



Concordat on Openness on Animal Research Annual Report 2018

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EXECUTIVE SUMMARY

INTRODUCTION

The Concordat on Openness on Animal Research in the UK 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 the use of animals in research.

Launched in May 2014, the Concordat on Openness brings together signatories who carry out or support animal research and who make four commitments towards openness:

- 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

To meet the minimum requirements of the Concordat, all signatory organisations must provide a copy of their logo to be displayed on the Concordat website. In addition signatories must provide a policy statement outlining their position regarding the use of animals in scientific research. This statement should be unique to the organisation reflecting their organisation structure, research interests and values.

Concordat signatories commit to making internal structural changes that allow for greater openness in communicating about animals in research and to report annually on their experiences. This fourth annual report of the Concordat draws together the information shared by signatories under commitment 4. It presents a snapshot of openness around the use of animals across the UK life-science sector, drawing on the experiences of individual organisations to consider changes and current practices across the sector as a whole.

CONCORDAT AIMS

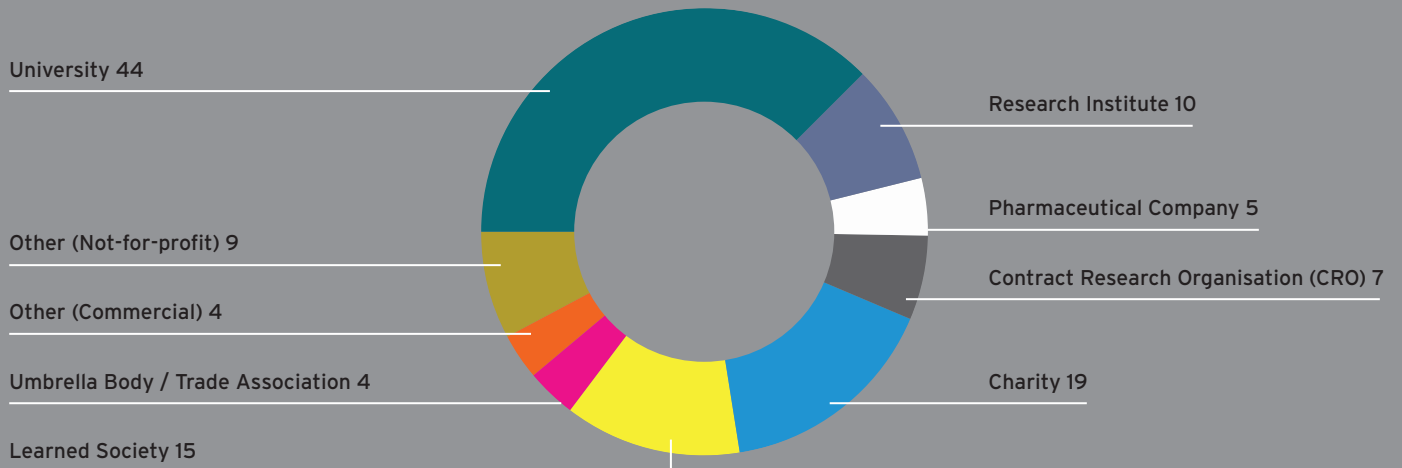
- Support confidence and trust in the life-science sector
- Build open dialogue with the public on the reality of the use of animals in research
- Foster greater openness and practical steps that will bring about transparency around the use of animals in research

CONCORDAT OBJECTIVES (2017-2020)

1. Improve public access to information about what happens to research animals and why
2. Raise the expectation of openness and transparency around the use of animals in research for research organisations, their funders and supporters
3. Recognise and champion best practice in openness
4. Provide better quality and more accurate information to media
5. Alert the research community to the risks of secrecy and provide support for greater transparency, highlighting its benefits for science, animal welfare and communications
6. Gain buy-in for greater openness among practitioners and stakeholders in the animal research sector, from both the top-down and the bottom-up

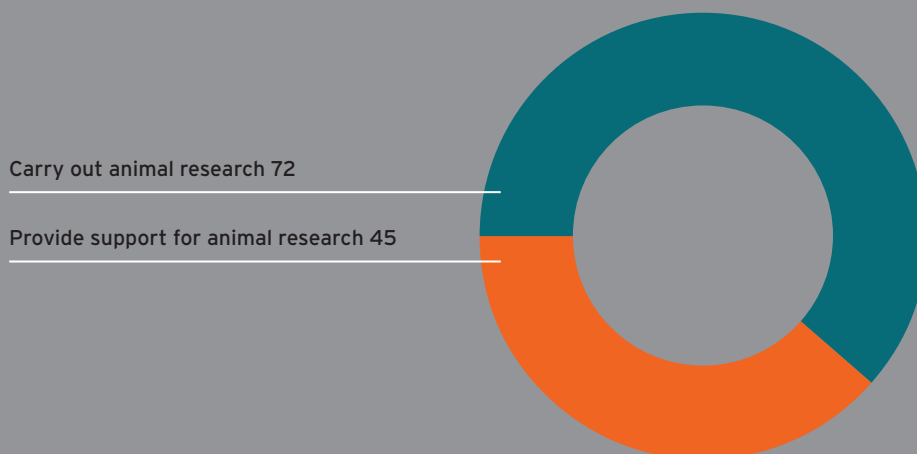


The graph below shows the types of organisations (117) that make up the Concordat on Openness on Animal Research in the UK



The majority (62%) of signatories have facilities that carry out research on animals, while organisations that support that research make up the remaining (38%) signatories.

This chart shows the proportion of signatory organisations that carry out animal research and the proportion that support research but do not directly conduct research in their own animal facilities



Universities that use animals in their academic research make up over one third of signatories. The majority (62%) of signatories have facilities that carry out research on animals. Organisations that support research make up the remaining (38%) signatories.



CONCORDAT SIGNATORIES

In May 2018 there were 119 signatories of the Concordat on Openness on Animal Research in the UK of which two were not required to complete the return because they had been signatories for less than a year. Survey data was returned by the 117 organisations that had been signatories for over one year.

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

Many signatories have actively pushed boundaries over the past year, securing successes that are significant steps for their organisations and which indicate continuing change and improvement in best practice on openness within the UK life-science sector.

Signatories have continued to develop their websites, presenting a wider range of information to the public or putting information that was previously only available internally into the public domain. These changes follow those already made by organisations within the sector but are significant within their organisations, requiring considerable resource and culture change. Some of these webpages represent the first time that particular research areas or work involving particular species of animals have been presented to the public in this way.

Increasingly, organisations are able to use technology such as virtual tours and non-recording cameras to show their staff and the public the reality of what animal facilities are and how the animals are kept, handled and used in research without them having to visit the facilities in person.

Concordat signatories are expected to show transparency in communicating the harms as well as the benefits of animal research. It was acknowledged in previous reports that clearer guidance on communicating harms was needed. It can seem counter-intuitive for communications staff to discuss harms or suffering when their role is to present their institutions in the best possible light but with

more images that show the reality of animals in research in the public domain, there is a greater emphasis than ever on clearly showing the experience of the animals. Openness around animal research now allows a conversation where harms can be discussed rationally and, indeed, the credibility of the sector's communications depends on its willingness to acknowledge that there are harms experienced by animals in the course of scientific research.

A signatories' workshop was given by the RSPCA during the summer of 2018 to improve understanding and develop guidelines on communicating about harms to animals. The resulting document is now available on the Concordat website. While this remains an area of challenge, organisations are being bolder in their imagery and language as the discussion of animal research becomes more familiar and acceptable.

For many organisations, ensuring that non-research staff understand how and why their organisation is involved in animal research has been an important first step towards openness. Increasingly, the use of animals in research is discussed during the recruitment and induction process, and staff from both research and non-research signatories are given the opportunity to visit animal facilities if they wish to.

There is now more information about the use of animals in research in the public domain than ever and, crucially, it is owned and presented by more and more of the organisations who are responsible for funding, staffing and carrying out the research.





Partnership working was previously identified as a potential area of challenge for Concordat signatories as partners might have very different assumptions about what openness entails. For the overwhelming majority of signatories partnership working has not proved problematic, however, with many reporting that it offered valuable support and fostered ambition and creativity. The major exceptions were large commercial organisations that work internationally and research funders. In these kinds of organisations the great diversity of stakeholder views and expectations can make it difficult to reconcile commitments and values between partners.

Partnership agreements and policies around openness and transparency can ensure that organisations do not compromise their own position when they work with others. Policies around partnership working have now been developed by 18 signatory organisations.

It is recommended that signatories require publication good practice standards to be met by those involved in publishing scientific research and that a checking process is developed to ensure that standards are adhered to. The ARRIVE guidelines (or equivalent recognised reporting standard) are endorsed and actively encouraged by 70 signatories. Three signatories have also started to endorse the PREPARE guidelines.

The majority of funders (19) endorse the ARRIVE guidelines with adherence to them being a specific condition of grant awards. Seven Learned Societies stated that adherence to the ARRIVE guidelines is a requirement for publication in their journals.

CONCORDAT ADMINISTRATION

Concordat signatories agreed (98%) that they understand the Concordat commitments and that support is available to help fulfil them, while 99% of signatories felt that the Concordat is an important step forward for UK bio-medical research. However, 16% of signatories felt that the Concordat was unlikely to lead to real changes in their organisations, reflecting a feeling among some signatories that there are still significant barriers to openness around animal research.

Signatories were asked whether they would change anything about how the Concordat was run. The majority felt that the Concordat is working well as it is, though some felt that the potential for non-research signatories to be involved is limited. Some suggested new activities that might be carried out by Understanding Animal Research or signatory organisations, such as more events to promote discussion.

Some comments suggested that an external measure of impact, such as public attitude research, would be valuable for the Concordat, while others felt that a 'refresh' was needed to bring attention back to the initiative and maintain momentum.

Some comments related to the differences between signatories, both in terms of the annual reporting process - which has limited relevance to very small, non-research organisations - and the considerable variation in budgets between signatories, which makes it difficult for smaller organisations to 'compete' in terms of activities.

MEASURES AND INDICATORS OF CHANGE

Although social change results from a variety of interconnected factors, and no one programme is ever fully responsible, UAR have considered some of the ways that members of the public have utilised information made available to them under the Concordat to illustrate areas of likely impact and change associated with openness around the use of animals in research.

Many signatories now proactively publish the numbers and species of animals used in their research facilities openly on their websites, creating a significant change in the information available to the public about the animals used in research.

The first organisation to make public the number and species of animals used in research was the University of Cardiff in 2014 on a new website developed as part of their Concordat commitments. Since then the number of research organisations providing these numbers openly has risen dramatically so that 51 of the 72 research signatories (71%) now provide this information.

In the past charities have been concerned that being more open about their animal use or the details of specific projects may lead to a reduction in funding. It was feared that if the use of animals became more transparent some supporters might withdraw donations in protest. In practice, many charity supporters understand the need for animal research when it is presented to them openly.

In addition, publicly funded research also uses animals, and the proportion of grants given to such projects is now captured and published openly.

We are interested to know whether Concordat websites are found and accessed by the public. The top 10 websites listed by Google under 'Animal Research' are shown in the column on the right. The websites ranked 7, 8, 9 and 10 were all websites developed by signatories to the Concordat in fulfilment of their commitment to openness.

TOP TEN GOOGLE (UK) – RANKED WEBSITES ON ANIMAL RESEARCH

1. Understanding Animal Research Homepage
2. Animal Research - Americans for Medical Progress
3. Animal testing - Wikipedia
4. Animal Testing Pro-Con
5. Animal research: is it a necessary evil? - The Conversation
6. Brain Council: information on animal research
7. Animal Research - University of Reading
8. Animal Research - UCL
9. Animal research - University of Bath
10. Animal research - University of Oxford

Website statistics show that visitors to the pages are spending over a minute (average time spent) on them, indicating that the pages are accessed intentionally by interested readers.

IMPACTS ON THE SECTOR AND ON ORGANISATIONS

The UK bio-medical research sector is proud of both its science and the leading work done by UK organisations to develop robust animal welfare practices. Communication across the sector and the visibility of research practices created by the Concordat have had a range of impacts on signatory organisations, most notably in raising the profile of animal research, giving it greater prominence within institutions. This can in turn mean that it is less likely to be overlooked, leading to better care of both animals and staff within the sector.

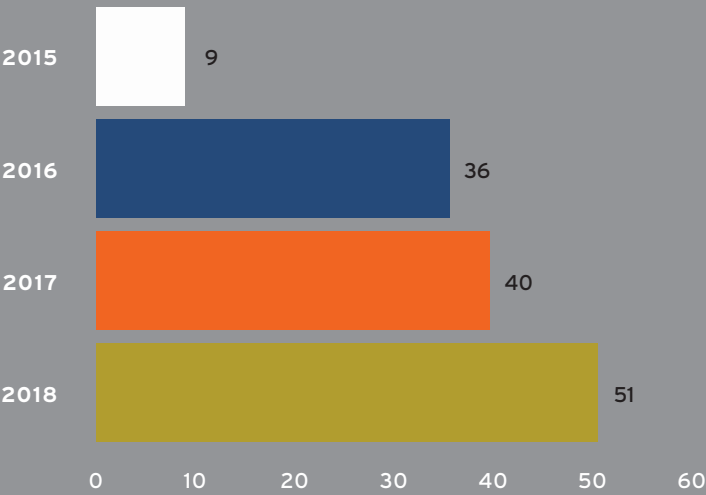
NEXT STEPS FOR THE CONCORDAT

The 2017 report identified several key areas that had proved challenging to signatories and where additional support in taking practical steps towards the Concordat commitments was needed.

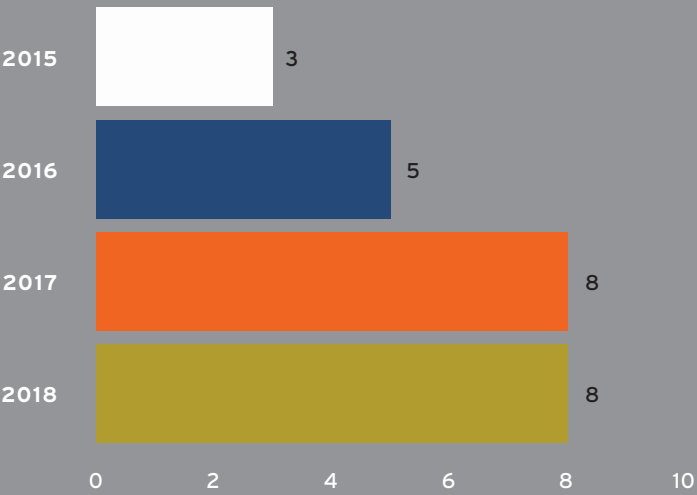
During 2018 UAR has taken steps to support signatories through the development of resources and initiatives.

