



# Concordat on Openness on Animal Research in the UK Annual Report 2019

A J WILLIAMS & H HOBSON

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## Foreword

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**2019** has seen another year of change for the Concordat on Openness on Animal Research in the UK. While the numbers of new organisations joining this initiative has not surprisingly slowed, we are now beginning to see embedded change as the UK research community talks more openly about its animal work.

This Concordat is about more than just signing up to commitments. Each of the organisations involved is expected to contribute to their own, internal, change in perceptions about when and why animals are used. They also contribute to a wider conversation with the media and the public about the reasons that we use animals in scientific work, the limitations that are set on that work, and the steps taken to reduce any harm done.

This report shares the progress made to date as the Concordat signatory organisations each travel on their own journey towards openness. It also represents a change in direction, with a new approach to recognising and sharing current good practice, so that others can identify, understand and learn from excellent examples.

We have come so far in the five years since the first Concordat report in 2014, that it is easy to lose sight of the extensive changes that have been made. I am personally impressed by the lengths to which many signatories have gone not merely to meet the letter of the Concordat's requirements, but to fulfill its spirit. Those involved in the governance and administration of the Concordat are proud to share, once again, the hard work and extensive achievements of the Concordat signatories as they produce resources, share information and build open conversations about the use of animals in research.

**GEOFF WATTS**

Chair of the Concordat Steering Group

# Executive summary

**ABOUT THIS REPORT**

The information reported here is compiled from a survey that is sent annually to signatories in May each year. The report fulfils the 4th commitment of the Concordat and is required for compliance with the commitments. This year's report is based on survey data from 121 organisations, which is 100% of the Concordat signatories. The survey itself asks signatories to self-report information, and no formal audit or checks are made to verify the information provided, excepting information pertaining to the organisations' websites.

The annual survey asks signatories to share any actions they have taken towards meeting the four Concordat commitments over the past year, and therefore provides a snapshot of the sector's progress towards greater openness on their use of animals in research.

This year, for the first time, it also includes five case studies which illustrate the leading activities carried out by signatories to improve openness around the use of animals in research.

## THE CONCORDAT ON OPENNESS

The Concordat on Openness in the UK was launched five years ago, bringing the life-sciences sector together in a commitment to be more open with the public about their use of animals in research.

Concordat signatories sign up to four commitments:

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

To date, signatories feel that the Concordat has had the following impacts on the life-sciences research sector:

- Public access to information about animals in research, directly from those who do the research
- A greater understanding and appreciation for 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 (for those interested in this work)
- Fewer reactive communications on the use of animals in research, due to more information proactively in the public domain

However, signatories do not feel that there is evidence of impacts beyond the research sector at this time. We hope that the culture change initiated by the Concordat will lead to gradual wider impacts as information about the rationale for animal research becomes increasingly accessible and understood.

Key areas that have proved challenging for signatories of the Concordat, and where a need for additional support has been noted, are:

- 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.



## Executive summary

In 2019, following consultation with the Concordat's signatories and Steering Group, the Leaders in Openness standard was created, to recognise organisations that are consistently achieving and embedding good practice, while providing clear examples of how those practices have been implemented. While not appropriate to all Concordat signatories, those that choose to apply to become Leaders in Openness must demonstrate how they meet good practice criteria, which are assessed by both peers and the public.

Leaders in Openness hold the standard for three years, after which they must reapply. Thirteen Leaders in Openness were awarded in 2019. All organisations that apply are provided with feedback from the assessment, that provides specific guidance to improve openness practices.

### LEADERS IN OPENNESS 2019 – 2022 WERE AWARDED TO:

- Agenda Life Sciences
- The Babraham Institute
- The Francis Crick Institute
- Imperial College London
- The Institute of Cancer Research
- Motor Neurone Disease Association
- Newcastle University
- The Pirbright Institute
- Royal Veterinary College
- University of Bath
- University of Cambridge
- University of Leicester
- University of Manchester

### CONCORDAT SIGNATORIES IN 2019

In 2019 there were 121 signatories to the Concordat on Openness, of which 75 were research organisations and 48 did not carry out their own research, but fund or otherwise directly support researchers. These supporting organisations include research charities, trade bodies and learned societies.

### PROGRESS TOWARDS CONCORDAT COMMITMENTS

Concordat signatories are required to be clear about how, when and why they use animals in research, and the past five years have seen a substantial increase in the amount and the depth of information about animal research that is in the public domain. In the past images from inside research facilities was a rarity, but this year has seen signatory organisations increasingly use video, virtual tours and case studies to show what life is like for the animals.

While all Concordat signatories are required to provide a public-facing policy statement to clearly show why they support the use of animals in research, many organisations provide more extensive information. The websites of 72% of research organisation signatories now share the numbers and species of animals that are used in their research. For commercial organisations, where it is often impossible to share this information due to commercial confidentiality, there has been an increase in information about the types of species used and the proportion of studies they are used for. Charities are increasingly open about the research they fund.

While a minority of signatories still note researchers' concerns about personal risks, the principal barriers to providing clear information experienced by signatories lie in access to resources and competing priorities. Increasingly, organisational branding and concerns that openness could conflict with marketing strategies are cited as barriers.

## Executive summary

When the Concordat was developed signatories were concerned that it might affect partnership working, for example where one partner is a signatory to the concordat and another is not their approach to communicating about their research may be very different. For the majority of Concordat signatories this concern proved to be unfounded. In the academic sector many organisations find that their partners are, themselves, signatories to the Concordat on Openness. Signatories in government and charity sectors reported that partnerships have provided them with opportunities to explain their position and the importance of openness about their research. Commercial organisations and research funders often work across broad partnerships, and have found it more challenging to balance their commitments to the Concordat with sensitivity towards the expectations and working policies of their partners. In the case of some commercial organisations they are restricted by confidentiality agreements.

It is important that Concordat signatories are transparent about the nature of the work they carry out, and this means that their communications must focus on the harms as well as the benefits of animal research. All our work with the public, both this year and in the past, has shown that clarity about the impacts of research on the animals supports trust and assures people that the research is being carried out with care. Images from inside animal facilities, along with videos and virtual tours have gone some way to providing balanced information to the public, and we hope that more organisations will feel encouraged to show details and realities of research, knowing that it supports public understanding of their work.

All signatory organisations must have a policy statement explaining why they use or support animal research on their public-facing website. Good practice is that this page is not hidden, but is easily accessible from the home-page without using a search, so that it can be found by those browsing who may be interested in animal research. Many signatories now provide extensive information on their websites, and 23 signatories have placed their policy statement on or within one click of their home-page.

Providing the media with access to better quality information about the use of animals in research has been an aim of the Concordat since the outset, and signatories are encouraged to develop policies to govern how they provide information to the media. This year 19 signatories reported that they had a formal media policy in place, while a further 69 followed informal procedures. The species of animal used in research is required to be mentioned in press releases in 61 organisations, and 75 signatories reported that they had provided staff with media training to help them talk to the media about work involving animals.

Concordat signatories are recommended to follow good publication standards, such as the ARRIVE guidelines or equivalent. These guidelines are endorsed and actively supported by 83 signatories, and 14 research organisations have developed practices for ensuring that the guidelines are followed by researchers, ranging from specific review by the Animal Welfare and Ethical Review Body (AWERB) to senior staff checking draft publications for compliance. Several commercial organisations employ their own standards based on ARRIVE, and these are required for all published work.

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### MANAGEMENT OF THE CONCORDAT

Understanding Animal Research (UAR) actively manages the Concordat and asks for feedback from signatories on the support they have been given over the year.



## Executive summary

Most (97%) Concordat signatories agreed or somewhat agreed that they understand the Concordat commitments and the support available to help fulfil them, while 86% of signatories saw the Concordat as an important step forward for biomedical research. However, 19% of signatories felt the Concordat would not lead to real changes in their organisations. The main reasons behind this view were that the current structure of the Concordat does not support change in small sector-facing signatories, and that there are still persistent barriers to openness in some organisations, despite their commitments to transparency.

Most (91%) signatories found the Concordat communications helpful. The newsletter and stand-alone website were seen as particularly useful, providing clear examples that others could follow.

### SUCCESSSES AND CHALLENGES

The Concordat is becoming increasingly embedded in the culture of organisations, with younger researchers and technologists in particular keen to share their research and information about their day-to-day work. Signatories to the Concordat have developed initiatives to make their position on animal research clear to their own staff, enabling them to ask questions and find out more if they wish. These 'internal communication' practices have had a huge impact on the research sector, removing the culture of secrecy within many organisations.

This change in perceptions around animal research has allowed other, more public-facing, initiatives to take place. Taking work experience students into the laboratories and the discussion of animal research in staff inductions are becoming commonplace, yet are still relatively recent practices within animal research. Many signatories are now investing in extensive web-pages that provide public details of their involvement with animal research, and this is increasingly true of non-research as well as the research-based

signatories to the Concordat. Virtual (online) tours of animal facilities are increasingly used as engagement tools by signatories, allowing staff or the public to see the conditions in animal facilities for themselves.

Key barriers to the development of openness remain unchanged from previous years. Culture change requires resources, and for many organisations the development of websites and training programmes has proved too costly. Some individuals, including senior figures in signatory organisations, remain concerned about the risks of openness, reflecting on past violence and activism which remain in the memories of many in the life-sciences sector.

Increasingly, organisations find that the proactive, open communications supported by the Concordat are at odds with internal communications and branding guidance, which can restrict opportunities for proactive approaches to communications.

Overall, the Concordat has led to substantial changes in the way that life-sciences organisations communicate with their own staff and with the wider public about the use of animals in research. There is more public-facing material available than ever before that shows how animals are used in science, and a more proactive approach to communicating about animal research is becoming usual practice. It is increasingly common to hear about animal research when the media cover science-stories, providing context around how, when and why animals are used in research, and allowing the public to develop more informed insights about animals in research.

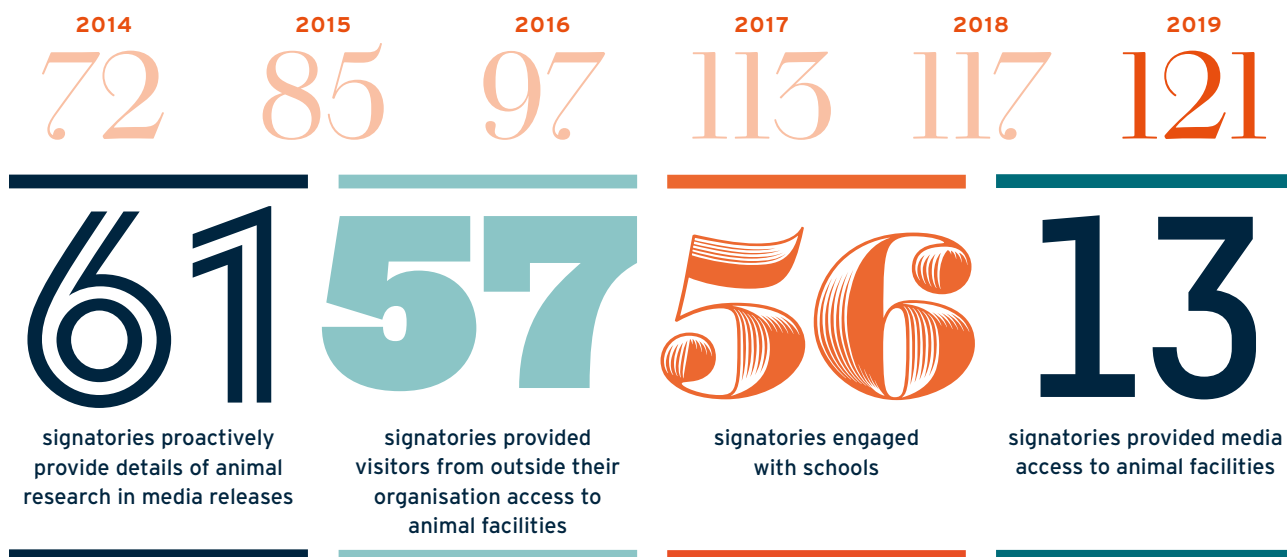
## The Concordat on Openness on Animal Research in the UK

