **RESEARCH INSTITUTE**

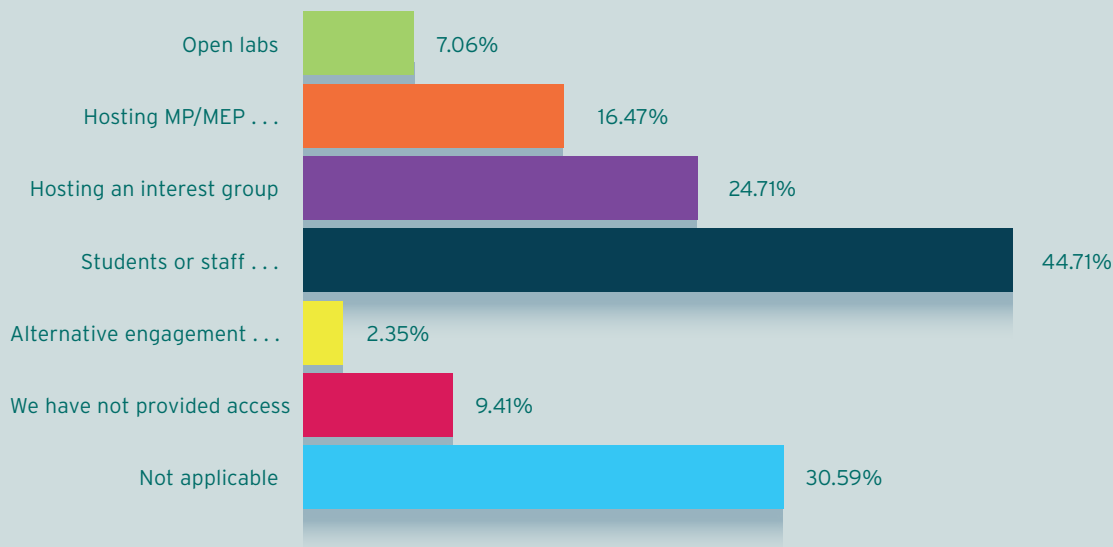
As a Learned Association we do not have premises to provide access to visitors but we invited and hosted several students at our annual meeting in November 2015. **LEARNED SOCIETY**

Three further organisations are planning to provide tours of their facilities in the future, and with openness in mind more facilities are now being designed and built with provision for visitors made.





CHART 11: DURING THE LAST YEAR, HAVE YOU PROVIDED ACCESS TO YOUR ANIMAL FACILITIES TO VISITORS FROM OUTSIDE YOUR ORGANISATION?



Seven signatories stated that they had not developed public engagement initiatives around animal research, citing resources as the principle barrier to engagement.

DISCUSSION: BARRIERS TO OPENNESS

The annual reporting process for the Concordat has been helpful in capturing good practice and tracking the considerable change that has taken place in the UK life-science sector as a result of the openness initiative, however this type of survey is not an appropriate way to identify barriers or difficulties associated with openness.

In order to learn about the challenges experienced by signatory organisations in implementing openness, a discussion workshop was held at a Concordat signatories event. Small groups of representatives from Concordat signatory organisations worked through a topic sheet to discuss some of the challenges and barriers they experienced, together with potential ways to overcome them, feedback for other organisations or recommendations. They recorded this information in note-form, and the notes from discussion sessions were collated by UAR. Key ideas, themes and perceptions arising from the discussions are noted here to help inform recommendations for the future development of the Concordat. These notes have been supplemented with feedback given to UAR at visits to Concordat signatories over the past two years.

SIGN UP PROCESS

Most organisations felt that the Concordat sign up process was straightforward. In many cases sign-up was the result of a top-down decision taken by a senior figure in the organisation. For some this leadership was clear and helpful, giving direction and steer. In other organisations the decision was taken before full discussion with researchers, so that their safety was considered compromised, and that they had been left out of the consultation process. Where this happened it caused resistance among staff which had to be addressed before any real change could take place. In many organisations researchers and security staff raised questions about personal safety needing reassurance that openness would not endanger staff. One institution stated that a task group was set up to identify concerns around the Concordat commitments, and that after consideration they were very supportive.