MEASURES AND INDICATORS OF CHANGE

Signatories that proactively publish details of species and animal numbers



Organisations that publish the proportion of their funded research that uses animals



- Accurate communication of harms done to animals in research remains a difficult topic for the research community, and although some organisations take steps to provide balanced information, others could provide more.

The RSPCA presented at the signatories' event in May, highlighting the importance of communicating about harms done through animal research with ideas and suggestions to make expectations clear to Concordat signatories. Feedback on the session was excellent, and a summary of the discussions has been shared with all signatories.

- While many organisations comply with the Concordat, only a few are leading and others should be encouraged to see the value in taking bolder steps.

In May UAR shared plans to provide an award for those signatories meeting best practice recommendations, providing recognition and encouragement to those signatories who do more. These plans are still being developed and are expected to lead to changes in the Concordat during 2019.

- Non-academic organisations are reluctant to work with the media to explain their research to public audiences, and many establishments could do more to work openly with the press. *Media engagement can present structural problems for signatory organisations, but many are working to address this issue. The new award structure in 2019 will actively recognise organisations with systems and policies for media engagement in place.*

- The role played by non-research organisations within the Concordat should be clarified and steps taken to ensure that the administrative processes provide for and are appropriate to them.

The 2018 reporting process was split between research and non-research organisations to make it more specific, but while we are seeing more active engagement from charities, smaller societies are still finding their role in the Concordat unclear, and more work must be done to develop their role.

In support of some of these points, a change to the Concordat that would allow greater recognition of signatories meeting current recognised good practice is proposed through an additional and optional accreditation process. The new structure will support and extend the current Concordat, providing additional form and clearer aims for current sector leaders and change-makers around openness.

The new accreditation will provide additional recognition for signatories achieving recognised good practice in openness based on the following criteria.

- Organisation has gone beyond the basic requirements for a policy statement and has placed a substantial amount of material about how, when and why animals are used in their scientific research into the public domain through pages on their website.
- Organisation actively engages with local and national media around the use of animals in research, supporting spokespeople to engage with the press and ensuring that species are named in relevant media releases. An access procedure for press wishing to visit the animal facility is in place with press requests welcomed, though not necessarily resulting in media coverage.
- Clear steps are taken to ensure all staff and students (where applicable) understand that animals are used for research at their organisation and have the opportunity to engage further if they wish. They may hear about their organisation's animal research through the recruitment process, taught courses, open seminar series or publications such as the annual report.
- Public engagement around the use of animals in research is actively undertaken. Groups such as schools, politicians and interest groups are able to visit the animal facility or use technology to engage in a tour virtually. The contribution of individual champions towards openness is marked through an organisational award or recognition process.

These criteria have been developed for publicly funded research organisations, which make up the majority of Concordat signatories, and will be adapted to other classes of signatories as appropriate.

THE CONCORDAT ON OPENNESS ON ANIMAL RESEARCH IN THE UK: THEN AND NOW

COMMITMENT 1: We will be clear about when, how and why we use animals in research. COMMITMENT 2: We will enhance our communications with the media and public. COMMITMENT 3: We will be proactive in providing opportunities for the public.

NUMBER OF SIGNATORIES



2018

15

SIGNATORIES
PROVIDED MEDIA
ACCESS TO THEIR
LABS

54

SIGNATORIES
HOSTED LAB TOURS
FOR THE PUBLIC

5

VIRTUAL
LAB TOURS



5 University of Manchester



1 University of Bristol



2 University of Oxford



3 MRC Harwell



4 The Pirbright Institute



OPENNESS BEYOND THE UK

CONCORDAT ON OPENNESS ON ANIMAL RESEARCH
IN THE UK LAUNCHED IN 2014

1 Transparency agreement in Spain launched in 2016*

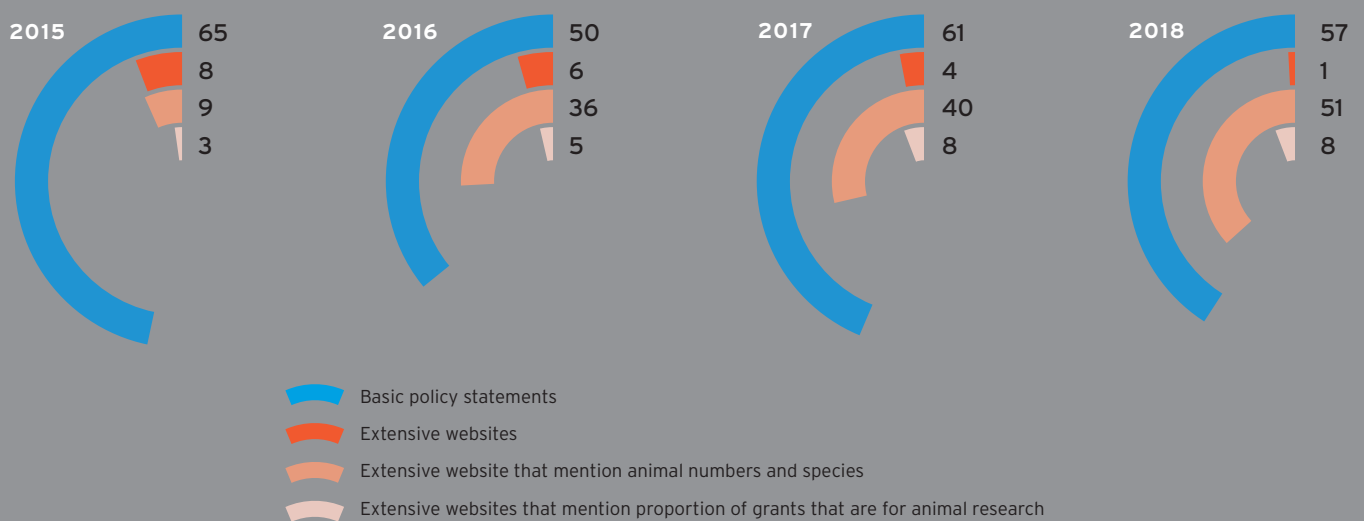
2 Transparency agreement in Portugal launched in 2018*

3 Transparency agreement in Belgium in development*

* Developed by the European Animal Research Association



COMMUNICATING ANIMAL RESEARCH ON SIGNATORY WEBSITES



OPENLY COMMUNICATING PROCEDURES ON SIGNATORY WEBSITES



SIGNATORIES OFFERING STAFF TRAINING IN COMMUNICATING ON ANIMAL RESEARCH



INTRODUCTION

The Concordat on Openness on Animal Research in the UK 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.

It was launched in May 2014, and this report covers the fourth year of activity by signatories towards meeting its 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

Concerned with information placed into the public domain, the Concordat brings together a group of organisations whose staff or members carry out animal research, or who fund or are directly involved with 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.

The Concordat on Openness on Animal Research in the UK is actively managed by Understanding Animal Research (UAR), supported by its signatory organisations. It is overseen by a Steering Group who have remained in place from its development, now formally meeting once a year to discuss the Annual Report and any changes to the implementation of the Concordat as it grows and develops.

CONCORDAT AIMS

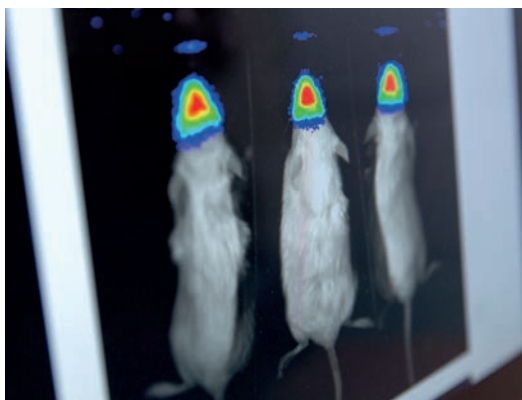
1. Support confidence and trust in the life-sciences sector
2. Build open dialogue with the public on the reality of the use of animals in research
3. Foster greater openness and practical steps that will bring about transparency around the use of animals in research

CONCORDAT OBJECTIVES (2017-2020)

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5. Alert the research community to the risks of secrecy, and provide support for greater transparency, highlighting its benefits for science, animal welfare and communications
6. Gain buy-in for greater openness among practitioners and stakeholders in the animal research sector, from both the top-down and the bottom-up

MINIMUM COMPLIANCE REQUIREMENTS

To meet the minimum requirements of the Concordat, all signatory organisations must provide a copy of their logo, to be displayed on the Concordat website. In addition signatories must provide a policy statement outlining their position regarding the use of animals in scientific research. This statement should be unique to the organisation based on their organisation structure, research interests and values. It should reflect the ethical position of the organisation regarding the use of animals. If they support or fund (rather than carry out) research on animals, their statement should transparently tell readers why this is the case. These statements should be easily accessible on the organisation website and clearly linked to from the Concordat on Openness website.



Signatories are also expected to make a commitment to improving internal structures and communications around their use of animals in research. The form of these structural changes will depend on the organisation, but all are expected to commit to a new approach to open communications.

CULTURE CHANGE SUPPORTED BY THE CONCORDAT TO DATE

The Concordat, acting alongside other initiatives, has led to impacts on:

- Public access to information about animals in research directly from those who do the research
- A greater understanding and appreciation of the role of animal care staff, both in and outside the sector
- Increased profile of animal facilities within their establishments, leading to greater investment and better animal welfare
- Better access to see inside animal facilities
- Fewer reactive communications on the use of animals in research, due to more information proactively in the public domain

Concordat signatories agree, however, that while the Concordat has changed things within the sector, the change has not yet fully embedded, and that there has been limited impact beyond the life-science sector itself.

This report covers the forth commitment, and all signatories to the Concordat that have been signed up to the commitments for a year or longer have contributed to the content and

findings. These annual reports are a 'snapshot' of openness and transparency within UK animal research and have, over time, served to track culture change in the animal research community.

DATA COLLECTION METHODOLOGY

This report is based on data collected from signatories through an electronic survey. The survey, distributed in May 2018, was completed by all signatories within 10 weeks. Survey questions remained similar to previous years to show trends and for simplicity. This year research and non-research organisations answered separate sets of survey questions, so that the survey was shorter and more relevant to respondents.

Responses are provided by the named signatory contact, but most provide a co-ordinated response on behalf of their organisation, and it is usual for a committee such as the Animal Welfare Ethical Review Body (AWERB) to be involved in drafting the response.

Data were analysed using SmartSurvey's in-built survey analysis software and by manually theming and coding qualitative data.

In most cases the views and activities described in this report were volunteered by signatories and have not been externally assessed or audited. The exceptions to this are around points of compliance such as the structure of webpages and the placement of policy statements on institutional websites, which are checked and verified by UAR.

Organisations were not asked to provide responses to every question, and throughout this report respondent numbers are provided as absolute values, reflecting the changing number of total respondents for each question. As in previous reports, the names of organisations have been removed to allow organisations to report their experiences freely. Where organisations are quoted, the type of organisation (charity, university, commercial etc) is indicated to provide context.

NEXT STEPS FOR THE CONCORDAT

The 2017 report identified several key areas for improvement, that have proved challenging to signatories and where additional support in taking practical steps towards the Concordat commitments is needed:

- Accurate communication of harms done to animals in research remains a difficult topic for the research community, and although some organisations take steps to provide balanced information, others could provide more.
- While many organisations comply with the Concordat, only a few are leading, and others should be encouraged to see the value in taking bolder steps.

- Non-academic organisations are reluctant to work with the media to explain their research to public audiences, and many establishments could do more to work openly with the press.
- The role played by non-research organisations within the Concordat should be clarified, and steps taken to ensure that the administrative processes provide for and are appropriate to them.

Past reports have made recommendations to all signatories looking to develop their open communications. These have been collated and revised in table 1, indicating current good practice taking place within the sector that should be adopted by signatories wherever possible.

In support of some of these points, a change to the Concordat that would allow greater recognition of signatories meeting stretch goals is proposed through an additional accreditation process. The new structure will support and extend the current Concordat, providing additional form and clearer aims for current sector leaders and change-makers around openness. This, and all other steps taken to address these areas for improvement, are discussed in the final section of this report.



RECOMMENDATIONS

Signatory organisations should follow UAR / RSPCA guidance to provide more balanced information, acknowledging harms as well as benefits of animal research. They should comment critically on the models they use.

Taking sector-based discussions that review, critique and evaluate protocols using animals into the public domain

Mention animal research at interview

Induction includes BSU tour for all new staff

All existing non-research staff offered BSU tour ¹

Seminars / publications on the ethics of using animals in research to all biomedical students / members

Open AWERB sessions for all staff

Representative from student union on AWERB / ethics committee

BSU advertises work experience

Internal awards for individuals who have made outstanding contributions to Openness

Organisations respond to enquiries from the public directly wherever possible, and have FAQ material available to provide responses to common questions quickly

Reception and other frontline staff have training and are clear about how to respond to enquiries about animal research

All grant / prize awardees sent details of Concordat and expectations

Partnership and collaboration policy in place outlining commitments and expectations under the Concordat.

Organisation has gone beyond the basic requirements for a public-facing policy statement and has placed a substantial amount of material about how, when and why animals are used in its scientific research into the public domain through pages on its website

Grant awarding organisations should share proportion and value of grants awarded to fund animal research

Clear and specific in media communications about animals used, always mentioning particular species where relevant

Partnership agreements with clients cover expectations around media about their use of animals in research (although clients may be a step removed)

Access procedure for press in place

Has actively engaged with (local or national) media requests to record, join panels or participate in interviews

Key spokespeople are media trained and willing to engage with the media on their organisation's use of animals in research

Actively support information sharing between animal facility and communications staff, such as the communications team represented on the AWERB or regular meetings between Comms and animal care staff

Early career researchers are offered, and encouraged to take part in, training for speaking with media or public audiences about the use of animals in research

ARRIVE Guidelines are actively endorsed and supported by an audit process that checks compliance

Non-technical summaries of research projects clearly communicate their objectives, harms, benefits and 3Rs considerations to lay audiences and are made available through institution websites

Guidelines to support researchers and others in planning public engagement events around animal research are available

Participation in Open Labs or own programme to provide public / community access to animal facilities

Participation in science festivals or other public engagement events

Holding family or community days that staff can participate in to talk about their animal work

¹ Possibly via other organisation (such as UAR)

The Concordat supports organisations from across the life-sciences sector, and as such not all signatories will be able to achieve all of the recommendations listed here. Commercial drivers, intellectual property and other factors around organisational structure can limit the capacity of organisations to change their processes and activities, so that some aspects of communications are not possible without serious impacts on the day-to-day running of the organisation. Where possible UAR and the Concordat signatories are working with organisations to find ways to achieve more open practices, while remaining mindful of their limitations.