**COMMITMENT 1:** We will be clear about when, how and why we use animals in research

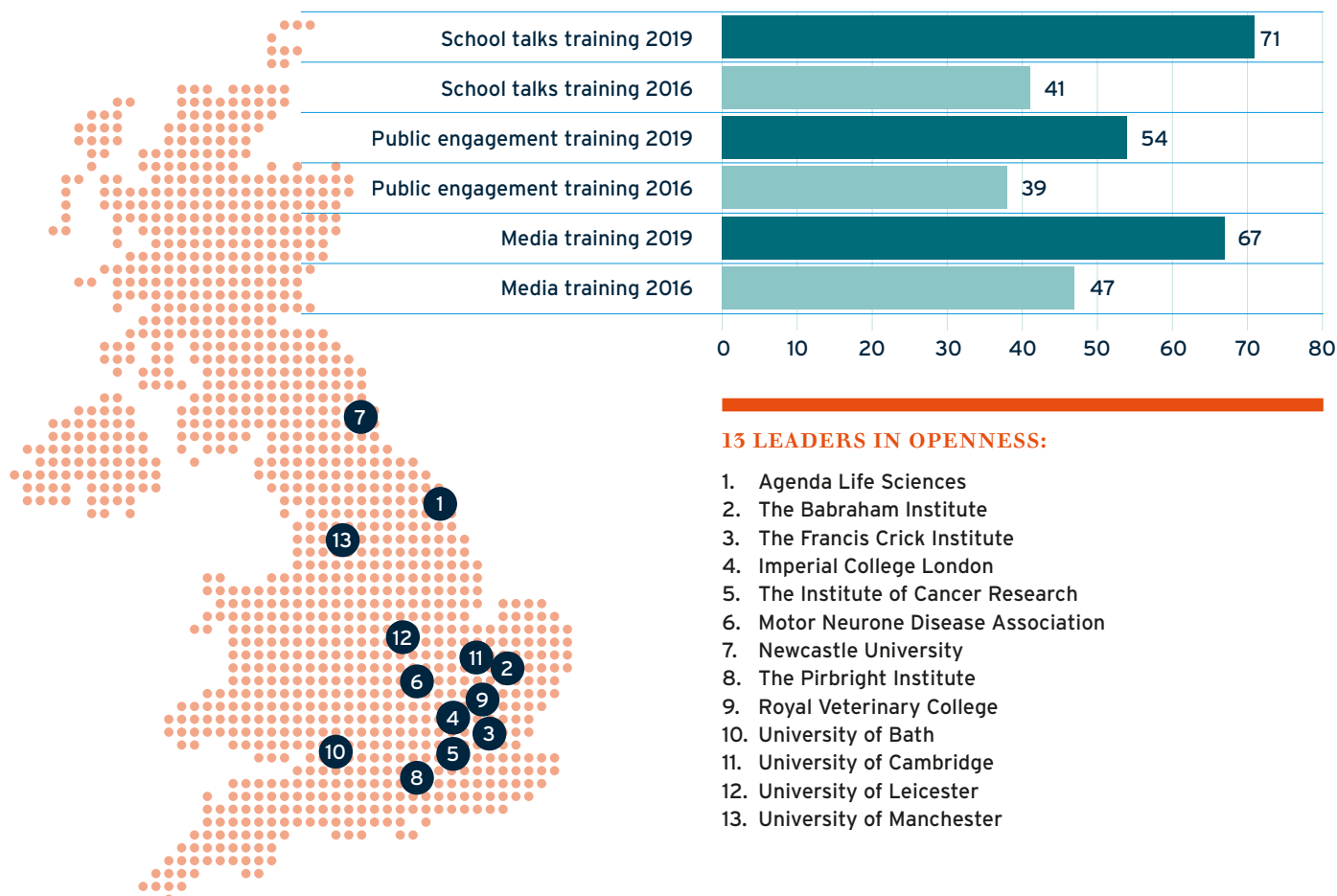
**COMMITMENT 2:** We will enhance our communications with the media and public

**COMMITMENT 3:** We will be proactive in providing opportunities for the public

### NUMBER OF SIGNATORIES



### SIGNATORIES OFFERING STAFF TRAINING IN COMMUNICATING ON ANIMAL RESEARCH



### 13 LEADERS IN OPENNESS:

1. Agenda Life Sciences
2. The Babraham Institute
3. The Francis Crick Institute
4. Imperial College London
5. The Institute of Cancer Research
6. Motor Neurone Disease Association
7. Newcastle University
8. The Pirbright Institute
9. Royal Veterinary College
10. University of Bath
11. University of Cambridge
12. University of Leicester
13. University of Manchester

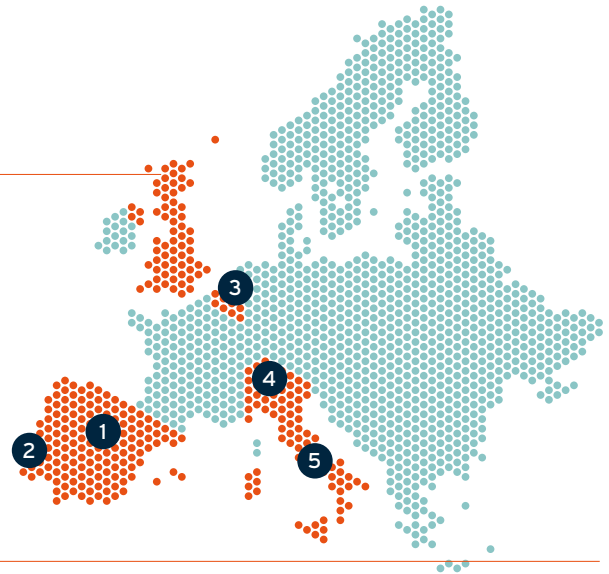


## Openness Beyond The UK

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

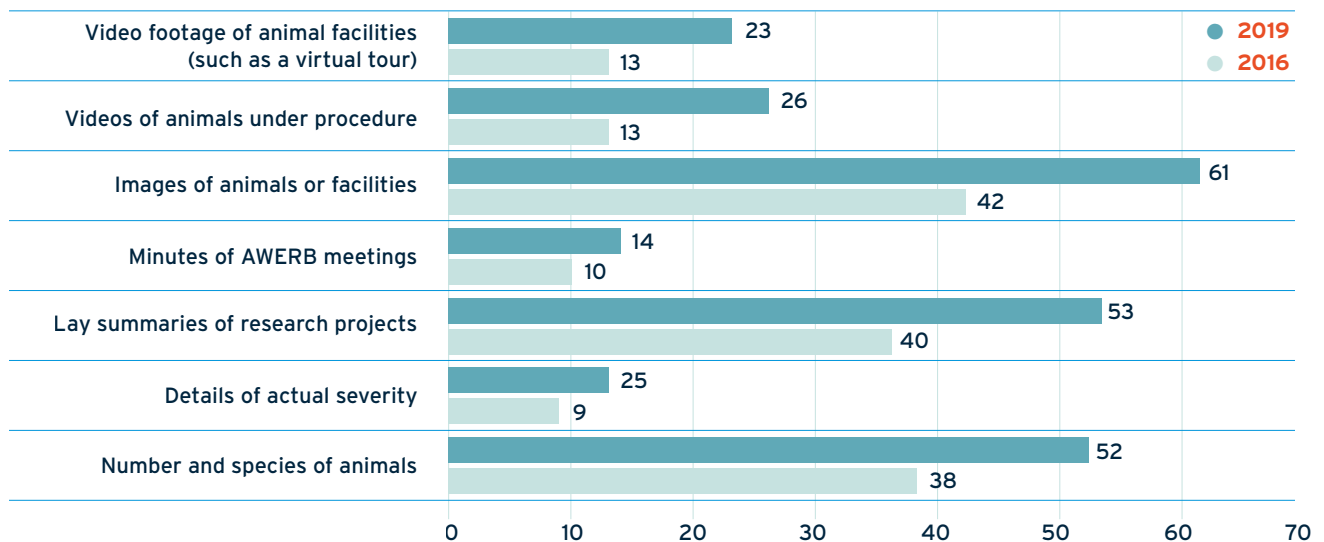
1. Transparency agreement in Spain launched in 2016\*
2. Transparency agreement in Portugal launched in 2018\*
3. Transparency agreement in Belgium launched in 2019\*
4. Transparency agreement in Switzerland in development\*
5. Transparency agreement in Italy in development\*

\* Developed by the European Animal Research Association

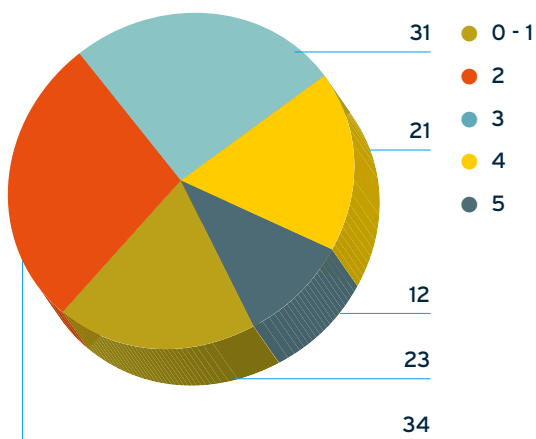


### COMMUNICATING ANIMAL RESEARCH ONLINE

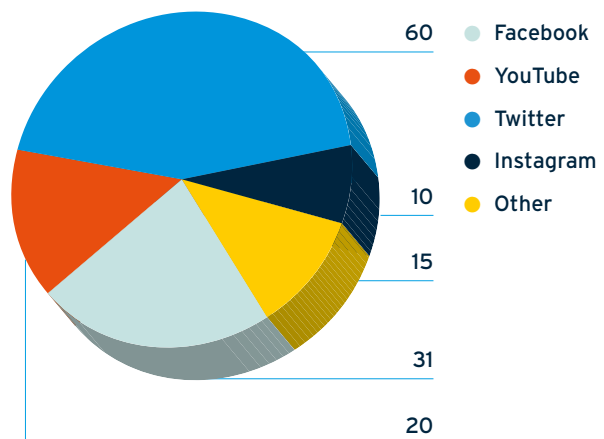
Number of signatories that provide the following information online



### CLICKS TO REACH POSITION STATEMENT FROM SIGNATORY'S HOMEPAGE



### ANIMAL RESEARCH SHARED ON SOCIAL MEDIA BY SIGNATORIES



# Introduction

**T**he 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.

This report covers the fifth year of activity by signatories towards meeting its four commitments, following the Concordat's launch in May 2014:

- 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

These commitments and supporting guidance were developed by the life-science sector over an 18-month period and were directly informed by a deliberative public process<sup>1</sup>. Although guidance and practices around the Concordat have changed substantially over the past five years, the four commitments are still considered appropriate and have remained the same.

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. It is concerned with the content and accessibility of public domain information about their animal 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)

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 the 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 within practitioners and stakeholders in the animal research sector, from both the top-down and the bottom-up

## CULTURE CHANGE SUPPORTED BY THE CONCORDAT TO DATE

As shown in the 2018 Concordat on Openness on Animal Research in the UK annual report, 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 for 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 (for those interested in this work)
- Fewer reactive communications on the

<sup>1</sup> <http://concordatopenness.org.uk/wp-content/uploads/2017/04/openness-in-animal-r.pdf>



## Introduction

use of animals in research, due to more information proactively in the public domain Concordat signatories agree that while the Concordat has changed things within the sector, the change has not yet fully embedded. Their perception is impacts have not, so far, gone beyond the life-science sector itself.

### 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.

Providing an annual report on progress and activities undertaken towards openness is a requirement for Concordat signatories, and forms the basis of this report.

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.

### NEW DIRECTIONS FOR THE CONCORDAT

Past reports have highlighted 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.

The longer list of recommendations for good practice indicates expectations for signatories looking to move beyond compliance with the Concordat and become leaders in this area. 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. Under the Concordat organisations are supported to find ways that they can achieve more open practices, while remaining mindful of their limitations.

In 2018, following consultation with Concordat signatories, a new standard was developed to provide greater recognition of signatory organisations that meet stretch-goals. The Leader in Openness standard supports and extends the Concordat, providing clearer direction and aims for sector leaders and change-makers around openness on animal research.