In some organisations, although signing up was straightforward there was less appetite to take action and begin the process of change. Some institutions had signed up without full consideration of what greater openness would mean for the organisation, or the level of work that would be involved in seeding the required change in practices.

A membership organisation commented that the Concordat was helpful and timely, providing the push that research organisations needed to talk about animal research more. The explicit support of funding organisations and umbrella bodies was particularly helpful in securing interest and sign-up, as was the involvement of Sir Mark Walport, whose involvement provided credibility in government and scientific circles.

DISSENTING VOICES

Disagreement with the principles outlined in the Concordat in research institutions often came from staff who remembered the days of violence and physical attacks. There was a strong perception that greater openness would put them at risk. Over the two years since the launch of the Concordat signatories have worked to show researchers that the UK has now has extremely low levels of animal rights activism and that the caution they express is now unnecessary. This view has been upheld with differing degrees of success in different organisations, and some researchers still express concerns regarding their security, feeling that they are at personal risk of attack if things go wrong, and in some cases this view is shared by security personnel, who see greater openness as a risk. It is difficult to know how wide-spread this view is.

Some organisations have established values around openness and this reticence is rarely seen, but for many being open around animal research represents a major culture change and at least a few individuals are cautious about potential repercussions.

Some organisations felt that partner organisations, particularly NHS Trusts had misgivings about greater openness, and in some cases senior management had been difficult to convince of the value of openness, even after sign up. A particular worry for universities has been the large proportion of staff and students who were previously unaware that animals were being used for research. In some cases these were senior staff, who expressed deep concerns about openness and the Concordat.

There were particular difficulties for signatories with parent organisations based in the USA where the socio-political context is very different. These organisations have seen greater openness as a cause for concern, and still require considerable support to show the benefits of greater transparency.

While some membership and trade organisations felt that the Concordat was a timely and natural step, others had concerns that the speed of change was too rapid, and some researchers and smaller organisations remained very concerned about public communications.

OVERCOMING PRIMARY CONCERNS

Staff security was a significant concern for many organisations. Researchers were concerned about being **targeted by animal rights groups**, and some had serious reservations about being named in connection with their animal research, making difficult to promote their work. In one organisation change in company structure created a wide-reaching culture change that removed many barriers and concerns about security and targeting. In other organisations the lack of negative impacts resulting from openness have addressed many concerns. Smaller research



organisations have found it helpful to develop internal communications before moving to public and media engagement.

The perceived potential for **loss of donations** was a key concern for research charities, but also for universities who rely on alumni donations for funding. In many cases this has been resolved by greater openness, more communication and by a more co-ordinated approach to fundraising. Larger charities have not reported negative impact on fundraising overall. Despite the lack of negative impact effects on fundraising remain a considerable concern for many signatories, who require ongoing support to ensure that communication strategies are in place to allow for greater openness.

The perceived **reputational risk** of being associated with animal research has been a concern for charities and research organisations, particularly when their connection to animal research was less-known prior to the Concordat. Those groups leading the Concordat believe that there is greater reputational risk from secrecy than from openness, and in most organisations regular discussions about practical steps to achieve openness have allowed concerns to be expressed and have built understanding.

In some organisations it has been difficult to identify and overcome **ingrained working practices**, and while steps have been taken already, moving to an embedded culture of openness will take time.

BARRIERS AND CHALLENGES

The key barrier cited was **resource to invest in activities**. Proactive communication takes time and costs money. Many of those organisations that are taking longer to implement are small have are less able to commit the necessary time and budget to developing webpages and providing images. Proactive engagement is challenging and time-consuming, but ultimately necessary to avoid secrecy. The sector has invested greatly in online information and public engagement activities, which have made a difference to the information in the public domain, but which are not without cost.