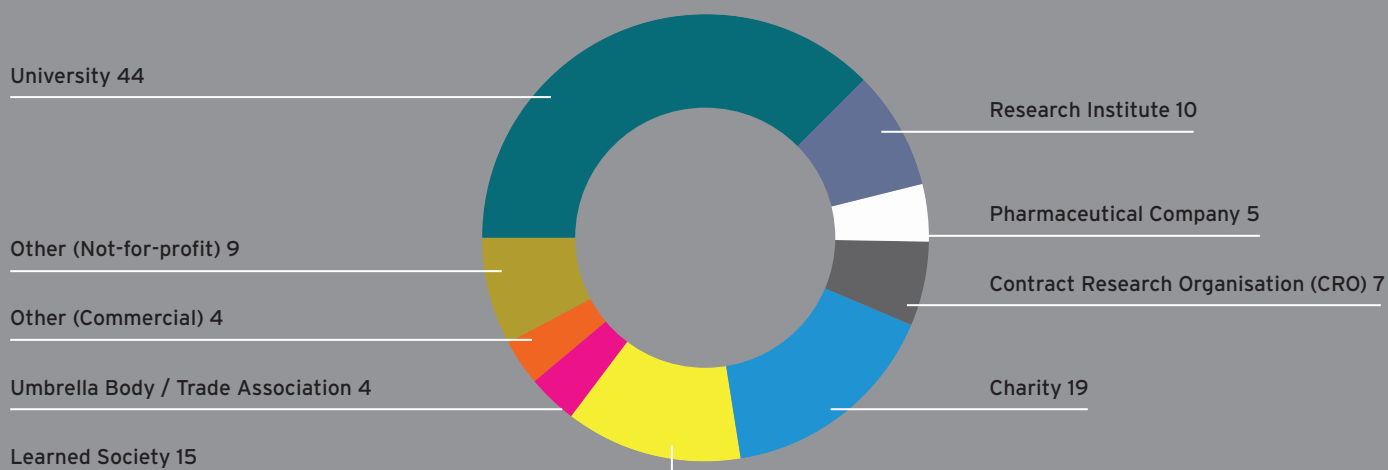
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Only organisations that undertake research on animals, which fund research on animals, or whose members or staff carry out research on animals are eligible to sign the Concordat on Openness. This research is usually carried out in the UK, although one signatory no longer conducts animal research inside the UK but continues its research overseas.

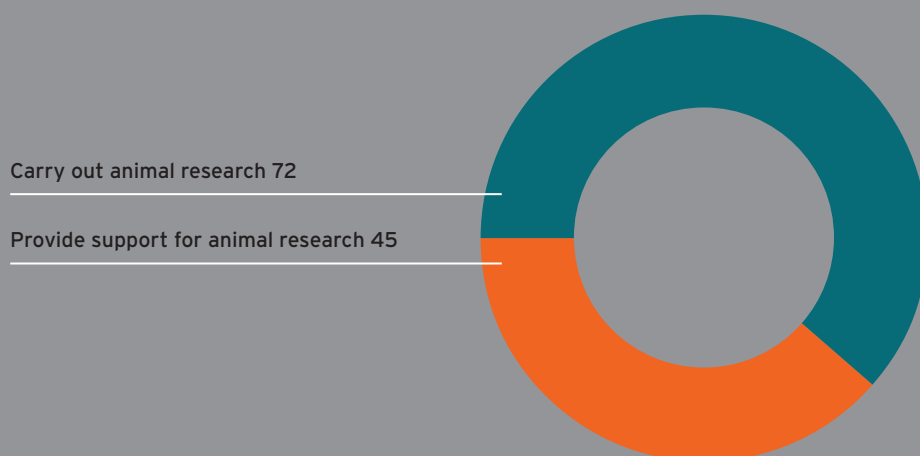
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Universities that use animals in their academic research make up over one third of signatories. The majority (62%) of signatories have facilities that carry out research on animals. Organisations that support research make up the remaining (38%) signatories.



COMMITMENT 1

We will be clear
about how, when
and why we
use animals in
research

“The barriers are historic but have become ingrained in some institutions. This changes once activities are carried out.” TRADE ASSOCIATION

Since the 2017 survey, four more signatories have reported on their progress towards greater openness and there is now more and clearer information about the use of animals in research available to the public, to staff and students in organisations that carry out or fund research on animals, and to those working in partnership with Concordat signatories.

Resources, particularly staff time, remain the greatest barrier to institutional openness. For small organisations or those where animal research forms a very small part of their work this barrier can be considerable and small steps towards openness can take some time. Creating new ways of working, developing websites and planning public engagement events all take staff time and draw on budgets. Some individuals remain reticent about engaging with openness, having experienced the effects of activism and extremism in the past, but four years' experience of successful engagement and openness from across signatory institutions is now clearly showing what is possible without a return to the violent animal rights movement seen in the past.

Many signatories have actively pushed boundaries over the past year, securing successes that are significant steps for their organisations and local communities and indicating continued change within the UK life-science sector as openness becomes embedded within institutions.

Signatories have continued to develop their websites, allowing them to present a wider range of information to the public, or putting information that was previously available internally into the public domain. While others in the sector have led the way in initiating similar changes before, they are significant within their institutions, and often represent firsts within a given line of research. Each signatory that develops and enhances their publicly accessible information contributes to the step-change taking place across bio-medical sciences as the sector improves the quality of information publicly available.

“It feels a bit like ‘early days’ for us. Our commitment to reactive responses has - obviously - always been there, but ‘proactive’ is a newer, Concordat inspired, skill. The fact that we have a website, that we ‘broadcast’ the work we are doing - and that our AWERB and Research Comms department are now actively seeking to increase the trend all feel like ‘successes.’”

UNIVERSITY

Commercial signatories have been working to support greater openness across their organisations, including recognising and encouraging openness beyond the UK sites, and developing new ways to allow more staff to visit their animal facilities.

Universities have encouraged openness through student blogs about their research and student representatives on AWERB committees. In the past year more universities have developed media and partnership policies to support their position on openness, and several organisations have used innovative activities and events to engage their local communities and local animal welfare groups.

Increasingly, organisations are able to use technology such as virtual tours and non-recording cameras to show staff and public the reality of what animal facilities are, and how the animals are kept, handled and used in research, without them having to visit the facilities in person.

There is now more information about the use of animals in research in the public domain than ever and, crucially, it is owned and presented by the organisations responsible for funding, staffing and carrying out the research. These organisations are now prepared to show publicly why they feel that the use of animals is critical to their research and how these animals are cared for.

1.1 HARMS AND BENEFITS

“On our website there is a section for the use of animals in research where there is information about what we do ... and examples showing harms, limits and benefits of [our] research using animals.”

UNIVERSITY

The Concordat supports transparency, presenting the reality of research that uses animals, and this should include acknowledging that animals can experience pain, suffering and distress as they undergo scientific studies. Clarity about these aspects of the research is vital if the public are to have access to information about the experience of the animals inside facilities, as well as the scientific benefits of the research.

Research on animals is highly regulated, and research organisations are rightly proud of their animal welfare practices, but care for the animals is imperfect, and many procedures and protocols cause some degree of suffering to the animals involved. The potential benefits of carrying out the research will be assessed against the harms to the animals both in local governance by the AWERB and by the Home Office Animals in Science Regulation Unit (ASRU).

As in previous years, this is a considerable step for signatories, and many institutions are wary about what they can discuss or show in terms of the harms experienced by animals in their care. Although animal welfare and concerns about to see harms are discussed openly within AWERBs and among those who work with animals, most organisations are cautious when it comes to communicating harms to the public.

There have been recent developments and steps taken towards addressing this aspect of the Concordat, particularly within the university sector where some are now using their ‘Concordat websites’ to amend their language and images to make the experience of their animals clear to readers. Severity, suffering and the application of the 3Rs (Reduction, Replacement and Refinement) are directly addressed on an increasing number of websites. Other signatories acknowledge that this is an area of weakness for them and that they are

seeking to address the discussion of harms more directly.

It can seem counter-intuitive for communications staff to discuss harms or suffering when their role is to present their institutions in the best possible light. It was acknowledged in previous reports that clear guidance giving the expectation of communicating harms was needed to support signatories in their communications. This was provided in a workshop delivered by the RSPCA at the annual Concordat signatories’ meeting in the summer of 2018, and details of the discussion are now available on the Concordat website.

The harm-benefit discussion should not be limited to a single item or piece of communication, but should underpin the context of all public discussions about the use of animals in research from images that show real procedures rather than only stock animals (accepting that many animals undergoing procedures look no different to ‘normal’ animals) to explanations that are upfront about any ethical issues inherent in the studies and how they are handled.

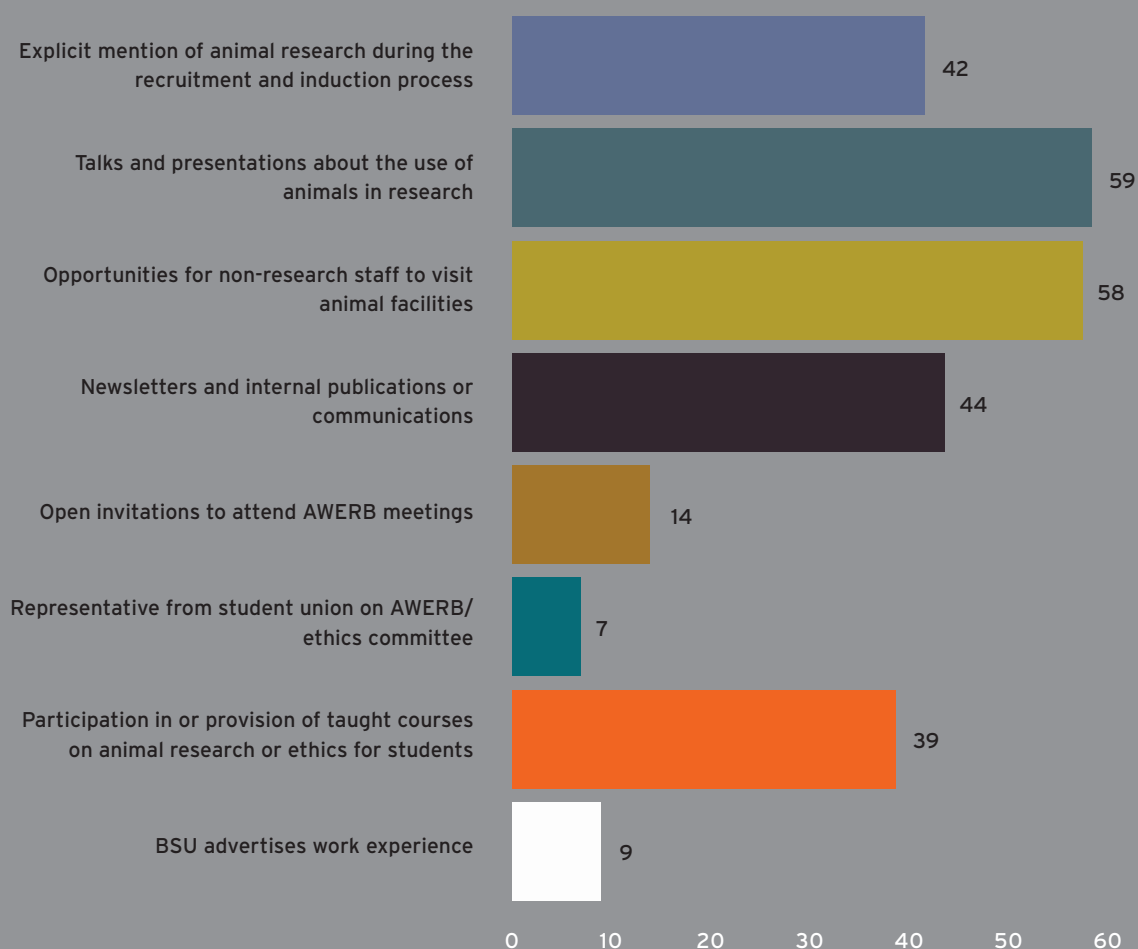
During the Public Dialogue on Openness on Animal Research² participants expressed a need to see more balanced information about what research animals experienced. Their desire for more balanced information was tempered by a concern that they did not want to see graphic or shocking images any more than they would want to see graphic images of humans with medical conditions.

Some signatories are now taking steps to place more realistic images and videos of animal research into the public domain, and to move discussions about acceptable levels of harm into a more public setting, with open AWERB meetings. As openness becomes more prevalent, organisations are becoming bolder about the images they are prepared to share, so that leading projects such as the lab-animal-tour and Cherry Wilson’s article in the Sun now provide more balanced information on animal research than would have been possible only a few years ago, paving the way for others to follow.

² <https://www.ipsos.com/ipsos-mori/en-uk/publics-view-openness-and-transparency-animal-research>

1.2 STAFF AWARENESS OF INVOLVEMENT WITH ANIMAL RESEARCH

Do you make your use of animal research clear to researchers, staff or students, beyond those who work directly with the animals, through any of the following (select all that apply)?



1.2 STAFF AWARENESS OF INVOLVEMENT WITH ANIMAL RESEARCH

“Tours of the animal facilities are advertised via our Animals in Research website and there is a button to request a tour at either of our UK sites. These tours are open to all [company] employees including students and anyone with access to our internal website (e.g. contract support workers such as catering staff or engineers).”

PHARMACEUTICAL COMPANY

Signatories that carry out research on animals (research signatories) were asked about the ways that they communicate their use of animals in research to others inside their organisations whose work does not already connect them to the use of animals in research. Staff otherwise unconnected with biomedical research, working in administrative roles or in other departments, may not know that animal research is carried out by the organisation, and under the Concordat this should be made clear to them, with information available for those who want to know more.