## Introduction

### GOOD-PRACTICE RECOMMENDATIONS FOR SIGNATORY ORGANISATIONS, COMPILED FROM PREVIOUS REPORTS ON THE CONCORDAT ON OPENNESS ON ANIMAL RESEARCH IN THE UK

#### Leading good-practice about how, when and why animals are used in research

- Follow UAR / RSPCA guidance to provide more balanced information, acknowledging harms as well as benefits of animal research, including commenting critically on models that they use
- Develop communication resources that move sector-based discussions that review, critique and evaluate protocols using animals into the public domain
- ARRIVE Guidelines (or equivalent standard) are actively endorsed, and supported by an audit process that checks compliance
- Actively support information sharing between animal facility and communications staff through processes and organisational structures (such as communications representatives on AWERB).
- Ensure non-technical summaries of research projects clearly communicate their objectives, harms, benefits and 3Rs considerations to lay audiences, making these, or other research summaries available through the organisation's website

#### Openness with staff, students, members and supporters

- Mention animal research during staff recruitment, ideally at interviews for all staff
- Include an animal facility tour in the induction process for new staff
- Offer an animal facility tour to existing non-research staff <sup>2</sup>
- Provide seminars or publications on the ethics of using animals in research to students or members (where applicable)
- Hold AWERB sessions that are open to all staff

- Include a student representative position on the AWERB or ethics committee
- Offer work experience in the animal facility
- Recognise individuals who have made outstanding contributions to Openness through internal awards

#### Partnerships and working with others

- Ensure recipients of grants, prizes or funding are made aware of their funders' commitments under the Concordat and the importance of openness about the use of animals in research
- Have a partnership or collaboration policy which outlines commitments and expectations under the Concordat when working with non-signatories

#### Providing accessible information to the public

- Enquiries from the public about animal research are provided with direct responses wherever possible, with supporting resources available to answer common questions
- Reception and other frontline staff are trained to respond to enquiries about animal research
- Make a substantial amount of material about how, when and why animals are used in (their) scientific research openly available through their organisation's website
- Share the species and numbers (or proportions) of any animals used in their research
- Grant awarding organisations share the proportion and value of grants awarded that fund animal research
- Encourage staff (including researchers where applicable) to undertake training for speaking with public audiences or media about the use of animals in research

#### Communicating through the media

- Where animals have been used in research, any media communications mention the species used
- Partnership agreements include expectations of how animal research should be communicated to the media (even where clients are a step removed)
- Have an access procedure for press looking to visit animal facilities
- Actively engage with (local or national) media requests to join panels or participate in interviews about animal research
- Provide media training for key spokespeople, supporting them to engage with the media on their organisation's use of animals in research

#### Supporting engagement with the use of animals in research

- Produce guidelines to support researchers and others in planning public engagement events around animal research
- Participate in Open Labs or other programme to allow interested members of the public to see inside animal facilities, including remote or virtual tours
- Participate in Science Festivals or other public engagement event
- Hold family or community days that staff can participate in and talk about their animal work

<sup>2</sup> Possibly via other organisation (such as UAR)



## Introduction

### LEADERS IN OPENNESS STANDARD

The Leaders in Openness standard recognises a structured and embedded culture of openness, which communicates effectively to colleagues within, and public beyond, the life-science sector. Leaders in Openness are those signatories that provide clear, transparent and relevant information to people from a range of backgrounds and ethical views. Full details of the Leaders in Openness standard, including the criteria and assessment process are available on the Concordat on Openness website <sup>3</sup>.

The Leader standard will not be appropriate to many Concordat signatories, but those who are meeting recommendations appropriate to their type of organisation can now apply for the Leader in Openness assessment process. During the assessment their public-facing communications are reviewed by public and peers against criteria for current good practice in openness around media communications, staff engagement, website development and public engagement. The assessment process looks at complex areas such as the balance of information about harms and benefits in detail, and supports all signatories by providing clear examples of embedded good practice from a range of organisations.

The first Leaders in Openness were announced in 2019, recognising 13 organisations. Leaders in Openness will be presented annually, and once given, the Leader in Openness standard is held by an organisation for three years.

### LEADERS IN OPENNESS 2019-2022

- Agenda Life Sciences
- The Babraham Institute
- The Francis Crick Institute
- Imperial College London
- The Institute of Cancer Research
- Motor Neurone Disease Association
- Newcastle University
- The Pirbright Institute
- Royal Veterinary College
- University of Bath
- University of Cambridge
- University of Leicester
- University of Manchester

<sup>3</sup> <http://concordatopenness.org.uk/leaders-in-openness>

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## About this report

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**T**he first part of this report summarises the returns provided by Concordat signatories under the fourth commitment of the Concordat on Openness, providing a snapshot of the activity undertaken by organisations signed up to the Concordat as they develop a culture of greater openness around the use of animals in research. It shows the activities and approaches undertaken, and provides a picture of how communications have progressed and where there is still some distance to go.

The second part of this report provides a series of case studies to illustrate how leading Concordat signatories have met good-practice recommendations and created excellent transparent communications around their use of animals in research.

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### DATA COLLECTION METHODOLOGY

This report is based on data collected from signatories through an electronic survey. The survey was distributed in May 2019, and 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.

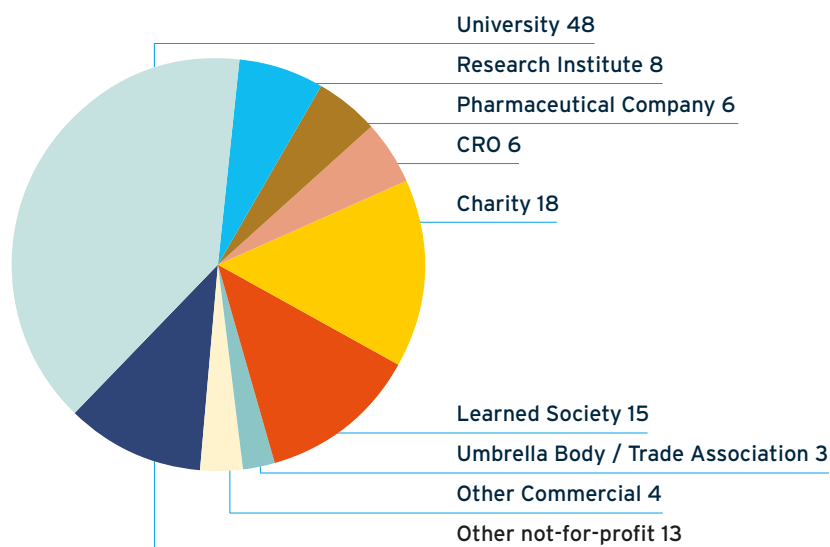
Organisations were not asked to provide responses to every question, and throughout this report respondent numbers are provided as absolute values, reflecting the changing number of total respondents for each question. As in previous reports, the names of organisations have been removed to allow organisations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

## About this report

### CONCORDAT SIGNATORIES IN 2019

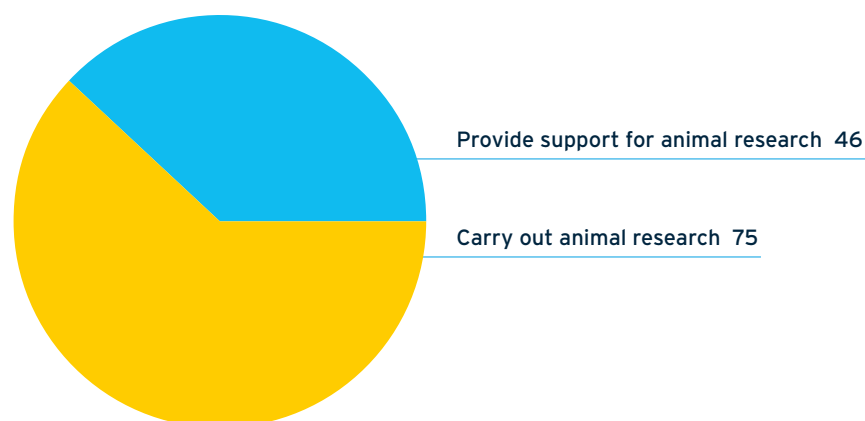
In May 2019 there were 121 Signatories of the Concordat on Openness on Animal Research in the UK. Return of the annual survey is a

condition of the Concordat on Openness, and we are pleased that we have a 100% response rate. Survey data was returned by all 121 signatory organisations in 2019.



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.



Universities that use animals in their academic research make up over one-third of signatories (40%). 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.



# 1

## Progress in openness on animal research in the UK May 2018 – May 2019

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PART 1





## COMMITMENT 1

### COMMITMENT 1

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

“We positively engage with [our] contacts in person/on telephone with concerns about our animal research. On our Open Days we provide information to visitors about the research involving animals undertaken [here].” **UNIVERSITY**

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

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**T**he number of Concordat signatories has increased for 2019, with four new signatories providing information about their animal research to the public under their commitments to the Concordat on Openness. Since the launch of the Concordat in 2014, there has been a substantial increase in the availability of public information about the use of animals in research, as is clearly shown by the numbers of animals used in research which are now provided on the websites of almost three-quarters (72%) of research organisations that are signed up to the Concordat.

Prior to the development of the Concordat no UK organisation shared information about the numbers and species of animals used in their research on their public facing website, and this information represents a huge change for signatories. Some organisations are in the process of developing new web-pages, which go beyond their basic policy statement, and we expect detailed information about how, when and why animals are used in research to become more and more available. In providing this information themselves, organisations can speak directly to interested public to show why they believe it is necessary and important to use animals in their scientific research.

Commercial organisations are not always able to provide numbers and species of animals used, as they may include commercially sensitive information, but many now share examples of their most commonly used species and provide case studies to illustrate the types of work animals are used in.

“We spent more than 2 years working with internal and external stakeholders . . . and are proud that we are now communicating, much more clearly, when, how and why we will fund research involving animals. Formalising the policy has also led to a refresh of some of our lay-friendly content, specifically regarding the work we fund to support improvements in the 3Rs, including several case studies.”

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### CHARITY

Increasingly, signatories are using videos, virtual tours and personal stories to bring their research to life for those who are concerned or looking to find out more about their animal use.

The primary barriers for signatories are resources and competing priorities, though nervousness on the part of staff is still a factor in some organisations. Increasingly brand and marketing priorities are identified as barriers to openness work, particularly in the commercial sector, where corporate rules already limit the information that can be provided.

The availability of clear and transparent information about animal research, provided to the public by the organisations responsible for the research, is the primary aim of the Concordat. Detailed, high quality information is provided through an increasing variety of channels for those who are interested in finding out about research.



# 1.1

## Harms and benefits

“Articles [for social media] are chosen not only to highlight innovations and benefits, but also more controversial topics and reports of less favourable outcomes in animal research, both to increase awareness and with a view to promoting balanced discussion.” **COMMERCIAL ORGANISATION**

Providing transparent information about the balance of harms to the animals and benefits to research is a key tenet of the Concordat. It is important that openness includes information about the experience of the animals including that, no matter how well they are cared for, they will experience harms in the process of scientific research.

Research on animals is highly regulated, and research organisations are rightly proud of their animal welfare practices, however many procedures and protocols cause some degree of suffering to the animals involved. Concordat signatories should present information about their animal research in a sensitive and balanced way that would allow someone to decide for themselves whether the research benefits justify the costs to the animals. It should be clear from the nature of the information provided that the accounts given are honest, and are not presenting a one-sided view.

This aspect of the Concordat is challenging for many signatories. Many are concerned about providing any information that might show their research or institution in a negative light, while others feel that their work may be misrepresented or taken out of context when presented to the public.

A further challenge with this aspect of the work is that communicating in a balanced way is a practice which should be embedded throughout communications, and cannot be simply added on. It is helpful if organisations begin by discussing their 3Rs work (to reduce, replace and refine the use of animals in research) on their websites, showing how they care for the animals and minimise harms in their work. The best examples of signatories providing a strong balance of information are those where images, videos and use of language make the experiences of the animals, and the work to care for them explicit. Some of these examples are presented in **Section 2** of this report, and although this area is challenging, particularly in respect of ‘selling’ an organisation, it is one that is key to establishing genuine and meaningful openness.