Capturing activities that are taking place can be challenging in large organisations, particularly in universities, but an emphasis on reporting and on sharing practices has proved helpful.

It can be difficult to **sustain motivation** for a new and resource intensive initiative after the initial work is done. It is important that next steps and best practice examples, as well as the benefits of greater openness continue to be communicated if we are to see real, long-lasting change in the life-science sector. This can be particularly challenging for those organisations that fund and support research, and who need to keep their members or grant-holders engaged and focussed on maintaining a change.

Gaining sign-off and permission for photographs, videos and access to facilities is time consuming and is a challenge for most research organisations. Developing formal processes for these can help to support future activity and simplify these requests.

Full implementation of the Concordat commitments requires organisations to place 'difficult' information into the public domain. This has led some organisations aiming to adopt a position of 'open, but not too open,' which does not meet the spirit of the Concordat. Other organisations have good-will but lack the resources needed to drive their openness work forward.

Government bodies have cited resistance from within government at senior levels, which has caused delays and difficulties in terms of sign-up and activity.

There are some particular areas of current complexity for the Concordat that will need to be considered and addressed by signatory organisations:

- [Communicating sensitive research](#)
- [Communicating NHP research](#)
- [Collaborating with overseas organisations where welfare standards are lower](#)

Communicating on achievements made in 3Rs research has posed a challenge for all signatories, as this work implies that animal welfare at the institution was imperfect and could be improved.

FINAL REFLECTIONS

Signatory organisations still have significant internal barriers to meeting the Concordat commitments and these will take time to resolve. The sector has come a long way, and the quantity and quality of easily accessible information on the use of animals in research is greater than it has ever been. On signing the Concordat organisations approached it with different communications strategies, resources and commitment at senior levels.



Some have led the way with public-facing celebrations of their research, while some have met significant resistance and others have started from a position of secrecy from which steps towards greater transparency have been made. As a whole, the sector has made great progress, and an aspiration of this work is that public attitudes to animal research in the life-sciences will be more informed as a result of the considerable work that has been undertaken. A significant impact of the Concordat is that it improves the lives of researchers and animal technicians who now have the support to speak openly about their work.

Culture change takes time, but the most substantial barriers have been overcome, and change seems likely to continue, bringing in more organisations as concerns over safety are shown to be unsubstantiated. The wealth of information provided by signatory institutions is helpful, in context and addresses the views and concerns of the public identified in the Openness Public Dialogue⁷.

Critics of the Concordat have levelled the accusation that true transparency around animal research cannot be achieved through proactive communication, citing the Openness in Animal Research Public Dialogue where the public called for a greater number of Home Office inspections and government scrutiny of animal research. Regulation and government processes are beyond the scope of this voluntary code of practice, but we hope that the process of improving internal communications, collaborative working, and communications around the 3Rs and the harms experienced by laboratory animals will help to focus attention on these areas and improve welfare practices. The results of the Public Dialogue were shared with government and regulators, who have stated their support for the Concordat⁸ and what it aims to achieve.

Although proactive communications will never represent 'openness' for all stakeholders, they will allow interested media or public to inform themselves more easily about the research which takes place, in publicly-funded and commercial institutions, across the UK.

⁷ <http://www.sciencewise-erc.org.uk/cms/openness-in-animal-research-dialogue/>

⁸ <https://www.gov.uk/government/publications/working-to-reduce-the-use-of-animals-in-research-delivery-report>

ASPIRATIONS

Recommendations have been made throughout this report, and are ongoing. Rather than add to these the following aspirations should lead the direction of the Concordat, as organisations develop their openness initiatives further.