For many this is the first and most important step towards greater openness and breaking an institutional culture of secrecy. Other institutions are now creating further changes, making it clearer that animals are involved in their research. This aspect of the Concordat has been embraced enthusiastically by institutions who have taken great steps towards engaging their own employees with their animal work, raising its profile and highlighting its value to the organisation.

“We encourage visits to the animal units and images of the animal units are displayed around the Institute.”

RESEARCH INSTITUTE

In 2017 many institutions had made their recruitment process more transparent, specifically mentioning that their organisation uses animals in research to all staff they recruit. Many organisations now report that animal research is expressly discussed with all staff at interview, regardless of the role. This includes universities, who have a diverse staff intake.

In 2018 84% of research signatories provided opportunities for non-research staff to visit animal facilities, and a similar number gave talks and presentations about their animal work to all staff. Animal research featured in more newsletter and internal publications, while more students were provided with the opportunity to learn about animal research through taught courses. A small number of institutions have taken bolder steps to engage young people in the work of the animal facility through involvement with the AWERB or with work experience programmes.

“Tours have been ... given to non-animal research staff and work experience has been provided for students, including one that went on to write a well-considered article in the student union paper and has now been offered a PhD in the importance of interaction between animal technicians and researchers to improve animal welfare.”

UNIVERSITY



Commercial organisations, which may have structural or contractual restrictions on what they can say publicly, have seen great change in this area, where they have been able to make a real difference. In very large organisations this has meant that staff who might be far removed from the research work of the animal facility understand that animal work takes place and have the opportunity to see the animals for themselves or find out more. Many innovative and boundary-pushing openness initiatives such as open AWERB meetings and internships in animal welfare and research have been developed by the commercial sector and have now been taken up by signatories from across research institutions. One commercial organisation has developed a 'live feed' system, harnessing the use of technology to support greater openness across large organisations.

For the 45 Concordat signatories that do not have their own animal research facilities, communications with their staff, funders and supporters are part of their wider communications work.

Over half (58%) of these signatories explicitly mention animal research during the recruitment process. Charities and commercial organisations were most likely to discuss animal research during the recruitment process (58% of charities and 75% of commercial but non-research organisations). Learned societies and trade associations preferred to communicate about their animal research to stakeholders through newsletters and publications (60% and 50% respectively). Adoption of social media as a means to communicate with stakeholders about animal research has been slow, with only a small number (16%) of charities actively using this approach.

“Since publishing our clarified animal research policy ... we have been briefing different departmental teams that are affected by the changes through a combination of email updates and at weekly ‘stand-ups’, which are small team meetings where we present the policy and answer any questions associated with animal research. We also have a bespoke in-house presentation we use for training which outlines why animal research is important, how it is regulated and how it is carried out, with a focus on the 3Rs.”

RESEARCH CHARITY

A third of non-research signatories had programmes in place to allow members of staff to visit animal facilities to better inform their work. Although there is no substitute for visiting a facility in person, it is likely that in the future technology such as virtual tours, which allow remote facility visits, will help more staff from non-research signatories to understand what it is like inside an animal facility.

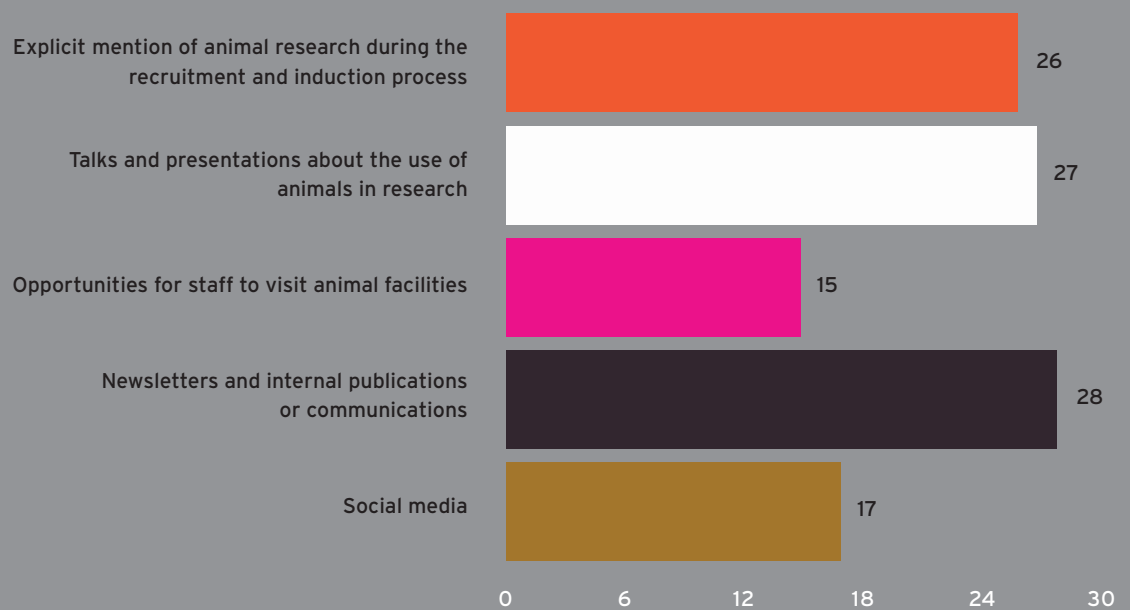
1.3 EXPLAINING INVOLVEMENT WITH THE USE OF ANIMALS IN RESEARCH

“Members of the marketing and communications team have been invited to tour facilities and to take pictures and prepare videos for dissemination to the public.”

UNIVERSITY

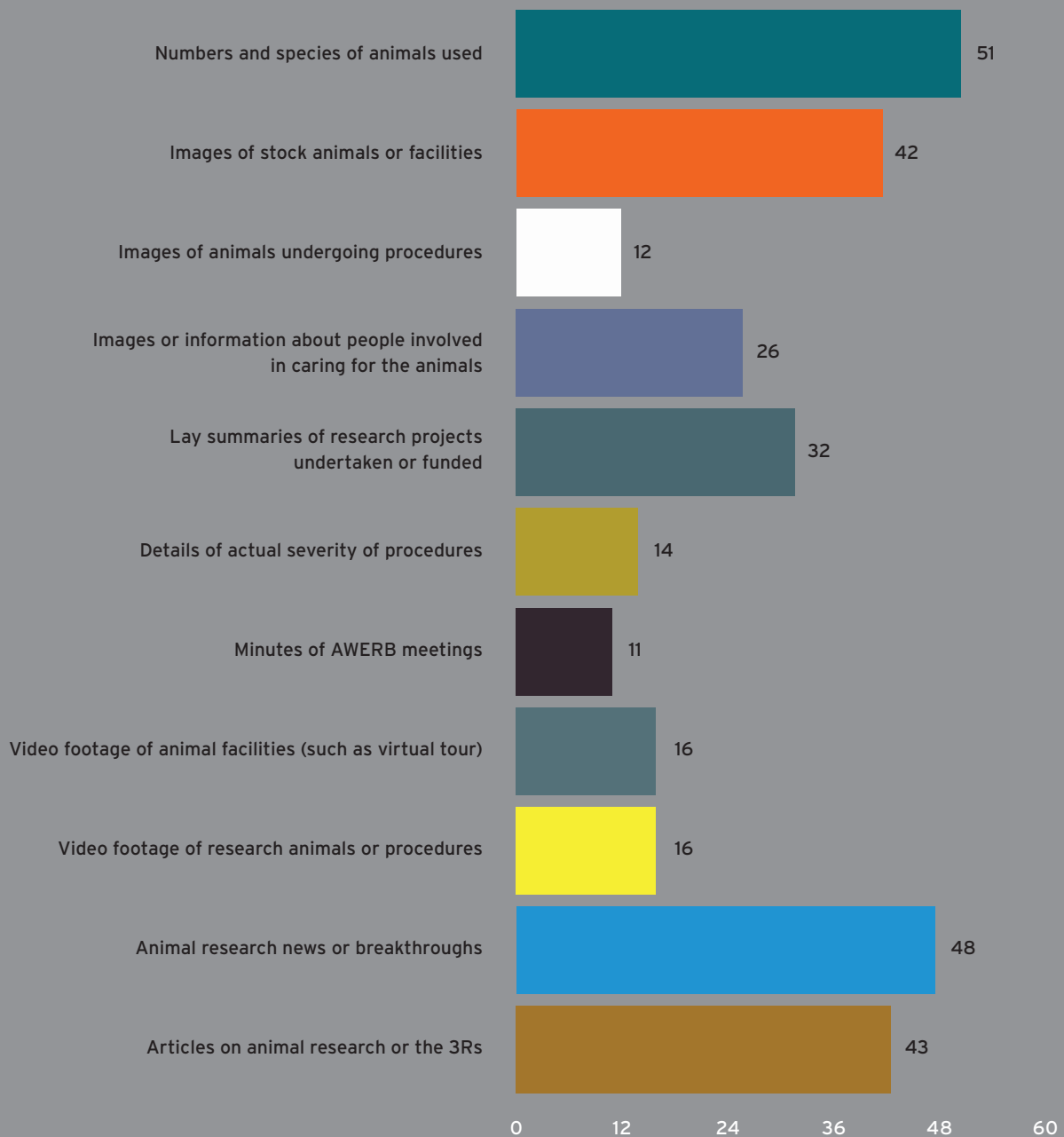
Both research and non-research organisations have taken great steps over the past four years to increase the information about animal research in the public domain but with a different emphasis in each case. Research organisations have focused on providing information about their own research, while non-research organisations focus on the work done by their grant holders and members or on the general case.

Do you make your support of animal research clear to staff, grant holders or supporters through any of the following (select all that apply)?



1.3 EXPLAINING INVOLVEMENT WITH THE USE OF ANIMALS IN RESEARCH

Please indicate whether you proactively provide the following information to the public (select all that apply).





Research organisations are now keen to communicate proactively with the public about their animal research, with many (71%) providing figures on their websites to show the numbers and species of animals used. Some other organisations (4) proactively provide the percentage of their work carried out in each species but are unable to provide exact numbers of animals used for commercial reasons.

Aside from providing information on their websites, research organisations provide real and virtual tours of their animal facilities, hold open days, publish articles in journals and magazines and share images and video to others' websites if they are unable to host themselves. The considerable efforts on the part of Concordat signatories mean that information about animal research in the UK is now publicly accessible and informative, giving a clear account of what animal research means across UK research institutions.

We recommend that organisations support their staff in communicating confidently on the use of animals in research, both on behalf of their organisations and in their daily lives. Staff training programmes have had excellent take-up and make a difference to organisations, sharing principles and practical tools for openness among researchers and technical staff to embed the changing culture.

Non-research organisations such as research-funding charities and trade bodies are actively engaging with the public on this subject more, and are seizing opportunities to show the use of animals in relevant communications.



“We don’t publish much material directly relating to research, which is more for our members to do, but [recently] we have produced a history of medical breakthroughs and consciously mentioned where these have involved animal experimentation, and accompanied one with a stock image of mice.”

UMBRELLA BODY

Around half of non-research organisations (42%) actively engage with the public around the use of animals in research. This is often done through their website, but some have developed public-facing leaflets and others share images or information with the research community. A similar proportion of grant-awarding signatories (42%) now openly publish the proportion of their funded research that uses animals on their websites.

Many research-funding charities now have a policy of responding to all reasonable enquires about the use of animals in research. Larger organisations often provide front-line staff with pre-written statements and handouts on their animal research, while others offer training. In smaller organisations, or those who receive fewer enquiries, queries are typically handled by communications staff or another named individual.

Do you provide researchers or staff with training to engage confidently with the public on the issues around animal research?

Yes 44

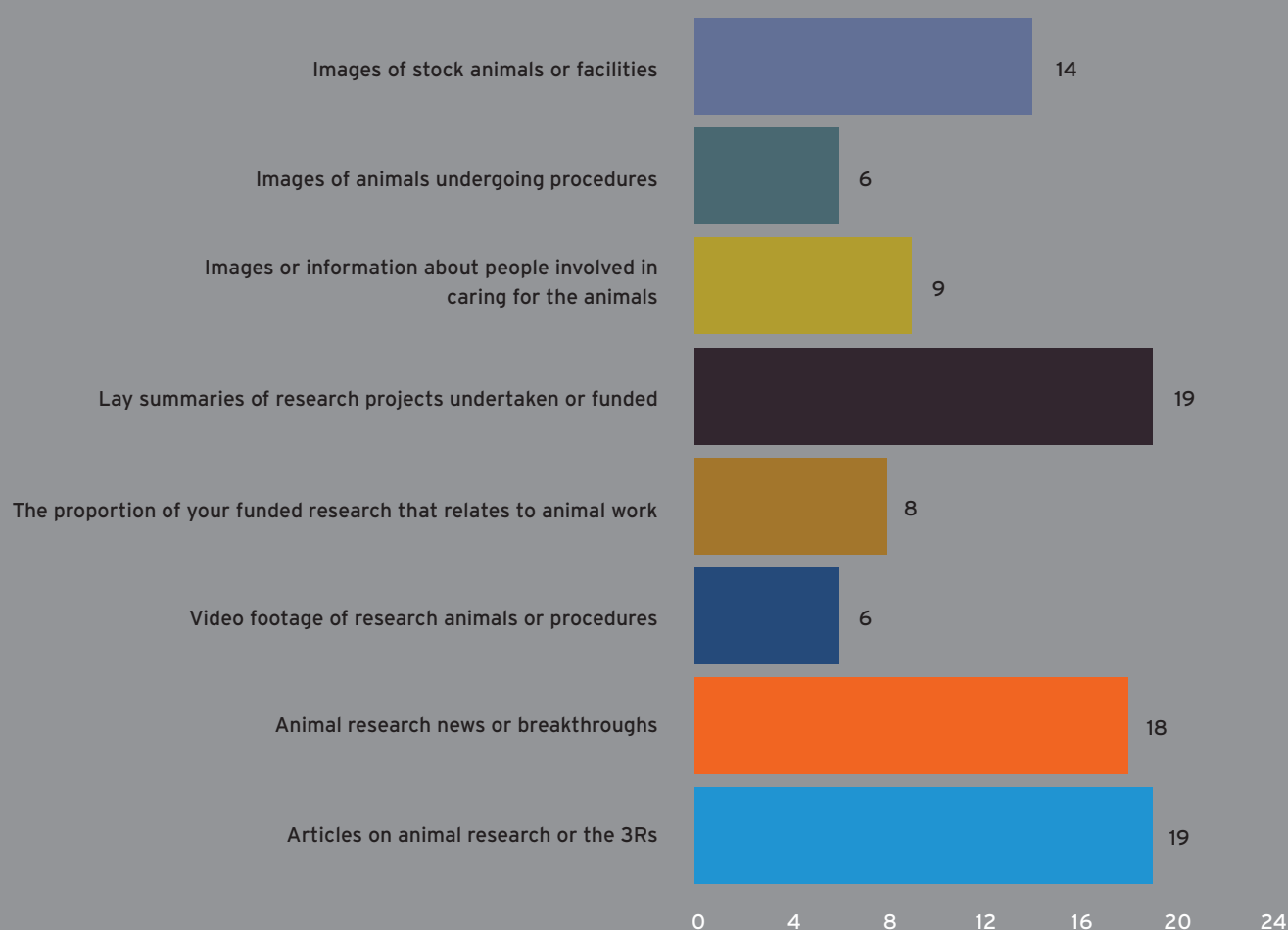
Not currently 18

We have plans to provide training in the future 9



THE TOTAL NUMBER OF NON-RESEARCH ORGANISATIONS

Please indicate whether you proactively provide the following information to the public (select all that apply).