Throughout the Concordat’s development, feedback from the public has consistently shown that they are supportive of a balanced approach which is sensitive to their concerns about the animals and addresses the issues of harms. During the Public Dialogue on Openness on Animal Research<sup>4</sup> 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 graphic images of humans with medical conditions. During the 2019 Leader in Openness panel discussions, several members of the public stated that they did not expect, but were grateful to see, clear information about what the animals experienced during the research.

<sup>4</sup> <https://www.ipsos.com/ipsos-mori/en-uk/publics-view-openness-and-transparency-animal-research>

## 1.2 Staff awareness

“Openness is embedded into the training programme for every animal licence holder. From the Establishment Licence Holder to the Named Information and Compliance Support Officer and Head of Research Communications, presentations are given during Home Office training covering the importance of, and the University’s approach and commitment to, openness.” **UNIVERSITY**

**S**ignatories that carry out research on animals (research signatories) were asked about the ways that they communicate their use of animals in research to those working in their organisation whose role does not connect them to the use of animals in research. Staff working, for example, 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.

In many organisations this is the first step towards breaking a previous culture of secrecy around animal research and encouraging more open communications. This aspect of the Concordat has been fully supported by many of the signatories, who have developed

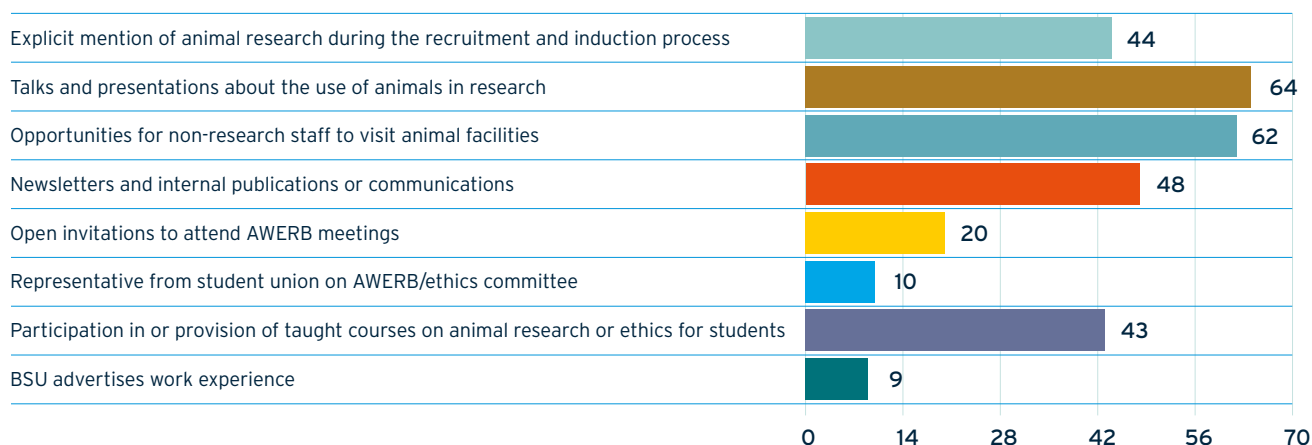
inclusive and creative initiatives to raise the profile of their animal work across their organisations.

In 2019, as well as creating transparent recruitment and induction processes, virtual tours are now used extensively to allow staff from all areas of an organisation to see inside the animal facility, and gain a clearer idea of the work done there. Opportunities of non-research staff to visit the animal facilities are offered by 83% of research signatories.

Many organisations run a series of optional events, talks and community days to raise the profile of their animal research internally, and the increasing mention of animal research during the recruitment process for all staff (56% of research signatories) is a significant change in practice which improves awareness and transparency throughout an organisation.

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

Research organisations, n=75. Of these organisations 45 are universities and are attended by students.



# 1.3

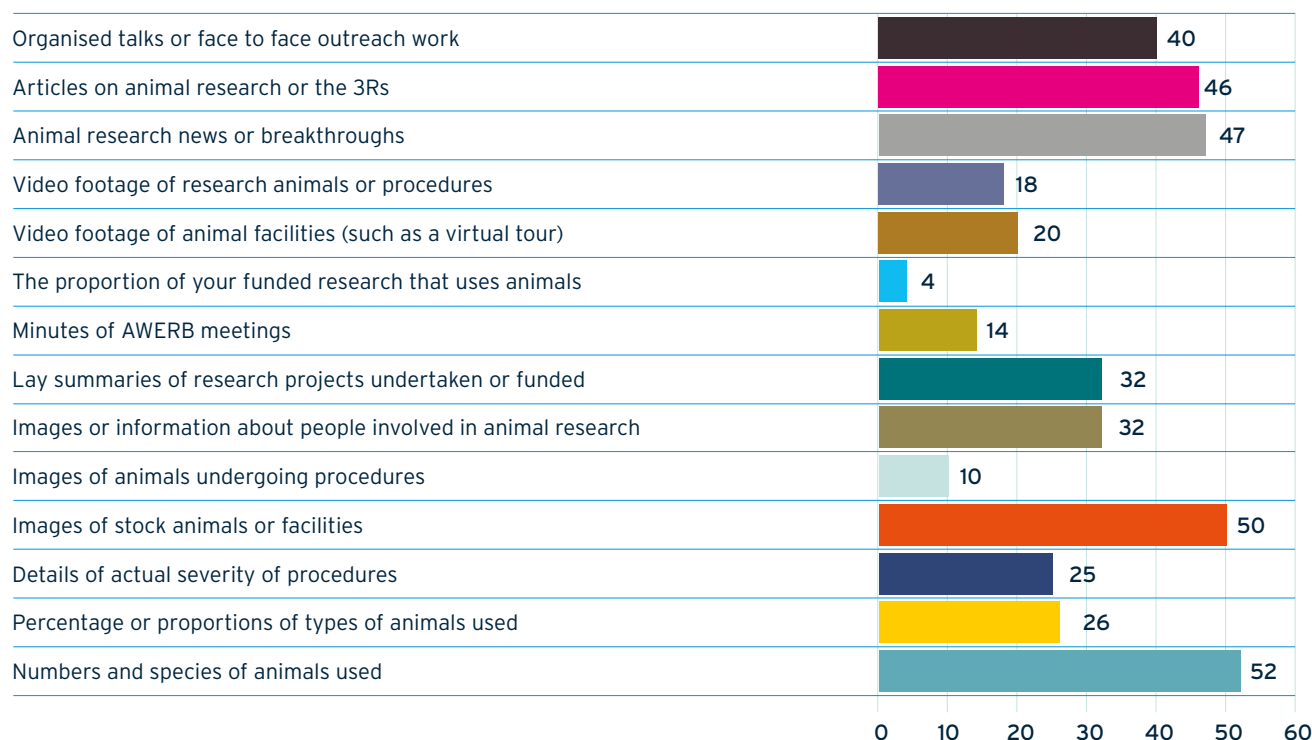
## Explaining involvement with the use of animals in research

“[Our organisation] is in the process of developing three-dimensional tours of the Biological Services Unit at [two] campuses for placement on the public facing website. These will both inform the public regarding the facilities, as well as free up the time of the animal technicians, who are involved in personal visits to the animal units. Photographs have been taken and a pilot tour has been developed.” **UNIVERSITY**

**B**oth research and non-research organisations have continued to develop the information about animal research that they put into the public domain. They have become bolder in terms of their publications and some are beginning to engage more with social media channels such as Reddit in talking about their work.

During 2018 and 2019 research organisations were encouraged to use larger numbers of case studies on their websites, either directly providing the non-technical summaries developed as a statutory requirement and part of their project licences, or as stand-alone articles to illustrate the types of work they carry out. Of the research organisations that responded, 37 currently provide lay summaries of their research on their websites, of which 14 provide non-technical summaries. Others are considering the best way to provide this information in the future.

Please indicate whether you proactively provide the following information to the public (research organisations n=75)



1.3  
Explaining  
involvement with  
the use of animals  
in research

“There is some information in lay terms on our website but this is something we intend to improve to put our usage figures into better context.” **GOVERNMENT BODY**

Generally signatories from non-research organisations focus on the work carried out by members or grant holders, though they also make a general case and take a position on the reasons for using animals in research.

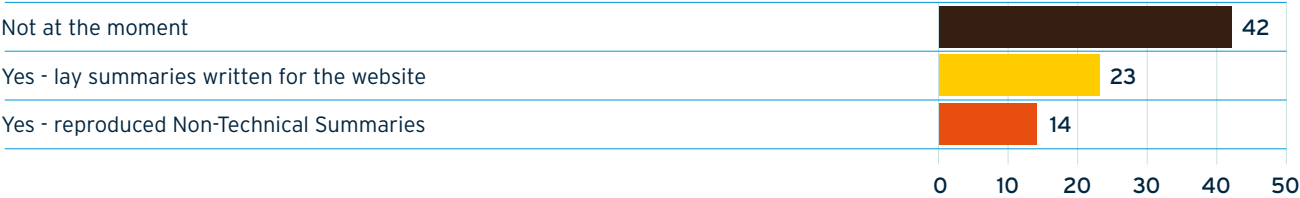
3D tours of animal facilities are increasingly used to engage public audiences and show conditions inside a modern animal facility, with several larger research organisations creating their own tours, while smaller and non-research organisations link to the UAR lab animal tour<sup>5</sup> as an example.

There are still limitations on the information that commercial organisations are able to provide to the public, as a great deal of commercial research is subject to

confidentiality and intellectual property restrictions, however these organisations are increasingly working with others to support their provision of information (such as images and video) to the public. These signatories are usually unable to provide absolute numbers of animals used in their facilities, as it would provide key information about the size and structure of their business to other parties. Some do, however, discuss the species that they use and the proportion of their research carried out on each species.

Commercial signatories are now beginning to develop facility tours, for use internally, with the potential to involve public audiences in the future.

Please indicate whether you include research summaries on your websites? (research organisations n=75)



5 [www.labanimaltour.org](http://www.labanimaltour.org)

## 1.4 Partnership working

"We don't find partnership working a barrier to openness - in fact it can increase openness as we will sometimes raise with partners that we think that they should be mentioning animal research in joint projects where relevant if they haven't."

### RESEARCH INSTITUTE

Research organisations vary in their approach to partnership working. For most academic and charity organisations working with partnership agreements has supported greater openness as they are able to encourage other signatory organisations

to be more open. Many find that partners are signatories themselves. Some are concerned that their researchers are still very nervous about openness and this can make partnership working difficult as they are reluctant to share and to encourage others to talk about their animal work.

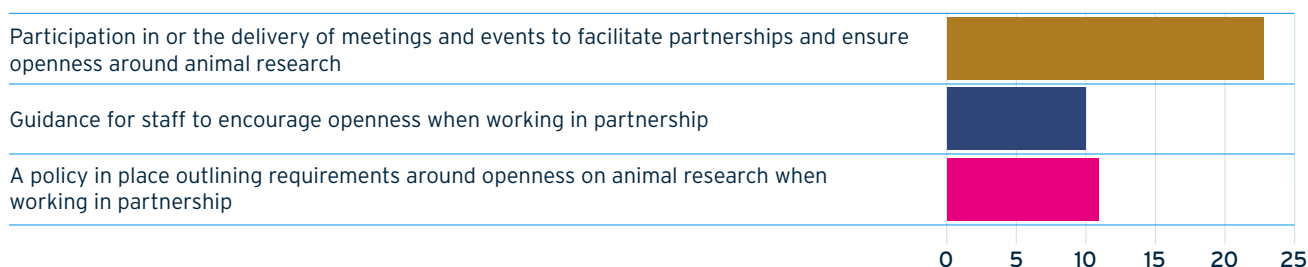
"Majority of our partnerships relate to intellectual property and openness is not appropriate." **COMMERCIAL ORGANISATION**

Commercial partnerships where there may be issues of confidentiality are more problematic. It can be difficult for commercial organisations and academic organisations in commercial partnerships to talk about the details of their work. Signatories work hard to ensure openness where possible, but the potential for confidentiality and intellectual property issues can still create barriers for openness. In addition, global organisations may find that attitudes to animal research vary considerably

around the world and we must be sensitive to those attitudes, while supporting initiatives that create long-term change.

For some organisations working directly with their business development team has supported conversations about the importance of openness with partners who would otherwise have given little thought to the use of animals in research.