- Better communications within the sector
- Support for scientists and technologists to talk about their work
- More accessible information for the public
- Communications that reflect the true experience of animals; covering care, welfare and harms
- Increased public awareness of animal research, which drives good practice and supports animal welfare



APPENDIX

Organisations providing position statements on the use of animals in research

- Aberystwyth University** <https://www.aber.ac.uk/en/rbi/staff-students/ethics/animals/>
- Academy of Medical Sciences** <http://www.acmedsci.ac.uk/policy/major-policy-strands/using-animals-in-research/>
- Agenda Resource Management Ltd** <http://www.agenda-rm.co.uk/welfare-first>
- Alzheimer's Research UK** <http://www.alzheimersresearchuk.org/about-us/policies-reports/policy-reports/animals-in-research/>
- Arthritis Research UK** <http://www.arthritisresearchuk.org/research/research-funding-and-policy/our-research-policies/animal-research-policy.aspx>
- AMRC** <http://www.amrc.org.uk/our-work/animal-research>
- ABPI** <http://www.abpi.org.uk/our-work/mandi/Pages/animals-research.aspx>
- Asthma UK** <http://www.asthma.org.uk/research-use-of-animals-in-research>
- AstraZeneca** <http://www.astrazeneca.com/Sustainability/responsible-research>
- Babraham Institute** <http://www.babraham.ac.uk/about-us/animal-research>
- BBSRC** <http://www.bbsrc.ac.uk/about/policies/position/policy/animal-research-policy/>
- Biochemical Society** <http://www.biochemistry.org/Portals/0/SciencePolicy/Docs/The%20use%20of%20animals%20in%20research%20October%202008.pdf>
- BioIndustry Association** <http://www.bioindustry.org/policy-and-regulation/use-of-animals-in-development-of-medicines/>
- Bloodwise** <https://bloodwise.org.uk/we-research?section=our+polices>
- British Andrology Society** <http://www.britishandrology.org.uk/resources/policy-guidelines/>
- British Association for Psychopharmacology** http://www.bap.org.uk/position_statement.php
- British Heart Foundation** <https://www.bhf.org.uk/about-us/our-policies/research-policies/animals-in-research>
- British Horseracing Authority** <http://www.britishhorseracing.com/resource-centre/veterinary-welfare/centre-for-racehorse-studies/>
- British Neuroscience Association** <http://bna.org.uk/about/policies/#animal-research-policy>
- British Pharmacological Society** <http://www.bps.ac.uk/details/educationPage/813895/Animals-in-research.html?cat=bps12aadf72574>
- British Society of Immunology** https://www.immunology.org/page.aspx?pid=1263#The_importance_of_the_use_of_animals_in_immunological_and_drug_development
- Brunel University** <http://www.brunel.ac.uk/about/administration/governance-and-university-committees/university-committees/research-ethics-committee/animal-research-at-brunel>
- Cancer Research UK** <http://www.cancerresearchuk.org/about-us/we-develop-policy/our-policy-on-supporting-science/the-use-of-animals-in-cancer-research>
- Cardiff University** <http://www.cardiff.ac.uk/research/our-research-environment/integrity-and-ethics/animal-research>
- Charles River Laboratories** <http://www.criver.com/about-us/humane-care>
- Covance Laboratories Ltd** <http://www.covance.com/commitment/animal-welfare/our-commitment.html>
- Cystic Fibrosis Trust** <https://www.cysticfibrosis.org.uk/the-work-we-do/clinical-trials/animal-testing>
- Durham University** http://www.dundee.ac.uk/media/dundeewebsite/researchgovernanceandpolicy/documents/roa_statement_20150520.pdf
- Eli Lilly & Co** <https://www.lilly.com/Research-development/Approach/Research-ethics/animal-care-use.aspx>
- Envigo** <http://www.envigo.com/about-envigo/our-use-of-animals/animal-welfare-statement/>
- EPSRC** <http://www.epsrc.ac.uk/about/standards/animalresearchpolicy/>
- Eurogentec** <http://www.eurogentec.com/animal-facilities.html>
- GlaxoSmithKline** <http://www.gsk.com/en-gb/research/our-use-of-animals/>