Around half (52%) of non-research organisations provided or were considering providing training that allowed their staff (or members) to communicate on the use of animals in research. Others felt that this type of training was not applicable to them or to their organisations.

The vast majority of signatories (90%) now have a policy or practice in place for handling direct enquires from the public about the use of animals in research, the exceptions being very small trade associations with no staff. In many organisations there is a clear structure to responses or a single member of staff responsible for overseeing enquiries.

1.4 PARTNERSHIP WORKING

“All of the research institutes we fund in the UK that use animals in their research are also signatories to the Concordat.”

CHARITY

Non-research organisations overwhelmingly felt that partnership working was not a barrier to openness. They understand their role within the Concordat to include working actively within the life-science sector to ensure that more organisations were signed up to principles around openness and were supportive of this position.

For many organisations their partners were also Concordat signatories, and others saw partnerships as an opportunity to encourage greater openness across the community.

“On the contrary (working in partnership) helps to promote a unified voice across the sector.”

TRADE ASSOCIATION

The situation was more complicated for research funders, who are obliged to recognise different perspectives and contexts across a wide range of stakeholders without compromising their own perspective, and so treat openness in partnerships on a case-by-case basis. One funder said that they have received push-back from some overseas partners, but so far these issues have all been resolved.

“Commercial and intellectual property considerations are hard to disentangle from general statements around animal work - the default position is confidentiality.”

PHARMACEUTICAL COMPANY

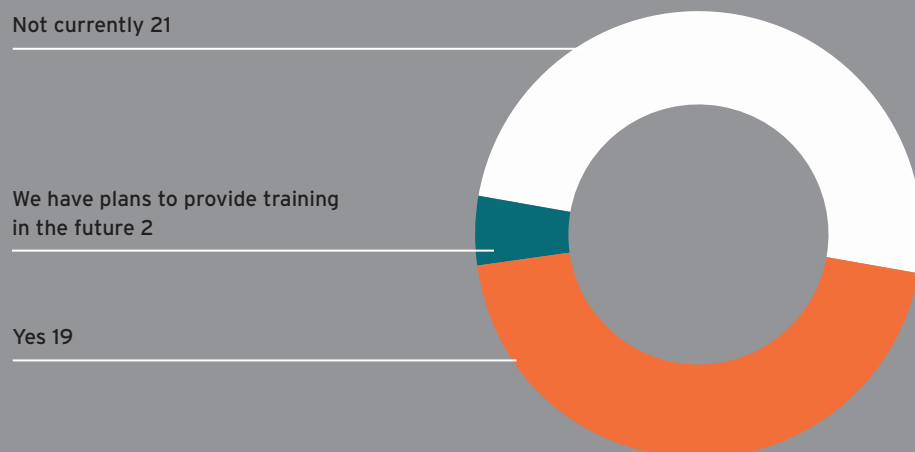
Global organisations and those with considerable international work found that, because attitudes to openness vary around the world, the complexities with partnership working lie with international partners. For organisations that undertake commercial work making a general case for openness can be complicated by considerations around intellectual property and confidentiality, and these issues are especially relevant when working in partnership.

There are often aspects of commercial work that cannot be shared by the organisations involved but, as with other aspects of the Concordat, emphasis should be placed on showing how and why animals are used and encouraging partner organisations to do the same.

Partnership agreements and policies around openness and transparency can ensure that organisations do not compromise their own position when they work with others. Formal agreements were recommended to signatories in 2016³ as a way to elucidate their own position on openness when working with partner organisations. Policies around partnership working have now been developed by 18 signatory organisations. Openness in partnerships can also be supported through events and workshops that support openness to the wider community, showing how it can be achieved without compromise. Many signatories participate in such stakeholder events and run sessions at their meetings and conferences to support openness among life-science organisations.

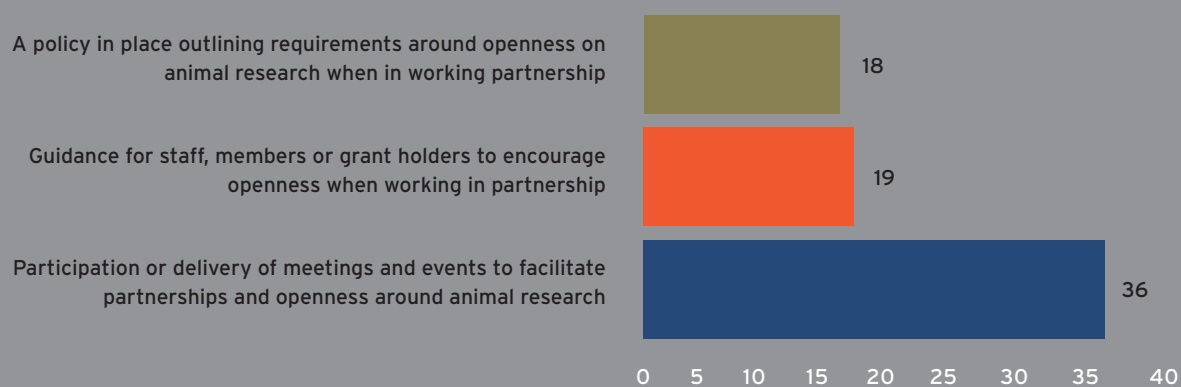
³ <http://concordatopenness.org.uk/wp-content/uploads/2017/04/UAR-Concordat-2016-Final-1.pdf>

Do you provide researchers or staff with training to engage confidently with the public on the issues around animal research?



1.4 PARTNERSHIP WORKING

Signatories' support for working in partnership





COMMITMENT 2

We will
enhance our
communications
with the media
and public

“As a Learned Society there are limits to what we can do to meet this commitment as we do not ourselves carry out research or have facilities to invite media or public to visit. We encourage our members to fulfil this commitment further through their own establishment.”

LEARNED SOCIETY

Public-domain information about the use of animals in scientific research continues to increase and develop year upon year. Signatories are creating increasingly more detailed animal research websites, providing greater access to research labs to the press, and creating innovative engagement activities.

Virtual tours, animal research statistics, and lay research summaries are now recognised good practice on the websites of research organisations and are prevalent within the sector, although it is only a few years since the first of these websites was developed. Organisations that once faced internal barriers when it came to sharing information online have overcome these blocks thanks to the support of their communications staff and researchers and are now sharing more information than previously considered feasible. Charities are increasingly providing information about the role animal research plays in disease and medication to supporters, and it is now best practice amongst funders to provide information relating to the number of grants that support animal research projects.

To accommodate press enquiries quickly and efficiently, signatories are developing policies specifically designed for media engagement. Proactively putting these steps in place has allowed research organisations to give the press greater access to their facilities, which in turn has made the production of news features and short films from inside labs a possibility. Greater openness between signatories and the press has meant researchers, and other staff involved with animal research, have continued to receive the necessary training to respond to these requests.

Signatories have continued to develop a wide range of public engagement activities that put their animal research in context and allow different audiences to gain better understanding of key issues. Open days, family days, science festivals and school talks have all provided opportunities to engage the public directly, showing them a previously hidden aspect of research and how it relates to them. Animal research is mentioned in a wide range of locations from annual reports, leaflets, and posters to social media campaigns and online interviews.

2.1 POSITION STATEMENTS ON ANIMAL RESEARCH

All signatories of the Concordat are required to have a publicly accessible position or policy statement online that clearly indicates the organisation's rationale, including their ethical position for supporting the use of animals in research.

All Concordat signatories (117) have a public-facing statement about their use of or support for the use of animals in research available on their websites, and these are linked to from the Concordat signatories' webpage⁴. Each year signatories provide UAR with an updated link to their statement so that the Concordat website, which connects signatories to their statements, can be maintained. UAR periodically checks statements throughout the year to make sure they are active and that the Concordat website is up to date.

It is recommended good practice that signatories, particularly research organisations, develop webpages that give more information about the use of animals in research. This can include numbers and species of animals used, examples of research projects in lay-language, and how the 3Rs and welfare of the animals is considered.

⁴ <http://concordatopenness.org.uk/list-of-signatories>



In 2018 60 organisations had webpages that gave extensive information about their use of animals in research, compared with 52 in 2017. While these webpages take a significant investment of resource, it has proven fruitful as the public now has access to levels of information that would have been considered highly sensitive only a few years ago. Signatories have opened their labs to photographers and videographers and the use of images, short films, and virtual tours is now considered best practice. Video footage now exists for a wide range of species, including non-human primates, with some signatories even showing footage of severe procedures.

While the research sector led the development of extensive animal research websites, the non-research signatories are now creating their own resource-heavy websites.

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.ox.ac.uk/news-and-events/animal-research>

The University of Oxford has invested considerable resources into their animal research website to explain why animals are essential to biomedical research. The website features dedicated videos about Oxford's research, extensive case studies written for a lay audience, statistics about the numbers of species used and the severity of the procedures, and additional information about how and why non-human primates are used at the University.

<http://www.reading.ac.uk/research/research-environment/animal-research.aspx>

The University of Reading recently relaunched its animal research webpages and now has a custom-built, easy-to-use website that contains extensive information about its research. The website has a clear, unambiguous URL address, which is made visible from the first page of Reading's research web section. This means all information and statistics about animal research at Reading is now two clicks away from the main university homepage.

<https://www.mndassociation.org/research/our-research/animal-research/>

The MND Association has developed an animal research section on its website to replace its previous position statement. The new section looks at all aspects of animal research including why animals are used, how this helps our understanding of MND and the development of treatments, and how researchers prove that they adhere to the ARRIVE guidelines and the 3Rs.

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

“An animal research statement is included with all press release and website news articles reporting research which involved the use of animals or which used alternative research methods . . . As far as possible, the use of animals in the research is also explicitly mentioned in the press release or news item itself.”

RESEARCH INSTITUTE

Inclusion of animal species in press releases (where relevant to the research) is becoming commonplace amongst organisations, and this year 27 signatories reported that this practice is now standard procedure.

The number of signatories with a formal policy detailing how animal research should be proactively included in media releases and media enquiries is also on the rise (13). For some signatories formal media policies described what information should be included in press releases, how to handle media enquiries, how pictures of research animals should be used, and how lab visits should be conducted. The Concordat steering group recommends the adoption of formal policies as best practice, as they are helpful for ensuring that expectations around openness are fully understood and save time when handling media enquiries.

Some policies related to expectations around partnership working, or organisations receiving funding, supporting greater openness and transparency across the life-science community.

“We refuse to endorse any partner-led release that fails to mention the use of animals (including procedure and species). This is less and less necessary as most partners and their individual researchers are more relaxed about mentioning their use.”

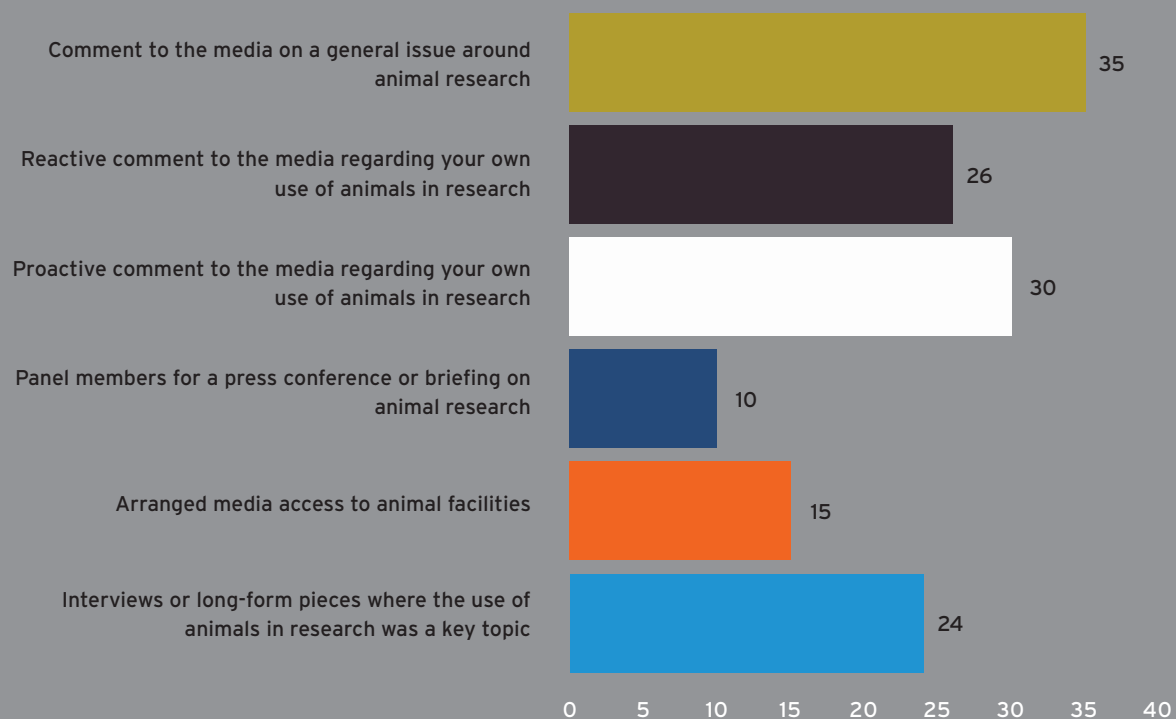
FUNDER

While the majority of media releases are issued by research organisations, non-research signatories, such as learned societies and umbrella bodies, reported that they encourage their members to meet these recommendations and, where possible, publicise these media releases on their websites and social media channels.