Have you implemented any of the following practices when working in partnership? (Research organisations n=75)



1.4  
Partnership  
working

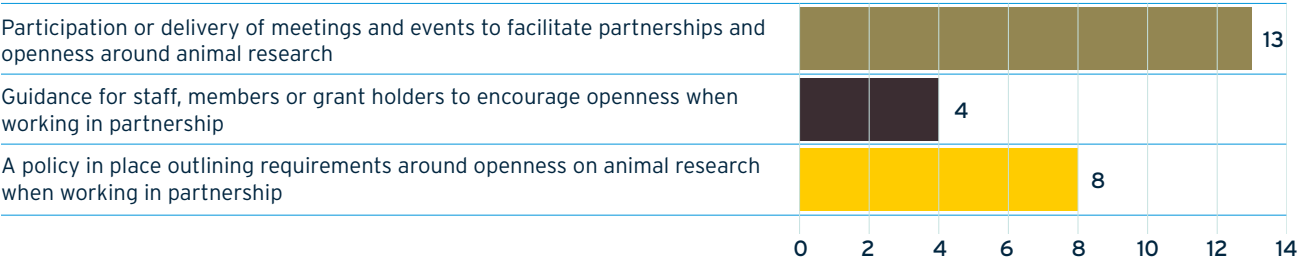
We are in the process of designing and implementing a new policy for partnerships, in particular our partnerships outside the UK, to bring more consistency to our approach and to continue to ensure the highest standards are met.

RESEARCH FUNDER

The majority of non-research organisations found partnership working under the Concordat straightforward and felt able to ensure openness in their communications without formal policies in place. Those organisations with a global remit have found

that as attitudes to animal research vary around the world, they have needed to develop more considered ways of working to remain sensitive to the views of all partners while meeting the commitments of the Concordat.

Have you implemented any of the following practices when working in partnership? (Non-research organisations n=25)



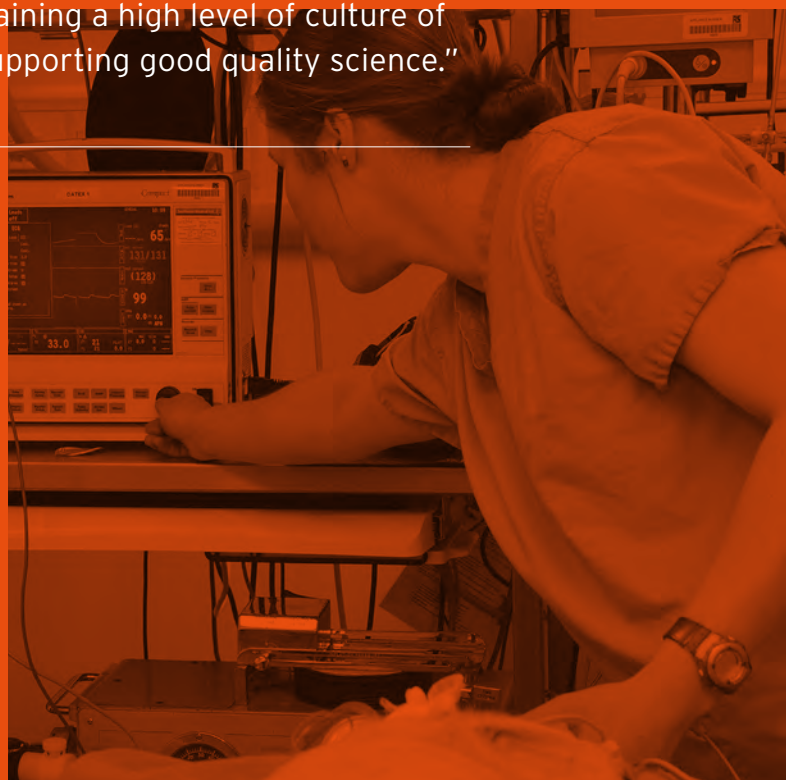


## COMMITMENT 2

# We will enhance our communications with the media and the public

“Our annual report featured the Named Animal Care and Welfare Officer and manager of one of the animal units at the institute who spoke about the importance of animal care staff in maintaining a high level of culture of care and prioritising animal welfare whilst supporting good quality science.”

RESEARCH INSTITUTE



## 2.1

### Position statements on animal research

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

The 121 signatories to the Concordat on the 14 May 2019 all have public facing position statements online, which are linked to from the [Concordat website](#). Each year signatories provide UAR with a URL 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.

Signatories are encouraged to create websites with extensive information about the animal research they carry out, fund, or support. In the five years since the launch of the Concordat we are now seeing more information online than ever before. Best practice examples for websites now include numbers and species of animals used;

proportions of grants or funded research involving animals; examples of research projects in lay-language; information on the 3Rs and animal welfare; videos, images, and virtual lab tours; and details of harms experienced by the animals such as severity statistics.

Position statements should be easily accessible to everyone, not just those seeking out this information. Signatories report that on average position statements can be reached from a signatory's home page in three clicks. This year we are pleased to report that 23 Concordat signatories have either placed their position statements on their home page or linked through one click.

Details of two signatory websites that provide extensive information about their use of animals are presented in **Part 2** of this report. These are a sample of web-based information provided by signatories.

A full list of URLs for all website animal research policy statements is provided in the appendix.

## 2.2 Inclusion of animal research in communi- cations and media releases

**“In all our press releases, we always indicate where animals have been used, and what species. We also point out when research has been done in animals in our reactive comments issued to the press on both our own and other people’s research.”** **RESEARCH CHARITY**

**I**nclusion of animal species in press releases (where relevant to the research) is now common practice, with 61 signatories reporting that it is a standard procedure in their organisations.

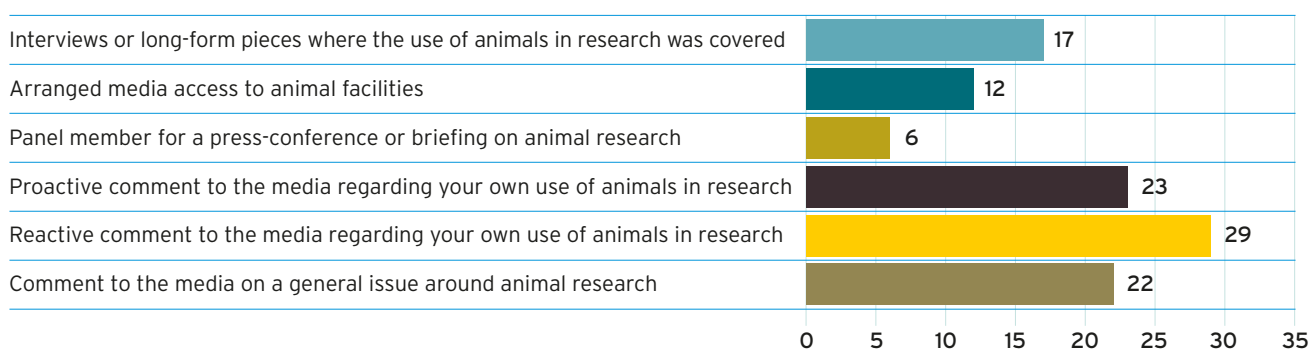
A formal policy that requires animal research to be proactively included in media releases and media enquiries is employed by 19 signatories, and a further 62 signatories reported that while they don’t have a formal policy in place, an informal process is recommended and followed. Where media policies are used by organisations they describe 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 adoption of a formal policy is recommended good practice for Concordat signatories as they help ensure that expectations around openness are fully understood and save time when handling media enquiries.

Signatories have reported many ways of engaging with the media about their involvement with animal research, including commenting to the media on a general issue around animal research (28), providing reactive comment to the media (35), providing proactive comments to the media (28), providing panel members for press conferences or briefings (8), and providing interviews or long-form pieces where the use of animals in research was a key topic (23). In the year covered by this report 13 signatories arranged media access to their animal facilities.

Signatories are recommended to include information about the animal research they carry out, fund, or support in other forms of communications such as annual reports and official documents, public facing leaflets and brochures, and magazines and posters. Animal research details are now included in annual reports by 33 signatories, while another 29 signatories reported that animal research is communicated in leaflets and brochures. Signatories have also included animal research on public facing TV screens across campuses, annual reviews, public newsletters, and social media.

**Have your organisation, researchers or staff provided any of the following in the last year? (Research organisations n=75)**

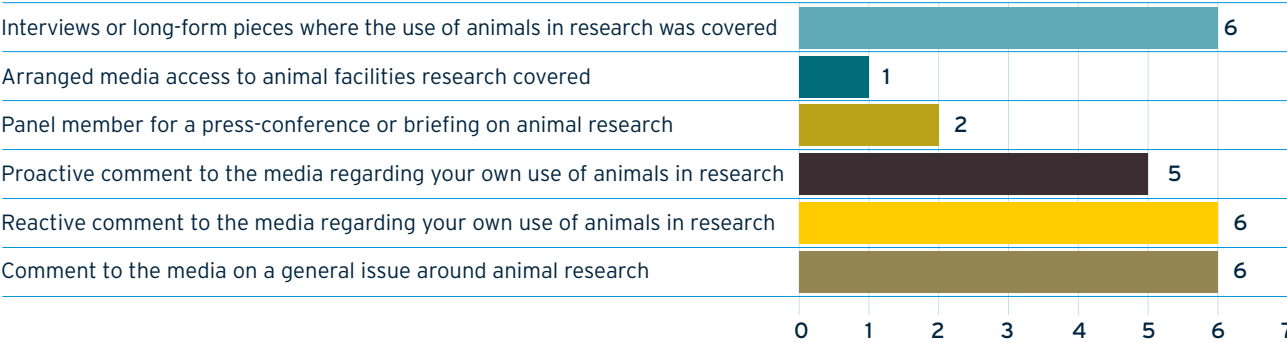


2.2  
Inclusion of  
animal research in  
communications  
and media releases

This can be a difficult commitment for some Concordat signatories to meet, as not all organisations are public-facing or involved

with the press. However, their support when needed, for example on expert panels, can be invaluable to the research community.

Have your organisation, researchers or staff provided any of the following in the last year? (Non-research organisations n=25)



## 2.3 & 2.4

### Support for media and public engagement on animal research

“One session of media training specifically for researchers working with animals has been provided this year, individual specialised sessions and a feedback session to all animal researchers following two successful national stories involving animal research.” **UNIVERSITY**

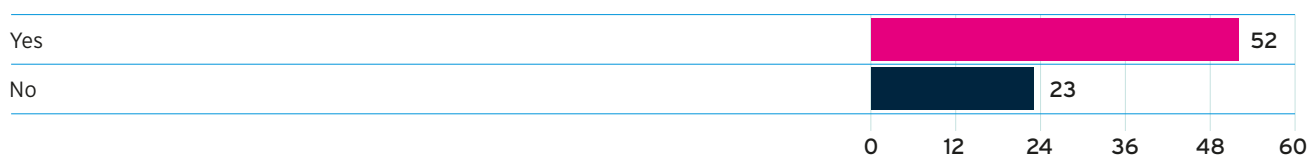
Signatories are continuing to support the development of media-trained champions who can respond to stories about the use of animals in research on behalf of their organisation. UAR provides media training to Concordat signatories, and many use alternative providers or provide in-house media training. 67 signatories reported that they provide media training for staff and/or members who wish to engage with the media on animal research.

It is recommended that all signatories provide staff or members who are likely to engage with the media about the use of animals in research with appropriate training, but it is understood that this can be impossible for very small organisations or for commercial signatories who have significant restrictions around communication and working with the press.

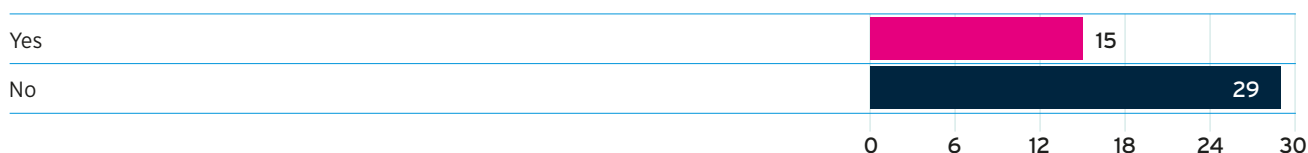
Guidance or support to help staff or students deliver public engagement events about the use of animal research is also recommended. Signatories reported that they offer training to staff and/or members via various methods including in-house support from the engagement or communications team (56), coaching by staff experienced in public engagement (34), and UAR communications or public engagement training (45).