- Imperial College London** <http://www.imperial.ac.uk/research-and-innovation/about-imperial-research/research-integrity/animal-research/>
- Institute of Animal Technology** <http://www.iat.org.uk/#!animaltechnology/cob6>
- Institute of Cancer Research** <http://www.icr.ac.uk/about-us/policy-and-factsheets/research-using-animals>
- John Innes Centre** <https://www.jic.ac.uk/about/research-integrity/#>
- King's College London** <http://www.kcl.ac.uk/health/research/facilities/bsu/index.aspx>
- Laboratory Animal Breeders Association** http://laba-uk.com/site/?page_id=95
- Laboratory Animal Science Association** <http://www.lasa.co.uk/concordat.html>
- Laboratory Animal Veterinary Association** <http://www.lava.uk.net/viewtopic.php?f=3&t=11>
- London School of Hygiene and Tropical Medicine** <http://www.lshtm.ac.uk/research/animalresearch/>
- Medical Research Council** <http://www.mrc.ac.uk/research/research-policy-ethics/use-of-animals/>
- Medical Schools Council** <http://www.medschools.ac.uk/SiteCollectionDocuments/MS-Statement-on-the-use-of-animals-in-research-2014.pdf>
- Microbiology Society** <http://www.microbiologysociety.org/policy/position-statements.cfm/publication/2015-use-of-animals-in-research>
- Motor Neurone Disease Association** <http://www.mndassociation.org/get-involved/volunteering/volunteer-zone/your-volunteer-role/branch-or-group-volunteer/research-involving-animals/>
- National Centre for the 3Rs** <https://www.nc3rs.org.uk/who-we-are-and-what-we-do>
- Newcastle University** <http://www.ncl.ac.uk/research/ethics/animal/animalpolicy/>
- Open University** <http://www.open.ac.uk/research/ethics/animal-research>
- Parkinson's UK** <http://www.parkinsons.org.uk/content/animal-research-and-parkinsons-policy-statement>
- Pfizer Global Research and Development** <http://www.pfizer.co.uk/content/animal-welfare>
- Physiological Society** <http://www.physoc.org/statement-use-animals-research>
- Plymouth University** <http://www1.plymouth.ac.uk/research/support/Ethics/Pages/Use-of-animals-and-animal-tissue-in-research.aspx>
- Queen Mary University of London** <http://www.qmul.ac.uk/research/principles-strategy/policies/index.html>
- Queens University Belfast** <http://www.qub.ac.uk/sites/AnimalResearch/>
- Robert Gordon University** <https://www.rgu.ac.uk/file/statement-on-the-use-of-animals-in-research-pdf-113kb>
- Royal Society** <https://royalsociety.org/topics-policy/publications/2015/animals-in-research/>
- Royal Society of Biology** <https://www.rsb.org.uk/policy/policy-issues/biomedical-sciences/animal-research>
- Royal Veterinary College** <http://www.rvc.ac.uk/research/about/animal-welfare-focus/policy-on-animal-research>
- Sanger Institute** <http://www.sanger.ac.uk/about/who-we-are/policies/animal-research-sanger-institute>
- Sequani Limited** <http://www.sequani.com/Detail.aspx?page=Animal-Welfare>
- Society for Endocrinology** <https://www.endocrinology.org/policy/docs/animalres.html>

St George's University of London <http://www.sgul.ac.uk/research/openness-in%20animal-research/1638-openness-in-animal-research#how-many-animals-do-you-use>

The Francis Crick Institute <https://www.crick.ac.uk/the-new-building/faqs/>

The Pirbright Institute <http://www.pirbright.ac.uk/our-science/animals-research>

UAR <http://www.understandinganimalresearch.org.uk/about-us/uar-position-on-the-use-of-animals-in-research/>

UCB <http://www.ucb.com/our-company/csr/animal-welfare-in-biopharmaceutical-research/strictly-regulated-environment>

Ulster University <http://biomed.science.ulster.ac.uk/research-institute/animals-in-research/university-principles/>

Universities UK <http://www.universitiesuk.ac.uk/policy-and-analysis/Pages/research-policy.aspx>

University College London <http://www.ucl.ac.uk/animal-research>

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