Greater openness in media releases has encouraged collaboration between signatories and journalists. News reporters, radio presenters and film crews are being invited into research labs to interview researchers and create short films. One university even invited its local student newspaper to tour around its labs. Researchers from signatory organisations are also sitting on panels at press briefings so that they can talk about their work involving animals. One University holds an annual press day so that the media can find out about the sort of research the organisation is conducting. Signatories continue to champion openness when it comes to working with the media, with one university researcher writing an opinion piece in the Guardian about the great work the UK life-science community continues to do in order to provide the public with more information on animals in research.

2.2 INCLUSION OF ANIMAL RESEARCH IN COMMUNICATIONS AND MEDIA RELEASES: ALL SIGNATORIES

Have your organisation, researchers or staff provided any of the following in the last year (select all that apply)?





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

In addition to their policy statements and webpages about the use of or support for use of animals, research organisations were also recommended to include mention of research that used animals in official documents such as the annual report. These are public documents and make the details of animals used in research clear to governing bodies and funders, showcasing the work that is done and being open about scientific methods used. Twenty five research-organisation signatories now include explicit mention of their animal research in their annual reports. Some (36) research organisations make their use of animals in research clear to visitors and others through public-facing leaflets or brochures.

Signatories are also producing posters, leaflets, and brochures about their organisation's animal research that can be used during school and college talks, science festivals and fairs, and internal events. One signatory reported that the organisation has created a poster for the public, specifically school children, about how animals are used during the cancer drug discovery process. Some signatories are including details of their research in quarterly newsletters and in patient magazines.

Social media remains a popular method of communication with many signatories using it to promote their research and to get involved with UAR-run campaigns.

Signatories are continuing to support the development of media-trained champions who can respond to stories about the use of animals in research on behalf of their organisation. UAR provides media training to Concordat signatories, but many use alternative providers or provide in-house media training. The majority (63%) of research organisations provide media training to support staff to engage on the use of animals in research. Only a quarter (27%) of non-research organisations provided media training to staff or members, though some stated that their small team of staff were already media trained, or felt that this was not within the remit of their organisation. A few had plans to provide media training in the coming year.

The Concordat Steering group recommends that all signatories should provide staff or members who are likely to engage with the media about the use of animals in research with appropriate training, but understands that this can be impossible for very small organisations or for commercial signatories who have significant restrictions around communication and working with the press.

“We have developed comprehensive briefing documents aimed both at frontline staff such as the press office, supporter care department, our helpline team and fundraising teams. We have developed a guide for all employees on how to talk openly about animals in research. Staff that act as media spokespeople are briefed and trained on how to respond to questions about our use of animals in research.”

CHARITY

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

Research Organisations: Do you Provide media training for staff who wish to engage with the media on animal research?

Yes 45

No 26



Non-Research Organisations: Do you Provide media training for staff who wish to engage with the media on animal research?

Yes 12

No 28





2.5 & 2.6 GOOD PRACTICE IN PUBLICATION GUIDELINES

“ARRIVE guidelines have to be integrated in every PPL application and the AWERB committee control that this is done and respected.”

UNIVERSITY

It is recommended that signatories require publication good practice standards to be met and that a checking process is developed to make sure said standards are adhered to. While not all signatories enforce adherence to the ARRIVE guidelines, they are endorsed and actively encouraged by 70 signatories. Three signatories have also started to endorse the PREPARE guidelines.

The majority of funders (19) endorse the ARRIVE guidelines with adherence to them being a specific term of the grant. Seven Learned Societies also stated that adherence to the ARRIVE guidelines is a requirement for publication in their journals.

“Where research which uses animals is submitted to any of the Society journals, the editor is asked to assess compliance with ARRIVE guidelines prior to sending the work for peer review. If compliance is unclear, the authors are asked to provide further information to clarify the situation. Work which is not ARRIVE-compliant is rejected.”

LEARNED SOCIETY

Research organisations reported numerous ways of promoting ARRIVE guidelines. The guidelines are introduced and discussed during personal licence training, hard copies are made available in the BSU, sent to supervisors, and distributed at appropriate training sessions, the guidelines are regularly discussed at meetings, and are also available via internal websites and leaflets.

Two organisations reported that grant holders using non-human primates must comply with the NC3Rs guidelines on primate accommodation and care. One of these organisations stated that it works with the NC3Rs to coordinate the peer review process for animals with special protections (non-human primates, cats, dogs and horses) which are required under ASPA before any scientific work can take place using those species.



COMMITMENT 3

We will be
proactive in
providing
opportunities for
the public to learn
about animal
research

*“We have collaborated with other universities to
issue a joint press release to be open about our animal
testing figures.”* UNIVERSITY

Signatories have continued to develop engaging and innovative activities that allow the public to access information relating to their animal research. Researchers from many organisations visit local schools, colleges, and local interest groups to talk about their research, and facilities are holding open days so that local students and staff families can see first hand what goes on inside a facility.

Research organisations now invite hundreds of lay people into their labs every year and while this is not possible for all organisations due to bio-security controls and resource implications, some signatories are using virtual tours to overcome this. Non-research signatories without access to animal facilities have been supported by Understanding Animal Research to collaborate with research organisations, so that their staff and members can see animal facilities first hand.

During 2017 and 2018 learned societies and research charities have worked with their members and researchers to engage new audiences with online interviews that have been open and frank about when, why and how animals were used in the research.

An increasing number of signatories are now including animal research in their local museums and at science festivals direct engagement with the public which was always refused on security grounds only a few years ago. AWERBs and animal technologists now attend science festivals, showing how animal welfare is maintained in research facilities.

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

“We have collaborated with other universities to issue a joint press release to be open about our animal testing figures.”

UNIVERSITY

Signatories were asked to provide examples of when they had collaborated with other organisations to provide information about the use of animals in research. A large number of examples (48) were given, showcasing a range of engagement initiatives.

Initiatives ranged from the production of collaborative press releases and posters to the organisation of local science fairs, school/college talks, and training modules. Six signatories collaborated with local museums to explain the use of animals in research via events. University open days have also been an effective way to explain research to the local community. School and college talks continue to be a popular engagement activity with 52 signatories engaging with local students via this initiative.

Research organisations have collaborated with non-research organisations to host lab tours for staff that would otherwise not have access to a facility. Research and non-research organisations, such as universities and learned societies, have also collaborated to provide the public with information via social media in the form of ‘Ask Me Anything’ interviews on Reddit.



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

“Virtual tours have been provided for 29 staff and students. Additionally, the facility has hosted 162 visitors this year, including members of the public (community groups), students, suppliers, teachers, and scientific collaborators.”

RESEARCH INSTITUTE

Signatories are increasingly confident about including research that involves animals among their public engagement activities. School and college talks and attendance at science fairs and local groups such as ‘Pint of Science’ are popular activities, and 29 research organisations hosted family or community days. A further two signatories organised patient engagement so that lay members of the public can find out more about specific areas of research.

A recommendation of the Concordat is to allow the public access to animal facilities so that they can see for themselves what is involved in the research and how animals are cared for.

Visits to facilities were carried out by 54 research organisations, usually involving invited groups such as local schools or politicians. Inviting groups into animal facilities is excellent engagement, and provides first-rate open communication, but animal facilities are rarely designed to accommodate visitors, who can compromise bio-security measures and disturb the animals. Facility tours also require considerable staff resource and, when well publicised, can quickly become over-subscribed.

It has never been a requirement of the Concordat that research organisations allow access to their facilities, and increasingly signatories are using technology to engage the public, showing them what happens inside an animal unit. A handful of virtual or remote tours are now available, using a range of technologies to give the public a better idea of how research animals are kept without them having to enter an animal facility.

“Colleagues who are signed up as STEM ambassadors are trained on our Science in a Box scheme, covering the end-to-end process of making a medicine. Animal testing is covered in two of the eight modules so these colleagues get training on the [organisation] policy, principles and details on animal research so they can represent the topic adequately in schools.”

PHARMACEUTICAL COMPANY

Training has been made available to support staff in delivering public engagement events about the use of animals in research and for those giving school talks. Seventy three signatories reported that public engagement training is available in-house or via external organisations such as UAR for researchers who wish to give school talks.

CONCORDAT ADMINISTRATION

Understanding Animal Research (UAR) actively manages the Concordat and asks for feedback from signatories to evaluate the support they are given.

Concordat signatories agreed (98% agreed or somewhat agreed) that they understand the Concordat commitments and that support is available to help fulfil them, while 99% of signatories felt that the Concordat is an important step forward for UK bio-medical research.

However, 16% of signatories felt that the Concordat was unlikely to lead to real changes in their organisations. While the majority (70%) of signatories disagreed with this statement, some do not feel confident that they will see real, embedded change within their organisations. Universities where openness has met considerable resistance and research charities were more likely to feel that the Concordat will not lead to real change.

Most (80%) Concordat signatories found the Concordat communications helpful, while only one signatory disagreed that the communications were helpful (19% were neutral). Signatories commented that the new Concordat newsletter⁵ is a welcome way to share good practice.

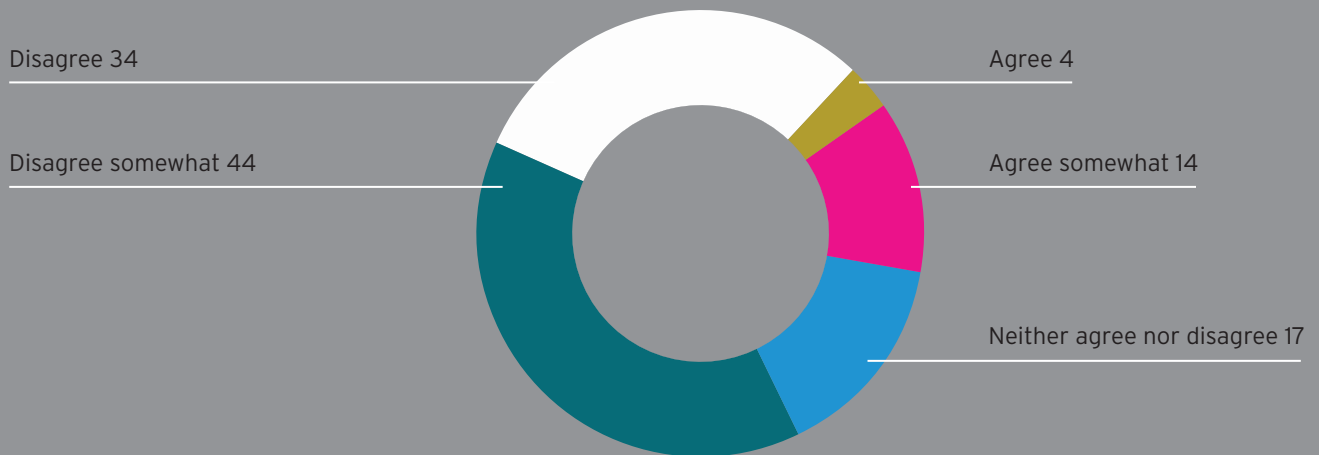
Most signatories agreed that they knew how to get help in meeting the Concordat commitments (88%) and that they are happy with the support they receive in implementing the Concordat (76%).

Signatories gave mixed responses when asked whether they were worried about meeting their obligations under the Concordat.

⁵ <http://concordatopenness.org.uk/concordat-on-openness-news-january-2018>



The Concordat is unlikely to lead to real changes in signatory organisations



I am worried that my organisation will not be able to meet the Concordat commitments



COMMENTS ON THE ADMINISTRATION

Signatories were asked to comment on whether they would change anything about the way the Concordat is run. Of 72 signatories, 65 responded, with 21 of those stating that there is nothing they would change. Further responses were themed. The number of responses represented by each theme is given in brackets, while the quote illustrates the theme with one example response.

THE CONCORDAT IS WORKING WELL (11)

“We are content with the way things are run. Our use of animals in research is relatively small and the Concordat has provided a useful framework for us.”

Comments in this group commended the culture change, visibility of animal research and practical support provided by the Concordat, though learned societies commented that their potential for involvement was limited.

SUGGESTIONS FOR ACTIVITIES (9)

“More events to help promote openness and encourage engagement between members.”

Signatories suggested practical ways that the Concordat could support signatories' openness work. A few comments welcomed the resources already provided such as coordination of facility visits for non-research signatories and the dedicated website. Support for the Openness Awards differed between signatories.

PUBLIC OPINION AND MEASUREMENT OF IMPACT (6)

“We need more information on public attitudes and the impact of the Concordat on them . . . it would be useful to have a detailed and responsive view of where public opinion is going.”

These comments suggested that the Concordat should be measured more robustly, or through its impact on public attitudes.

KEEPING MOMENTUM (6)

These comments suggested that keeping momentum was increasingly important for the Concordat and that a relaunch or new initiative will be needed soon.

THE REPORTING PROCESS (5)

“I fully support the Concordat on a personal level, but it is very difficult [for a small society] to complete this survey in a meaningful way.”

Some signatories felt that the reporting process, which is designed to capture input from a range of organisations, remains inappropriate for learned societies, or does not capture their achievements around openness effectively.

DIVERSITY OF SIGNATORIES (5)

“Large institutions with a broad range of species and many hundreds of licences have far deeper pockets and small institutions cannot match their output.”

These comments related to the diversity among Concordat signatories and a concern that it is difficult to for all organisations to drive openness at the same rate, as they work in differing roles and contexts.

UAR'S WORK (3)

“The Concordat is a valuable exercise, however clarification is required how support independent from UAR might be provided.”

These comments related to the way that UAR works with signatories to provide support for Openness.

AUDIENCES (2)

“Some (ASPA personal licence holders) are very well informed and supportive, whilst others are not so aware. They are an important group so you may want to look at how you engage.”

Two comments considered key audiences that need to be engaged more widely if the Concordat is to be embedded within institutions: researchers and the AWERB, who could both benefit from more effective communications practice and support around openness.



CHANGES TO CONCORDAT ADMINISTRATION FOR 2018

The 2017 Concordat report highlighted several areas for improvement or where signatories needed additional support. During 2018 UAR has taken steps to support signatories through the development of resources and initiatives.