Signatories that are research organisations are more likely to provide media training to their staff than non-research organisations, and of course, media training is not appropriate for all of the non-research organisations, many of which do not have involvement with the press.

Research organisations: Do you provide media training for staff who wish to engage with the media on animal research? (n=75)



Non-research organisations: Do you provide media training for staff who wish to engage with the media on animal research? (n=44)



## 2.5 & 2.6 Good practice in publication guidelines

For] research that we fund: we recommend that ARRIVE guidelines are followed which is included in our Terms and Conditions of Award. [For] research that we publish: we strongly encourage all authors to comply with the 'Animal Research: Reporting In Vivo Experiments' (ARRIVE) guidelines.

### LEARNED SOCIETY

It is recommended practice that signatories require good publication standards and a checking process to make sure said standards are adhered to. While not all signatories enforce adherence to the ARRIVE guidelines<sup>6</sup>, they are endorsed and actively encouraged by 83 signatories.

Six signatories also endorse the PREPARE<sup>7</sup> guidelines compared to three in 2018.

Several commercial organisations employ their own standards based on ARRIVE, and these are required for all published work.

“This is usually checked through publications approval review where ethical requirements are raised. This could perhaps be made more specific.” **GOVERNMENT BODY**

Signatories are also encouraged to communicate their 3Rs work to the media and the public. Signatories reported that they include information for the 3Rs on their websites (69), other organisational publications such as leaflets, reports, and

magazines (43), and media releases (24). Support for the 3Rs and welfare in the sector is also on the increase with 49 signatories reporting that they host 3Rs discussions and prize giving events.

<sup>6</sup> <https://www.nc3rs.org.uk/arrive-guidelines>

<sup>7</sup> <https://norecopa.no/prepare>

## COMMITMENT 3

### COMMITMENT 3

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

“We were surprised at some of the misunderstandings on the part of the teachers [at our exhibition stand], and are planning an information session and tour of the BSU for local teachers so that they can learn more about our animal research first hand and take this knowledge back to their students.” **RESEARCH INSTITUTE**



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## 3.1

### Co-operative working to provide explanations of animal use in research

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“We regularly work with the Royal Institution on their public programme. In October 2018, February 2019 and May 2019 we participated in their Family Fun day, each of which sees approx. 700 members of the public and their families visit.” **UNIVERSITY**

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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 range of examples (44) were given, showcasing a wide variety of engagement initiatives.

Initiatives included the production of collaborative press releases, organisation of and involvement in local science fairs, school

and college talks, and sector-wide training modules to share best practice. Open days have been an effective way to explain research to the local community, and school and college talks continue to be a popular engagement activity with 56 signatories engaging with local students.

Social media is increasingly used to engage public audiences, with an increasing number of signatories using Twitter, Instagram and Reddit to talk about their animal research.



## 3.2

### Activities that encourage public engagement with the issues of animals in scientific, medical and veterinary research

“At least 55 individual researchers delivered at least 35 events on work that covers animal research. Audiences have included: families, schools, tourists and visitor audiences through partnership with attractions, uniformed youth groups (scouts, guides, etc.), online groups, and prison learners including young offenders and women prisoners.” **UNIVERSITY**

Signatories are continuously developing innovative ways to talk about animal research with the public. This section of the Concordat changes each year as new initiatives are developed and researchers become more assured that the public they will be speaking to is not hostile. Many researchers across signatory institutions have positive experiences of engaging with the public each year.

When possible, signatories that carry out research are recommended to allow public access to animal facilities so that visitors can see what is involved in the research and how animals are cared for. Signatories have provided access to various groups including politicians (12), special interest groups (17), and students or non-research staff (43). Four signatories reported that their barriers do not allow them to provide access so they deliver alternative activities such as virtual tours.

Popular activities include participating in . . .

Science festivals (59)

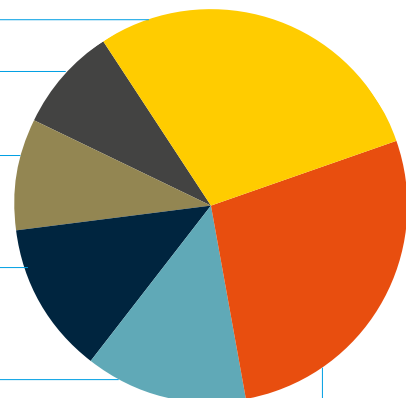
Patient engagement initiatives (17)

Family days (19)

Presentations at local events (25)

Community days and festivals (27)

Engagement with local schools (56)



“We are taking part in a debate about animal research at a [local] secondary school, and have had 6th form students visit our facilities.” **PHARMACEUTICAL COMPANY**

The Concordat does not require research organisations to 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.

# 2

## Openness case studies

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Submitted April 2019 Introduction





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# Introduction

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**T**he Concordat on Openness on Animal Research in the UK was launched five years ago, and since that time there has been a substantial change in the amount of information available to interested members of the public about the use of animals in scientific research.

In 2019 a new initiative was launched to recognise those organisations that consistently meet stretch goals and implement the recommendations of the Concordat. These leaders in openness were invited to showcase their achievements and apply for a separate standard to sit alongside their support of the Concordat.

Leaders employ the good practice recommendations that have been made throughout the life of the Concordat, building current recommended practices into their ways of working, so that they have reached a leading level of transparency around animal research through their websites, their internal structures and communication practices, their dealings with the media and public engagement activities. In addition, leaders in openness are expected to acknowledge the harms and limitations of animal research as well as the benefits, giving the public a balanced view and allowing better understanding of why and under what circumstances animal research is permitted and regulated.

Concordat signatories that apply to become Leaders in Openness must submit a short application showing how they meet criteria in each of the four categories:

- Website
- Internal engagement
- Media engagement
- Public engagement

The precise criteria are specific to the type of organisation applying and are detailed on the Concordat on Openness website. Applications are initially assessed by a panel of between seven and ten public participants, and their public-facing websites are scored according to the clarity of their content, their effectiveness at communicating with lay audiences, the transparency of the information and how balanced it is in communicating the experience of the animals. The applications are scored following the public assessment, and those that pass the initial phase are reviewed in full, against all the criteria, by two peers from the life-science sector and one member of the public. Comments were compiled into reports and fed back to applicants.

In this section we share selected case studies of excellence to show good practice, demonstrating where and how it has been implemented by the leader in openness.

## Website: The Pirbright Institute

<https://www.pirbright.ac.uk/animals-in-research>

The Pirbright Institute carries out research to find solutions to some of the major issues for animal health worldwide. It works with a variety of livestock animals to benefit their health in both the UK and overseas and its research was responsible for the world-wide eradication of Rinderpest in cattle.

The Pirbright Institute became a signatory to the Concordat on Openness on Animal Research in the UK in 2014. The institute have developed excellent proactive communications around animal research, and its website is a key part of its communications with the public.

The engaging website has a bright design, using colour effectively to make the pages easy to read and maintain interest. Members of the public who reviewed the Pirbright website loved the in-depth yet simply presented information, and a large proportion of the public reviews felt that the website was written for people like them.

The website is easy to find on the institution website, in a drop-down menu from the homepage. Under commitment three of the Concordat, it is important that organisations proactively support public access to information about animal research by ensuring that it is prominent on their websites. Here, the Pirbright Institute has ensured the accessibility of its animal research to anyone reading its website, not just those actively looking for it.

Their extensive use of images makes the Pirbright Institute's website appealing, colourful and easy to view. High-quality images appear on every page within the animal research section, giving visitors a true insight into the Institute's work and a feel for what life is like inside its animal facilities. The images include animals and procedures. Many were taken inside the Institute's facilities, and they give a good sense of the animals talked about on the website and how they are kept.

The site provides detailed information on Pirbright's research without it feeling overwhelming. The tone is considered and shows sensitivity to public concerns about the harms caused to research animals. The website text includes information about the efforts made by the Pirbright Institute to go above and beyond compliance with law and regulations around animal use.

Like many Concordat signatories, the Pirbright Institute openly posts the number of procedures it carry out on animals each year on its website. Clear context is given to the numbers so that a lay reader can easily make sense of the statistics presented and why they may fluctuate over the years. It also provides details of actual severities reported, again with clear context given to the numbers. A question-and-answer section at the bottom of the page provides further details. The website also includes information about Home Office licensing, project evaluation and the animal welfare ethical review body (AWERB) process, and an outline of the responsibilities of key animal care roles such as named animal care and welfare officer (NACWO), named training and competency officer (NTCO) and named information officer (NIO).

The Animal Research Impact page contains four short case studies of the institute's research and received particular praise from public and sector website reviewers. The brief stories presented here bring the research to life, giving meaning to the work and clarifying the research benefits for readers. Public reviewers were particularly struck by the successful programme to eradicate Rinderpest.

In 2017 the Pirbright Institute, along with three other institutions, took part in a 360 degree laboratory tour, produced by Understanding Animal Research<sup>8</sup>. This tour was the first of its kind in a UK animal research facility and gives viewers a real insight into what life is like for researchers, technicians and animals inside the animal facility.

<sup>8</sup> <http://www.labanimaltour.org/>

## Website: Motor Neurone Disease Association

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

The Motor Neurone Disease Association (MNDA) does not carry out research itself, but it is a funder of animal research which is carried out by scientists working in other organisations. The MNDA is one of a small but growing group of medical research charities that have signed the Concordat on Openness on Animal Research in the UK. It took this step with the intention of being more transparent about the nature of the research the charity funds, both within the organisation and in its conversations with supporters and the wider public.

The MNDA created a new section of the charity's website called 'Animal Research' within its research pages to clearly explain the reasoning behind its use of animals in research.

In this section MNDA presents its position on the use of animals in medical research. It describes what it hopes to learn from the research carried out on animals, and explains that the welfare of those animals is a primary concern for the organisation. The web pages also explain how the researchers the MNDA funds are working to reduce the number of animals used.

The website is clearly written and aimed at a wide range of people, from those with a passing interest to those with specific needs, such as newly diagnosed patients or carers. Readers with scientific interests are also well catered for, as there are in-depth details of projects and funded research areas available.

The website is clear about the proportion of MNDA funded research that involves animals, which is around 35%. It makes the key role played by invertebrates in research clear, stating that if fruit flies are included in the 'animal research' figure, the proportion of animal research it funds rises to almost 50%. This is significant for the Concordat because few research charities are so transparent about their animal use. These figures, and the information that gives them context, make it far easier for concerned members of the public to make informed choices about the research they would like to support.

It is easy for visitors to the site to follow well-considered links to more extensive information, such as virtual tours of real animal research facilities and external guidelines. External links provided include Understanding Animal Research, NC3Rs and Concordat on Openness on Animal Research in the UK, the AMRC position statement on the use of animals in research and the ARRIVE guidelines.

The website is accessible and easy to locate, both by searching the MNDA website and through navigation from the research pages. It is clear that considerable care has been taken to ensure that the information given is of practical interest to a range of audiences and that it remains easy to navigate.

Detailed discussion is given of how animals are used in the development of new drugs, including illustrations that bring clarity to the information presented.

The importance of the 3Rs is discussed, along with examples of how this has been achieved on real projects. This includes how organisations funded by MNDA must demonstrate that they have considered non-animal alternatives before designing their research projects. Also note-worthy is the coverage of how the animals suffer during research, the steps taken to minimise harms and details of how and when the animals are killed. Members of the public who reviewed the site found the information provided very transparent, and felt it was clearly presented, providing them with greater confidence in the research.

The MNDA research blog is a particular highlight. It is well designed, informative and accessible with high-level discussions of current research. The blog pages cover not only projects carried out by MNDA-funded researchers, but other relevant research, and they talk openly about the animal models that are used. In June 2019 MNDA published a blog post looking at the use of animals in the research it funds: '*How animals are helping to improve our understanding of MND*'. This looked specifically at the importance of using animals for identifying the mechanisms of the disease and the development of compounds that may one day become new treatments for MND.