- Accurate communication of harms done to animals in research remains a difficult topic for the research community, and although some organisations take steps to provide balanced information, others could provide more.

The RSPCA presented at the signatories' event in May, highlighting the importance of communicating about harms done through animal research, with ideas and suggestions to make expectations clear to Concordat signatories. Feedback on the session was excellent, and a summary of the discussions has been shared with all signatories.

- While many organisations comply with the Concordat, only a few are leading, and others should be encouraged to see the value in taking bolder steps.

In May UAR shared plans to provide an award for those signatories meeting best practice recommendations, providing recognition and encouragement to those signatories who do more. These plans are still being developed, and are expected to lead to changes in the Concordat during 2019.

- Non-academic organisations are reluctant to work with the media to explain their research to public audiences, and many establishments could do more to work openly with the press.

Media engagement can present structural problems for signatory organisations, but many are working to address this issue. The new award structure in 2019 will actively recognise organisations with systems and policies for media engagement in place.

- The role played by non-research organisations within the Concordat should be clarified, and steps taken to ensure that the administrative processes provide for and are appropriate to them.

The 2018 reporting process was split between research and non-research organisations to make it more specific, but while we are seeing more active engagement from Charities, smaller societies are still finding their role in the Concordat unclear, and more work must be done to develop their role.

MEASURES AND INDICATORS OF CHANGE

The Concordat was established as a code of practice to drive change within the life-science sector, improving the availability of information about how animals are used in research to interested members of the public. While this may not be a high priority issue for many, there are still social indicators that the UK public care deeply about animal welfare⁶, and that they expect to have access to information about how animals are used in research that takes place on their behalf.

The Concordat on Openness on Animal Research in the UK aims to:

1. Support confidence and trust in the life-sciences sector
2. Build open dialogue with the public on the reality of the use of animals in research
3. Foster greater openness and practical steps that will bring about transparency around the use of animals in research

The third of these aims is actively supported and developed by UAR, and delivered by signatories' activities, but it is more challenging to measure impact around the first and second aim. Although social change results from a variety of interconnected factors, and no one programme is ever fully responsible, UAR has considered some of the ways that members of the public have utilised information made available to them under the Concordat to illustrate areas of likely impact and change associated with openness around the use of animals in research.

ANIMAL DATA ON INSTITUTIONAL WEBSITES

Many signatories now proactively publish the numbers and species of animals used in their research facilities openly on their websites, creating a significant change in the information available to the public about the animals used in research. When the declaration on Openness proposed the development of this Concordat in 2012, no UK establishments provided details of the animals they used publicly. During the Public Dialogue⁷ on Animal Research and Openness public participants stated that they wanted to know the numbers and species of animals

used by individual organisations. Although national statistics on the use of animals in scientific research are collated and published openly each year by the UK government, it was felt that understanding how many animals are used at an institutional level gives vital context to the numbers, giving lay readers a better understanding of the types of research carried out within those institutions.

Numbers and species of animals used were first provided by the University of Cardiff in 2014 on their new website developed for the Concordat. Since then the number of research organisations providing these numbers openly has risen so that 51 of 72 research signatories (71%) now provide this information.

THE PROPORTION OF CHARITY-FUNDED WORK INVOLVING ANIMALS

During the public dialogue participants wanted to understand how they had directly or indirectly benefited from or funded the use of animals in research. In the past charities have been concerned that being more open about their animal use or the details of specific projects might lead to a reduction in funding.

Openness supports transparency about when animals have been used and why, giving supporters the choice not to fund if they strongly object to the decision to do so. In practice, many charity supporters understand the need for animal research when it is presented to them openly. In addition, some publicly funded research also uses animals, and the proportion of grants given to such projects is now captured and published openly.

When the Declaration on Openness⁸ was launched these figures were not publicly available, and although they are now provided by only eight organisations, recognition of this step as best practice should encourage other institutions to proactively publish similar information.

⁶ <https://www.independent.co.uk/news/uk/politics/brexit-for-animals-sentient-feel-pain-suffering-uk-law-michael-gove-eu-withdrawal-rights-group-a8105156.html>

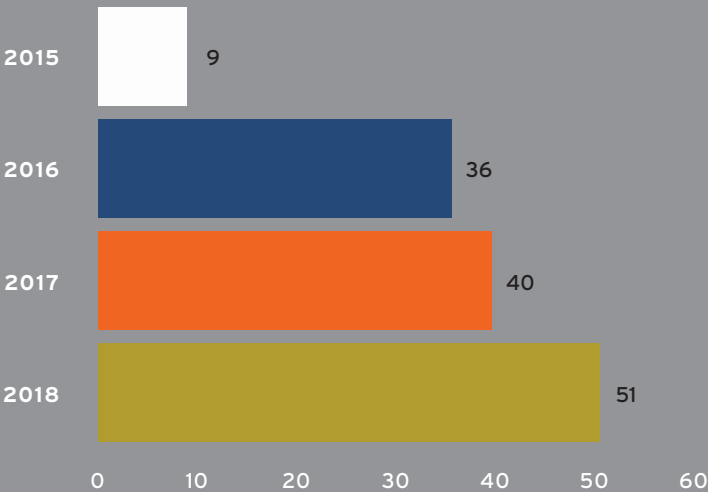
⁷ <https://www.ipsos.com/ipsos-mori/en-uk/publics-view-openness-and-transparency-animal-research>

⁸ concordatopenness.org.uk/wp-content/uploads/2017/03/declaration-on-openness.pdf

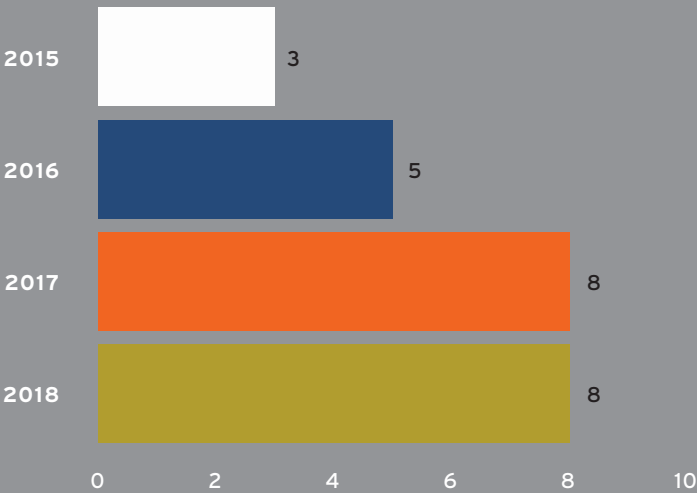


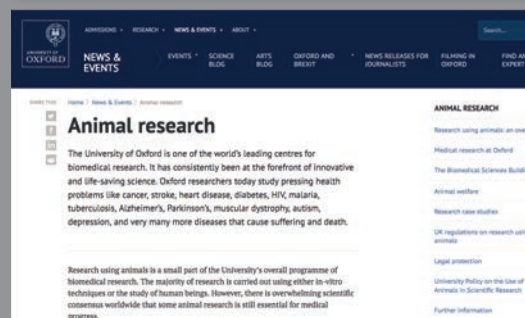
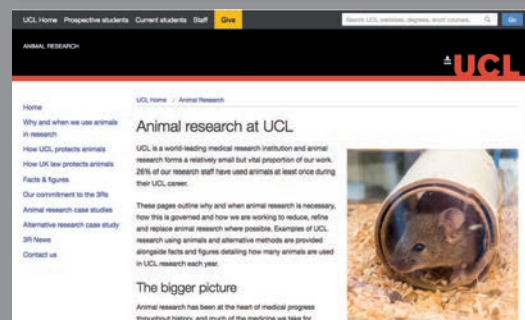
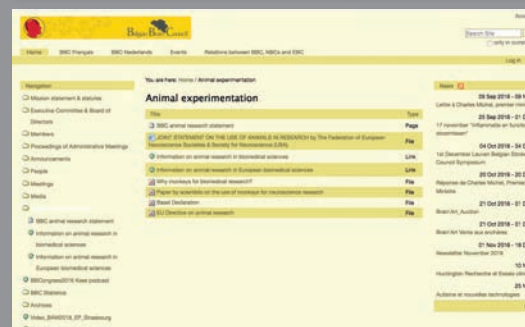
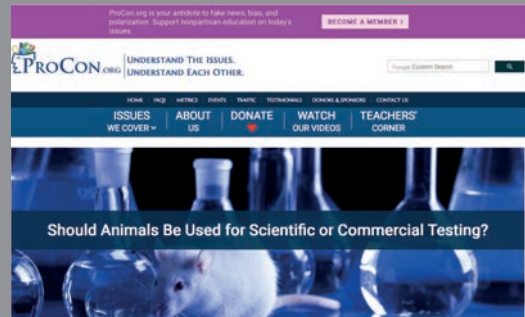
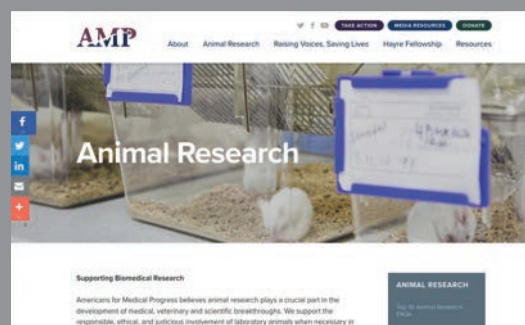
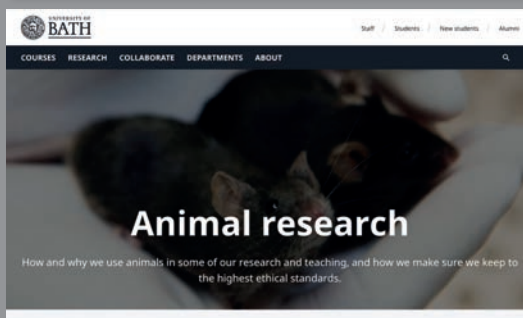
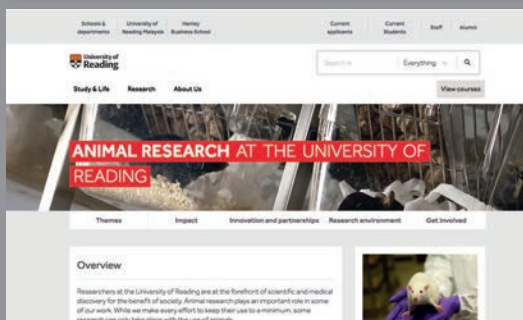
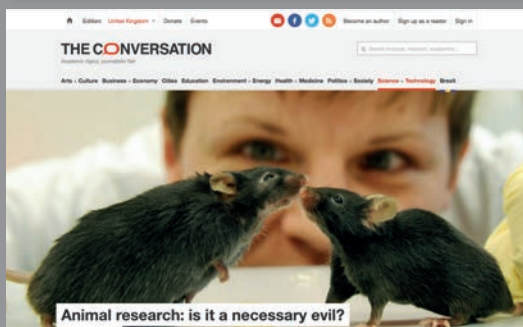
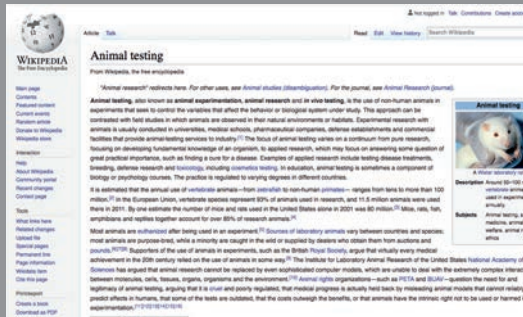
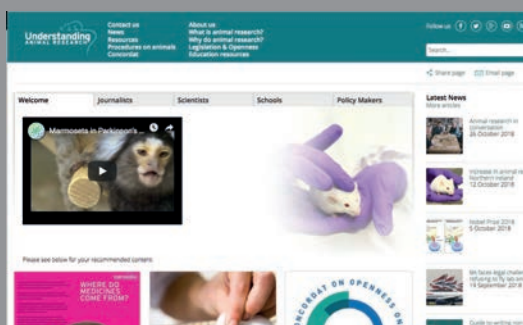
MEASURES AND INDICATORS OF CHANGE

Signatories that proactively publish details of species and animal numbers



Organisations that publish the proportion of their funded research that uses animals





ACCESS OF WEBSITES

We are interested to know whether Concordat websites are found and accessed by the public. The top 10 (first page), of websites listed under 'Animal Research' on Google, using a proxy search (2/10/2018) are listed below. While the first four websites given are general pages about the use of animals in research, the article ranked 5 by Google was written by a researcher in a Concordat signatory institution discussing the reasons why researchers use animals in research. The websites ranked 7, 8, 9 and 10 were all websites developed by research signatories to the Concordat, in fulfilment of their commitment to openness.

TOP TEN GOOGLE (UK) – RANKED WEBSITES ON ANIMAL RESEARCH

1. Understanding Animal Research Homepage
2. Animal Research - Americans for Medical Progress
3. Animal testing - Wikipedia
4. Animal Testing Pro-Con
5. Animal research: is it a necessary evil? - The Conversation
6. Brain Council: information on animal research
7. Animal Research - University of Reading
8. Animal Research - UCL
9. Animal research - University of Bath
10. Animal research - University of Oxford

The accessibility of information from research institutions about how and why they use animals in research has been a considerable change since the development of the Concordat.

Universities, particularly large research universities, are receiving considerable numbers of hits on their animal research webpages. The highest were for the University of Cambridge who recorded over 10,000 page views on their main page over six months. University of Bath recorded 1,369 page views another university recorded 406 page views over the same period.

Other organisations also saw considerable traffic to their animal research webpages, with SEO playing a major part in the number of hits received as considerable traffic was driven by Google searches. The Royal Society page received 1,027 views over a six month period, and Wellcome received 4,215.

Animal research pages of commercial signatories also received a good number of views. A pharmaceutical company website received 3,802 views while Agenda received 712.

The average time spent on animal research pages was over a minute, indicating that visitors are taking time to read the material there, and in many cases they were using links and accessing further pages or information.

The figures indicate that the 'Concordat websites' are accessed and read by people searching for general information about the use of animals in research, supporting the aim of building open dialogue with the public on the reality of animal research.