## Internal engagement: Agenda Life Sciences

[https://www.  
agendalifesciences.com/  
animal-research-position/](https://www.agendalifesciences.com/animal-research-position/)

Agenda Life Sciences is a commercial signatory to the Concordat, and was involved in its development. It has been a signatory since the Concordat on Openness on Animal Research in the UK was launched in 2014. Not all Agenda's employees work within life sciences or biomedical research. Those whose role lies outside biomedical research may be unfamiliar with how animals are used in scientific research and have little understanding of what such research might involve. However, Agenda has taken steps to ensure that as far as possible, all its employees have a good understanding of key issues around the use of animals in research, with the opportunity to engage further.

The company actively works to make the use of animals in research a visible issue for staff, and have a series of policies in place that allow them to actively engage everyone who works for Agenda on the use of animals in research. All employees, regardless of their role or the sector, are given opportunities to discuss, learn more about and engage with animal research throughout their time with Agenda, and it is difficult to see how anyone working at Agenda could fail to see their connection to animal research and the role that the company plays in the biomedical sciences sector.

The policy of openness and internal engagement begins at interview. The use of animals in research and the role that Agenda plays in supporting animal research is discussed with prospective staff. All applicants are invited to give their views on using animals in research, usually with some discussion and clarifications. Candidates are provided with access to online resources for further information about animals in research to ensure that they have a full understanding, and there is an expectation that they will read and consider the information provided.

At second-stage interviews the topic is raised again, as the candidates have had time to reflect on the previous discussions and read more widely around the topic. A focused discussion is encouraged to help broaden their knowledge and to address any questions or concerns openly and honestly during a face-to-face meeting.

Monthly 'lunch and learn' sessions are held for all employees. These are in-house presentation and discussion sessions focused on topics of interest to the organisation and its staff. Some of these sessions focus directly on how, when and why animals are used in research, while others focus on, for example, current news and developments in life sciences research. Participation in these discussions contributes to staff training records, even if it is not directly pertinent to their role. These sessions are well attended by staff and engagement with the discussions is good.

The monthly staff newsletter is used to connect with all staff, some of whom may work far away from the Agenda offices, as well as to inform about workplace issues. The content of the newsletter varies but at least one section on animal research is included each month. Those who are working in research roles, including working with animals, are encouraged to write for the newsletter to share their ideas and knowledge while supporting openness around their experience of working with animals.

Additionally, Agenda employees who do not work with animals have opportunities to become involved with those who do, attending key conferences and events and visiting animal facilities in research establishments. The company has worked hard to build structures that ensure openness about animal research throughout their organisation and to give confidence and support to those who work with animals, supporting them to engage with others around their work.

## Media Engagement: The University of Manchester and The Mancunian

<http://mancunian.com/2018/02/07/exclusive-mancunian-visits-manchesters-animal-testing-labs/>  
<https://mancunian.com/2019/01/31/exclusive-inside-the-unit-with-emus-on-treadmills/>

The University of Manchester has embedded openness with animal research in its communications and engagement strategy, with an excellent website, virtual tour of its animal facility and impressive public engagement activities.

Among these activities, its engagement with the media over the use of animals in research has stood out in the past few years. It has a well-developed media strategy, places influential comment on animal research, and has provided media training to key university staff.

On two occasions it has worked successfully with the University of Manchester student newspaper, the Mancunian, which is the largest student paper in the UK, to address misleading stories, creating open and widely-read articles about animals in research.

A new editor is elected by University of Manchester students every academic year, starting in September. At the start of the new editorships of 2017 and 2018, the Mancunian published articles which the university felt were poorly researched, selective and unduly opinionated. Student papers often feel that their role is to challenge the establishment structures of their universities, and animal research is a controversial and polarising subject, which can make it an attractive issue for a young journalist trying to make a mark. One of the original articles can still be found on the Mancunian website, while the other has been removed following complaints from the university.

The University of Manchester responded to the articles in accordance with its communications strategy, which is to engage directly with editors who produce negative pieces. It invited the editors in both 2017 and 2018 to take a tour of the university animal facility. They were accompanied on the tour by the head of the facility and the animal research communications lead who were able to answer questions and address concerns about the animals held there.

The articles that followed the tour were published a month or so after the initial stories. These articles were balanced and made fair comment about the research carried out and the issue of animal research. Following the success of these stories, the University of Manchester has worked with the Mancunian to support a further visit and a new article about their research animals, viewing the stories as an illustration of the power of open communications practices.

## Public engagement: The Francis Crick Institute

<https://www.crick.ac.uk/whats-on/crick-late-making-science-happen>

Since the Francis Crick Institute was first conceived as a central London research hub, a public engagement programme was part of the plan to ensure that the Crick Institute's research would be embedded in the local community and accessible to the public.

The Francis Crick Institute has established some excellent public engagement initiatives and has never shied away from community engagement that allows the public to understand how, when and why animals are used in research.

The first Crick Lates were hosted at the institute at the end of March 2019, attended by over 400 members of public. The event was advertised in Time Out and the unvetted audience came from all over London to visit the UK's largest research facility. Among the activities presented to the Lates audience was a seminar run by two senior animal technicians on how the Biological Research Facility (BRF) supports animal research at the Crick. The talk they gave was well received by its audience, and focused on 'A day in the life of an animal technician'. The presenters explained health checking and the cleaning out processes of the various species housed at the Crick. Lots of pictures and a few videos were used to show the audience what happens in the animal house. Enrichment and encouraging animals to exhibit natural behaviours as they would in the wild, such as foraging, were also discussed in the presentation, along with selected examples of the research projects that the animals are used in, such as ferrets in influenza research.

Sharing information about animal research with policy makers, parliamentarians and others in office is important if the life science sector is to communicate about its work to those who need to make key decisions about the regulation of animals used in scientific

research. In 2018 the Crick hosted several members of both the House of Commons and the House of Lords who met senior scientists to discuss their science and the research methods they used. Researchers and animal technicians showcased their work, which involved mice, to the parliamentarians. Baroness Williams of Trafford and the ASRU leadership team had a tour of the BRF and met group leaders using animal models in their research.

The Crick staff are involved in many opportunities to talk face to face with public audiences about their animal work, which demonstrates just how embedded both public engagement and animal research are at the Institute. These opportunities include school visits and career fairs where BRF staff demystify the roles of animal technologists.

Examples of this engagement work include an Open House event in September 2018 in which a Crick scientist talked about the importance of mouse models in their research and the weekly Meet a Scientist sessions where members of the public can pop in and ask any question relating to the science done by a Crick scientist. The animal facility and its Genetic Manipulation Services team take part in the meet a scientist sessions alongside scientists from elsewhere in the institute and are available to answer any questions about how animals are used at the Crick. In addition to these open events, the Crick supports work experience placements and hosts secondary school children in the BRF and in laboratories with close links to the animals.

Finally, two primary school teachers from local schools joined the Crick's animal welfare ethical review body (AWERB) in early 2018. They support the review of project licence applications and ethical review of the animal work carried out at the Crick Institute.



# 3

## Concordat administration

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## Evaluation of management processes

“The annual meeting for Concordat signatories is a really valuable event. Focused group discussions about challenges for different actors within the animal research world are helpful.”

### UNIVERSITY

Understanding Animal Research (UAR) actively manages the Concordat and asks for feedback from signatories on the support they have been given over the year.

Concordat signatories agreed (85%) or somewhat agreed (12%) that they understand the Concordat commitments and the support available to help fulfil them. Only 3% (four signatories) did not agree.

Similarly, 86% of signatories saw the Concordat as an important step forward for biomedical research, while 14% qualified their agreement as ‘somewhat’.

However, as in previous years 19% of signatories were unconvinced that the Concordat would lead to real changes in their organisations. The reasons for this answer vary. Some organisations have internal and structural difficulties which make implementing the Concordat challenging, while others are small, sector-focused organisations which do very little public-facing work and feel less involved with the Concordat and the change it is making, although they are supportive. Research charities and societies that do not conduct research themselves were less likely to feel that the Concordat would lead to change in their organisations.

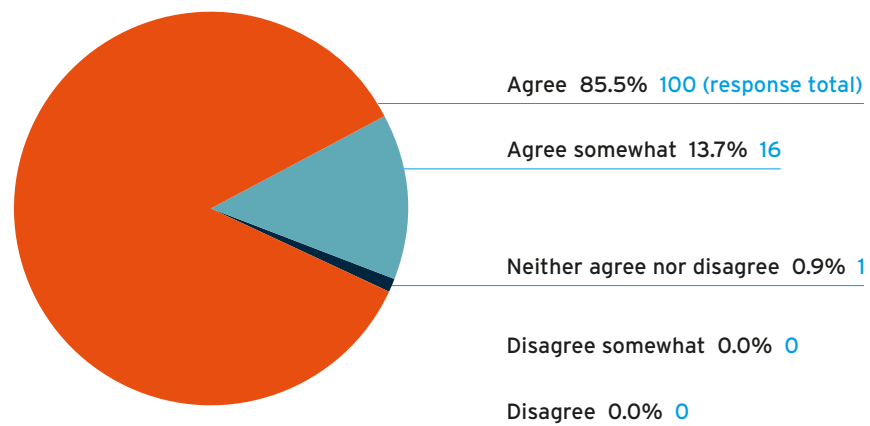
Most signatories (91%) found the Concordat communications helpful. The newsletter and stand alone website were seen as particularly useful, providing clear examples that others could follow.

Most signatories (92%) agreed that they knew how to get help in meeting the Concordat commitments, and most signatories are happy with the support they receive in implementing the Concordat (84% agreed or agreed somewhat).

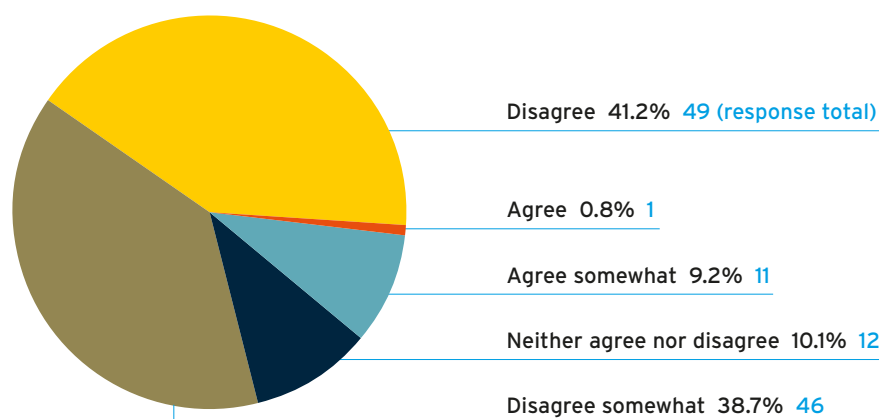
Concerns about meeting obligations under the Concordat were mixed across a variety of organisations. Different reasons for concern were given, including internal structures, resources, continuing fearfulness of researchers and distance from the research process, which can reduce animal research as a priority.

## Evaluation of management processes

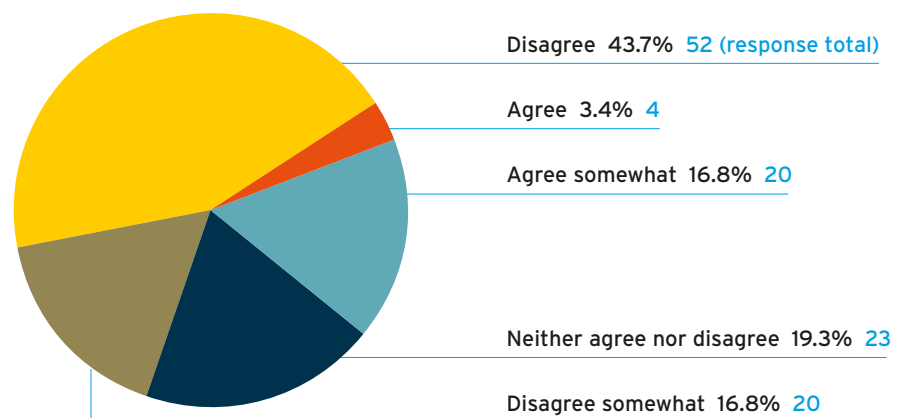
### The Concordat is an important step forward for UK-based biomedical research



### 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



## Evaluation of management processes

We asked signatories about areas where they would like more support or that they would like to see the Concordat address, and the following themes emerged:

- There were requests for more workshops on openness for signatories.
- Trade organisations and learned societies which do not themselves carry out research would like more guidance on how to meet their commitment to openness.
- There should be further guidance on working in partnerships and communicating harms
- Some organisations would like to do more but have difficulties with resources or eliciting the support of key staff, which continue to create barriers to openness.
- Some signatories would like to see a greater focus on communicating with clinicians, such as doctors, nurses and vets, who work directly with the public, providing them with medicines and care that have been developed using animals.