APPLICATIONS FOR WORK AND TRAINING IN ANIMAL TECHNOLOGY

"Prior to Concordat, recruitment within animal research could be slightly problematic as many institutions were limited where they could advertise roles."

"Since the establishment of the Concordat there have been a greater number of applications for roles within animal technology. Positions are now advertised openly across multiple platforms, there is greater engagement from researchers and technologists, and availability of information from organisations such as the Institute of Animal Technology has provided clear career pathways, ranging from performing core animal husbandry into highly skilled procedures."

UNIVERSITY

A clear external indicator of change following the Concordat is the reported shift in skill level and appropriateness of candidates applying for work as animal technologists. This change has corresponded with the increased availability of information about research animals and how they are cared for. Open advertising of positions, engagement by researchers and technologists, and the availability of information about careers working with research animals has led to a better range of candidates applying for jobs, which were once entirely hidden.



OTHER EXTERNAL INDICATORS OF CHANGE

The UK bio-medical research sector is proud of both its science and the leading work done by UK organisations to develop robust and leading animal welfare practices. Communication across the sector and the visibility of research practices created by the Concordat have had a range of impacts on signatory organisations, most notably in raising the profile of animal research, giving it more prominence within an institution. This can in turn mean that it is less likely to be overlooked, leading to better care of both animals and staff within the sector. Since poll data⁹ shows that public support for the use of animals in scientific research is contingent on good welfare and the prevention of suffering, the role of greater transparency in supporting better welfare is an unanticipated, but important impact of the Concordat, which needs to be explored and evidenced more strongly. In the public dialogue that underpinned the Concordat, public participants were very concerned that researchers and technologists showed caring attitudes towards their animals and took their responsibilities seriously.

There are few indicators of public attitudes, but anecdotal evidence from Concordat signatories' public engagement activities suggests that trust in science and support for welfare-focused, considered animal research remains high. At the time of writing this report, the most recent published data on public attitudes to animal research in the UK was gathered in 2016, but indications suggest that changes introduced by the Concordat have been positive for both the biomedical research sector and the wider public.

⁹ <https://www.ipsos.com/ipsos-mori/en-uk/attitudes-animal-research-2016>

MOVING FORWARD: CRITERIA FOR RECOMMENDED BEST PRACTICE

Concordat signatories have different organisational structures and pressures. The demands on each of them are very different, and openness has been a more straightforward journey for some organisations than others. While the recommendations listed in the introduction provide a checklist of possible steps and processes that signatories can take, some practices have now become recognised standards among those who lead the sector in Openness on the use of animals in research. The following criteria have been developed for publicly funded research organisations, which make up the majority of Concordat signatories, and will be adapted to other classes of signatories as appropriate.

- Organisation has gone beyond the basic requirements for a policy statement and has placed a substantial amount of material about how, when and why animals are used in their scientific research into the public domain through pages on their website.
- Organisation actively engages with local and national media around the use of animals in research, supporting spokespeople to engage with the press and ensuring that species are named in relevant media releases. An access procedure for press wishing to visit the animal facility is in place with press requests welcomed, though not necessarily resulting in media coverage.

- Clear steps are taken to ensure all staff and students (where applicable) understand that animals are used for research at their organisation, and have the opportunity to engage further if they wish. They may hear about their organisation's animal research through the recruitment process, taught courses, open seminar series or publications such as the annual report.

- Public engagement around the use of animals in research is actively undertaken. Groups such as schools, politicians and interest groups are able to visit the animal facility or use technology to engage in a tour virtually. The contribution of individual champions towards openness is marked through an organisational award or recognition process.

During its fifth year the Concordat will support more signatories to adopt recognised good practices, and will seek to reduce any undue pressure on supporting non-research organisations to meet similar standards and practices. These new criteria will recognise good practice and embed change across the signatory organisations. In addition the Concordat team will support new initiatives to understand and evidence impacts of the Concordat within and beyond the life-sciences sector.

APPENDIX

Concordat-signatory online statements about the use of animals in research.

RESEARCH ORGANISATIONS

University of Oxford

http://www.ox.ac.uk/sites/files/oxford/field/field_document/Policy%20on%20the%20Use%20of%20Animals%20in%20Scientific%20Research.pdf

University of St Andrews

<https://www.st-andrews.ac.uk/staff/policy/research/animalsinresearch/>

University of Manchester

<http://documents.manchester.ac.uk/display.aspx?DocID=17526>

Parkinson's UK

<https://www.parkinsons.org.uk/about-us/animal-research-and-parkinsons>

University of Dundee

<https://www.dundee.ac.uk/media/dundeewebsite/researchgovernanceandpolicy/documents/roa-statement-20170222.pdf>

University of Sheffield

https://www.sheffield.ac.uk/polopoly_fs/1.104090%21/file/ERCEthicalPolicyStatementDec2010.pdf

Wickham Laboratories

<https://wickhamlabs.co.uk/concordat-openness-wickham-laboratories>

University of Strathclyde

<https://www.strath.ac.uk/science/biomedicalresearchatstrathclyde/>

CEFAS

<https://www.cefes.co.uk/media/53223/animals-in-science-and-animal-welfare-nov-2017.pdf>

Newcastle University

<https://www.ncl.ac.uk/research/researchgovernance/animal/>

University of Bristol

<http://www.bristol.ac.uk/university/governance/policies/animal-policy.html>

University of East Anglia

<https://www.uea.ac.uk/research/about-uea-research/our-research-integrity/concordat/>

GSK

<https://www.gsk.com/en-gb/research/our-approach/our-use-of-animals/>

Animal Health Trust

<http://www.aht.org.uk/cms-display/animalresearch.html>

University of Leicester

<https://www2.le.ac.uk/institution/dbs/use>

Porton Biopharma

<https://www.portonbiopharma.com/concordat-on-openness-on-animal-research/>

University of Glasgow

<https://www.gla.ac.uk/research/strategy/ourpolicies/opennessinanimalresearch/>

Imperial College London

<https://www.imperial.ac.uk/admin-services/secretariat/college-governance/charters/policies-regulations-and-codes-of-practice/use-of-animals-in-research/>

London School of Hygiene and Tropical Medicine

<https://www.lshmt.ac.uk/research/research-governance-and-integrity/animal-research/animal-welfare>

AstraZeneca

<https://www.astrazeneca.com/sustainability/ethics-and-transparency.html>

University of Sussex

<https://www.sussex.ac.uk/webteam/gateway/file.php?name=vceg-approved-uos-ar-statement-june-2016-final.pdf&site=274>

Royal Veterinary College

<http://www.rvc.ac.uk/research/about/animalwelfarefocus/policyonanimalresearch>

University of Durham

<https://www.dur.ac.uk/research.innovation/governance/ethics/considerations/animals/statement/>

The Sanger Institute

<https://www.sanger.ac.uk/about/who-we-are/policies/animals-research>

Institute of Cancer Research

<http://www.icr.ac.uk/about-us/policy-and-factsheets/research-using-animals>

Arthritis Research UK

<http://www.arthritisresearchuk.org/research/research-funding-and-policy/our-research-policies/animal-research-policy.aspx>

University of Edinburgh

<http://www.ed.ac.uk/research/animal-research>

Envigo

<http://www.envigo.com/about-envigo/our-use-of-animals>

Babraham Institute

<https://www.babraham.ac.uk/our-research/animal-research/policy-on-using-animals-in-research>

Charles River Laboratories

<https://www.criver.com/about-us/about-us-overview/animals-research?region=3696>

University of Southampton

<https://www.southampton.ac.uk/about/governance/policies/animals.page>

University of Leeds

http://www.leeds.ac.uk/info/5000/about/520/animal_research

Rothamsted Institute

<https://www.rothamsted.ac.uk/sustainable-agriculture-sciences>

Francis Crick Institute

<https://www.crick.ac.uk/research/animal-research/>

University of Portsmouth

<http://www.port.ac.uk/research/using-animals-in-research/>

University of Bradford

<https://www.bradford.ac.uk/governance/policies-strategies-statements/statements/>

University of Surrey

<https://www.surrey.ac.uk/faculty-health-medical-sciences/research/animal-research>

University of Birmingham

<https://www.birmingham.ac.uk/facilities/bmsu/index.aspx>

University of Aberystwyth

<https://www.aber.ac.uk/en/media/departamental/rbi>

Pirbright Institute

<http://www.pirbright.ac.uk/animals-research/animal-research-pirbright>

University of Nottingham

<https://www.nottingham.ac.uk/animalresearch/policy/policy.aspx>

Kings College London

<https://www.kcl.ac.uk/innovation/research/corefacilities/bsu/about/policy.aspx>

Lilly UK

<https://www.lilly.com/animal-care-and-use>
<https://www.lilly.co.uk/en/responsibility/transparency/animals-in-research.aspx>

St Georges University of London

https://sgul.ac.uk/images/about/Policies/Use_of_animals_in_research_policy_July_2016.pdf

Sequani

<https://www.sequani.com/Detail.aspx?page=Animal-Welfare>

University of Bath

Policy <http://www.bath.ac.uk/corporate-information/animal-research-policy-statement/>

Animal Research

Landing Page: <http://www.bath.ac.uk/topics/animal-research/>

Open University

<http://www.open.ac.uk/research/ethics/animal-research>

University of Ulster

<https://www.ulster.ac.uk/research/institutes/biomedical-sciences/animals-in-research>

University of Stirling

<https://www.stir.ac.uk/research/research-ethics-and-integrity/animal-welfare-and-ethical-review-body/#>

Aston University

<https://www2.aston.ac.uk/research/research-strategy-and-policy>

Alzheimer's Research UK

<https://www.alzheimersresearchuk.org/about-us/our-influence/policy-statements/animal-research/>

University College London

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

UCB

<http://reports.ucb.com/2017/sustainability-report/business-conduct/animal-welfare.html>

University of Cambridge

<http://www.cam.ac.uk/research/research-at-cambridge/animal-research>

Cardiff University

<https://www.cardiff.ac.uk/research/our-research-environment/integrity-and-ethics/animal-research>

Public Health England

<https://www.gov.uk/government/publications/public-health-england-phe-research-involving-animals/public-health-england-research-involving-animals>

Animal and Plant Health Agency

<https://www.gov.uk/government/organisations/animal-and-plant-health-agency/about/research>

Queens University Belfast

<http://www.qub.ac.uk/sites/AnimalResearch/PoliciesProcedures>

Food and Environment Research Agency

<https://www.fera.co.uk/about-us/standards-and-accreditation>

Covance

<http://www.covance.com/commitment/animal-welfare/our-commitment.html>

University of Aberdeen

https://www.abdn.ac.uk/staffnet/documents/policy-zone-research-and-knowledge-exchange/University_of_Aberdeen_-_Statement_on_Use_of_Animals_in_Research.pdf

Medical Research Council

<https://mrc.ukri.org/research/research-involving-animals/>

NON RESEARCH ORGANISATIONS

University of Liverpool

<https://www.liverpool.ac.uk/research-integrity/animal-research/>

University of Plymouth

<https://www.plymouth.ac.uk/research/animals>

University of York

<https://www.york.ac.uk/research/animal-research/>

University of Exeter

<http://www.exeter.ac.uk/research/inspiring/strategy/animals/policy/>

Brunel University

<http://www.brunel.ac.uk/about/administration/governance-and-university-committees/Animal-Research-at-Brunel/>

Robert Gordon University

www.rgu.ac.uk/file/statement-on-the-use-of-animals-in-research-pdf-113kb

Queen Mary University of London

<https://www.qmul.ac.uk/research/statements/>

University of Reading

<https://www.reading.ac.uk/research/animal-research.aspx>

Engineering and Physical Sciences

Research Council

<https://epsrc.ukri.org/about/standards/animalresearchpolicy/>

John Innes Centre

<http://www.jic.ac.uk/about/research-integrity/>

MS Society

<https://www.msociety.org.uk/research/for-researchers/funding>

Biotechnology and Biosciences Research Council

<https://bbsrc.ukri.org/research/briefings/animals-in-bioscience-research/>

Royal Society of Biology

<https://www.rsb.org.uk/policy/policy-issues/biomedical-sciences/animal-research>

Biochemical Society

<https://www.biochemistry.org/Sciencepolicy/Positionstatements.aspx>

Motor Neuron Disease Association

www.mndassociation.org/animalresearch

Leuka

<https://www.leuka.org.uk/research/our-research-policies/>

Laboratory Animals Veterinary Association

<http://www.lava.uk.net/viewtopic.php?f=3&t=26>

Bioindustry Association

<https://www.bioindustry.org/policy/pre-clinical-and-clinical-research/animal-research.html>

Association of Medical Research Charities

<https://www.amrc.org.uk/Pages/Category/research>

Royal Society

<https://royalsociety.org/topics-policy/publications/2015/animals-in-research/>

Laboratory Animal Science Association

www.lasa.co.uk

Academy of Medical Sciences

<http://www.acmedsci.ac.uk/policy/major-policy-strands/using-animals-in-research/statement-on-the-use-of-animals-in-research/>

Bloodwise

<https://bloodwise.org.uk/research/policies/animals>

Physiological Society

<http://www.physoc.org/sites/default/files/page/Long-form%20position%20statement%202017.pdf>

Laboratory Animals Breeders Association

<http://laba-uk.com>

Understanding Animal Research

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

Wellcome

<https://wellcome.ac.uk/what-we-do/our-work/our-policy-work-animal-research>

Medical Schools Council

<https://www.medschools.ac.uk/media/2379/msc-statement-on-the-use-of-animals-in-research-updated-2017.pdf>

Agenda

<https://www.agendalifesciences.com/welfare-first/>

Anatomical Society

<https://www.anatsoc.org.uk/research/animals-in-research-policy-statement>

British Heart Foundation

<https://www.bhf.org.uk/about-us/our-policies/research-policies/animals-in-research>

British Neuroscience Association

<https://www.bna.org.uk/about/policies/#animal-research-policy>

British Andrology Society

<http://www.britishandrology.org.uk/resources/policy-guidelines/>

Microbiology Society

<https://microbiologysociety.org/publication/position-statement/2015-use-of-animals-in-research.html>

Universities UK

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

British Toxicological Society

<http://www.thebts.org/news/animal-research-the-british-toxicology-societys-position/>

British Association of Psychopharmacology

https://www.bap.org.uk/position_statement.php

Society for Endocrinology

https://www.endocrinology.org/media/1643/14-11_animalresearch.pdf

Cystic Fibrosis Trust

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