There were a few further comments made on the administration of the Concordat this year. One signatory requested more time to complete the annual return, and UAR will allow eight weeks for this in 2020.

Another signatory felt that UAR's annual awards for Openness should be branded the Concordat awards as they are linked to the Concordat return and to this report. UAR are reviewing the way that these awards will be run and the awards that will be made in the future and anticipate that the format and nomination process will change from 2020.

“Currently the Concordat is very much set up for Universities or Companies that can fulfill the commitments or work towards achieving them. For a society, once you have signed up, created a statement on the website and done a few other things it is difficult to achieve much more without a proactive membership. Going forward, we either have to accept that this is our total involvement or find a way to help societies.” **LEARNED SOCIETY**

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# Successes and challenges

# 4

## Successes and challenges

“The survey is a very positive activity and does help facilitate a review and thought around our own activities.” **COMMERCIAL**

### ORGANISATION

Signatories cited a number of successful initiatives undertaken in 2019, many of which were outputs representing the culmination of changes to perceptions of openness in different organisations. Supporting work experience students, the inclusion of animal research in staff inductions, the development of new webpages around animal research, open days and allowing visits to the animal facilities were all cited as successes.

Some organisations had successfully implemented initiatives that embed openness, such as the inclusion of openness throughout training programmes for key personnel, the development of awards and other initiatives to drive openness beyond the UK, and the development of the named veterinary surgeon (NVS) role to include teaching, so that more students learn about animal welfare practices.

“We continue to drive the principles of the Concordat beyond the UK and across our global sites too. In the past 12 months we have held significant 'openness' events at our North American and Swedish sites.” **COMMERCIAL ORGANISATION**

For some research organisations the greatest challenges related to individuals who are concerned about the risks of openness. Where organisations have been unable to overcome these concerns, they have limited openness activities and in some cases limited the available resources, as there is less support for communication activities. Others cited time

and resources generally as the key challenges they faced.

A small number of organisations felt that they had faced barriers but were now moving forward and were able to develop openness further.

“We have experienced some challenges, but have now gathered a group of people together with a shared view to move ahead with greater ambition in 19/20.” **UNIVERSITY**

For commercial organisations restrictions around corporate rules, branding and limited opportunities to interact with the public restrict their openness activities, but signatories are developing innovative ways to

communicate proactively and continue to lead in some aspects, for example sharing good practice across the sector and championing the 3Rs and good experimental design practices.



## Successes and challenges

“We have partnered closely with a number of our clients to share information on their drug development programmes and animal welfare/technical advances, including the 3Rs.”

### COMMERCIAL ORGANISATION

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This year it was clear that trade organisations and learned societies would like to do more to support openness and the Concordat but feel they cannot emulate the initiatives that have been highlighted in the past because they do not directly conduct research. Learned societies are encouraged to hold events on openness for their members and to support

research organisations, but many would like to do more. It is important that in 2020 and beyond the Concordat develops so that individuals, working through their societies and trade organisations, can be more involved in developing openness and embedding culture change within the life science community.

# Appendix

Concordat signatory online statements about the use of animals in research

## RESEARCH ORGANISATIONS

### Aberystwyth University

<https://www.aber.ac.uk/en/rbi/staff-students/ethics/animals/#statement-on-use-of-animals>

### Animal Health Trust

<https://www.aht.org.uk/research/animal-research>

### Animals and Plant Health Agency

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

### Aston University

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

### AstraZeneca

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

### Babraham Institute

[www.babraham.ac.uk/our-research/animal-research/policy-on-using-animals-in-research](http://www.babraham.ac.uk/our-research/animal-research/policy-on-using-animals-in-research)

### British Horseracing Authority

<https://www.britishhorseracing.com/regulation/role-of-the-bha-in-horse-welfare/>

### Brunel University

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

### Cardiff University

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

### CEFAS

<https://www.cefaz.co.uk/about-us/policies-plans-and-reports/>

### Charles River Laboratories

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

### Covance

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

### Durham University

<https://www.dur.ac.uk/animalresearch/>

### Envigo

<https://www.envigo.com/about-envigo/our-work-with-animals/concordat-on-openness/>

### Eurogentec

<https://secure.eurogentec.com/animal-facilities.html>

### Fera

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

### GSK

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

### Imperial College London

<https://www.imperial.ac.uk/research-and-innovation/about-imperial-research/research-integrity/animal-research/regulation/>

### King's College London

<https://www.kcl.ac.uk/innovation/research/corefacilities/bsu/index>

### Lilly UK

<https://www.lilly.co.uk/en/responsibility/transparency/animals-in-research.aspx>

### London School of Hygiene & Tropical Medicine

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

### Medical Research Council

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

### MHRA

[https://www.nibsc.org/about\\_us/our\\_use\\_of\\_animals.aspx](https://www.nibsc.org/about_us/our_use_of_animals.aspx)

### Moredun Research Institute

<https://www.moredun.org.uk/research/about-moredun-research-institute>

### Newcastle University

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

### Plymouth University

<https://www.plymouth.ac.uk/research/animals/communication-and-openness>

### Porton Biopharma

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

### Public Health England

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

### Queen Mary University of London

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

### Queen's University Belfast

<http://www.qub.ac.uk/Research/Governance-ethics-and-integrity/>

### Robert Gordon University

<https://www.rgu.ac.uk/research/university-research-policies/research-involving-animals>

### Rothamsted Research

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

### Royal Veterinary College

<https://www.rvc.ac.uk/research/about-animals-in-research/policy>

### Sanger Institute

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

### Sequani

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

### St George's, University of London

<https://www.sgul.ac.uk/about/governance/policies/use-of-animals-in-research>

### Swansea University

<https://www.swansea.ac.uk/research/research-integrity-ethics-governance/research-ethics/>

### The Francis Crick Institute

<https://www.crick.ac.uk/research/platforms-and-facilities/biological-research-facility/animal-research>

### The Institute of Cancer Research

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

### The Open University

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

### The Pirbright Institute

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

### UCB

<https://www.ucb.com/our-company/Corporate-Societal-Responsibility/reporting/Animal-welfare>

### UCL

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

### Ulster University

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

### University of Aberdeen

[https://www.abdn.ac.uk/staffnet/documents/policy-zone-research-and-knowledge-exchange/University\\_of\\_Animals\\_in\\_Research.pdf](https://www.abdn.ac.uk/staffnet/documents/policy-zone-research-and-knowledge-exchange/University_of_Animals_in_Research.pdf)

### University of Bath

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

### University of Birmingham

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

### University of Bradford

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

### University of Brighton

<https://www.brighton.ac.uk/foi/university-information/index.aspx>

### University of Bristol

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

### University of Cambridge

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

### University of Dundee

<https://www.dundee.ac.uk/research/governance-policy/policyroadmap/statement-on-use-of-animals/>

### University of East Anglia

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

### University of Edinburgh

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

### University of Exeter

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

### University of Glasgow

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

### University of Hertfordshire

<https://www.herts.ac.uk/research/research-management/ethics-and-research-integrity/animal-research-at-the-university-of-hertfordshire/policy-statement-on-research-involving-the-use-of-animals>

### University of Leeds

[http://www.leeds.ac.uk/info/5000/about/520/animal\\_research/2](http://www.leeds.ac.uk/info/5000/about/520/animal_research/2)

### University of Leicester

<https://www2.le.ac.uk/institution/dbs/our-commitment-to-the-ethical-use-of-animals-1/university-policy>

### University of Liverpool

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

### University of Manchester

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

### University of Nottingham

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

### University of Oxford

<http://www.ox.ac.uk/news-and-events/animal-research/university-policy-on-the-use-of-animals-in-scientific-research>

### University of Portsmouth

<https://www.port.ac.uk/research/research-culture/research-using-animals>

### University of Reading

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

### University of Sheffield

<https://www.sheffield.ac.uk/rs/ethicsandintegrity/animal-research>

### University of Southampton

<https://www.southampton.ac.uk/awerb/index.page?>

### University of St Andrews

<https://www.st-andrews.ac.uk/research/integrity-ethics/animals/>

### University of Stirling

<https://www.stir.ac.uk/research/research-ethics-and-integrity/animal-research-at-the-university-of-stirling/our-research-involving-animals/>

### University of Strathclyde

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

### University of Surrey

<https://www.surrey.ac.uk/school-biosciences-medicine/biomedical-research-facility/animals>

### University of Sussex

<https://www.sussex.ac.uk/research/about/standards/research-procedures-involving-animals>

### University of York

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

### Wickham Laboratories

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





## NON-RESEARCH ORGANISATIONS

### Association of the British Pharmaceutical Industry

<https://www.abpi.org.uk/ethics/ethical-responsibility/research-using-animals/>

### 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/>

### Agenda Life Sciences

<https://www.agendalifesciences.com/about/animal-research>

### Alzheimer's Research UK

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

### Association of Medical Research Charities

<https://www.amrc.org.uk/position-statement-on-the-use-of-animals-in-research>

### Anatomical Society

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

### Asthma UK

<https://www.asthma.org.uk/research/strategy/ethics/>

### British Association for Psychopharmacology

[https://www.bap.org.uk/position\\_statement.php](https://www.bap.org.uk/position_statement.php)

### BBSRC

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

### Biochemical Society

<https://biochemistry.org/home/science-policy/policy-position-statements/>

### BioIndustry Association

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

### Bloodwise

<https://bloodwise.org.uk/page/using-animals-research-we-research-policies>

### British Neuroscience Association

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

### British Pharmacological Society

<https://www.bps.ac.uk/education-engagement/research-animals/animals-in-research>

### British Andrology Society

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

### British Heart Foundation

<https://www.bhf.org.uk/what-we-do/our-policies/animals-in-research>

### British Society for Immunology

<https://www.immunology.org/sites/default/files/the-use-of-animals-in-immunological-research-position-statement.pdf>

### British Toxicological Society

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

### Cancer Research UK

<https://www.cancerresearchuk.org/our-research/involving-animals-in-research>

### Cystic Fibrosis Trust

<https://www.cysticfibrosis.org.uk/the-work-we-do/research/animal-testing>

### EPSRC

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

### Institute of Animal Technology

<https://www.iat.org.uk/>

### Laboratory Animal Breeders Associations

[http://laba-uk.com/site/?page\\_id=95](http://laba-uk.com/site/?page_id=95)

### Laboratory Animal Science Association

<https://www.lasa.co.uk/>

### Laboratory Animals Veterinary Association

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

### Leukaemia UK

<https://www.leukaemiauk.org.uk/Pages/Category/research-strategy>

### Medical Schools Council

<https://www.vetschoolscouncil.ac.uk/concordat-on-openness-on-animal-research/>

### Microbiology Society

<https://microbiologysociety.org/uploads/assets/uploaded/10ff0f94-9296-4ea5-9cbb26ab65d62ec7.pdf>

### Motor Neurone Disease Association

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

### Multiple Sclerosis Society

<https://www.mssociety.org.uk/research/latest-research/animal-research>

### NC3Rs

<https://www.nc3rs.org.uk/who-we-are-and-what-we-do>

### Ovarian Cancer Action

<https://ovarian.org.uk/our-research/animals-research/>

### Parkinson's UK

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

### Pfizer

<https://www.pfizer.co.uk/animal-welfare>

### PTEN Research

<https://www.ptenresearch.org/for-researchers/use-of-animals-in-research/>

### Royal Society of Biology

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

### S3 Science

<http://s3science.com/about/>

### Society of Experimental Biology

<http://www.sebiology.org/animal-biology/animal-welfare-code>

### Society for Endocrinology

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### The Humanimal Trust

<https://www.humanimaltrust.org.uk/what-we-do/research/our-stance-animal-testing>

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### Wellcome

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

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