



# Concordat on Openness on Animal Research in the UK Annual Report 2020

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## Foreword

**T**his year has seen the Concordat on Openness through 'interesting times' as the COVID-19 pandemic swept the world. The UK went into a national lockdown on 23 March 2020, and for researchers in every sector the impact has been severe, with events cancelled, work programmes redirected and support staff sent home.

The disruption has unavoidably affected the openness activities of all Concordat signatories. This is the sixth annual report since the Concordat was launched in May 2014, and it covers the 12 months between May 2019 and 2020. The final quarter of that period fell under the COVID shadow impacting activities and affecting the reporting process. With staff furloughed, and research organisations refocussed on other areas of work, often specific to COVID-19, there have simply been fewer support staff to compile data and complete the report, meaning that many accounts of openness and transparency work are incomplete.

It is, therefore, remarkable to see, amid all the chaos and disruption, just how determined the sector has been to continue developing openness, embracing new avenues and opportunities when the virus slammed other doors shut. As face-to-face events became increasingly restricted, we have seen organisations turn to social media and the use of virtual technologies to find new ways of communicating with the public. Stories about animals used in medicines and vaccine development have resonated strongly with the public during the crisis and the sector has been vigorous in satisfying the demand with articles and interventions across mainstream and new media publications.

This year, despite the difficulties, positive change has continued in the life-sciences sector, and it remains a pleasure to be part of a success story. Online communication has become even more critical, and more organisations have worked hard to develop wonderful websites that share their use of animals with the public, bringing their research to life and changing the tone of the conversation around animal research.

Notably, we are seeing a change in the range of subjects that openness programmes are willing to address. New boundary-pushing initiatives have invited the public to share in and consider some of the more difficult aspects of animal research work, such as the question of when harms are justified, how animal behaviour can be studied ethically, and what it means to keep animals in sterile and controlled environments. Some of these difficult aspects of openness have been embraced by the organisations featured in the case studies chosen for this report and are reflected in the Openness Awards made this year.

It has been a difficult and disrupted year and, on behalf of the Steering Group, I'd like to recognise the continued work of all signatories to the Concordat on Openness on Animal Research in the UK in meeting the extraordinary challenges they have had to face with such energy and imagination, driving forward their important work on openness to the benefit of research animals and all the people who work with them in the life sciences.

A handwritten signature in blue ink, appearing to read 'G. Watts'.

**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 fourth commitment of the Concordat and its completion is required for compliance with the commitments. This year's report is based on survey data from 121 organisations, 100% of the organisations that had been Concordat signatories for one year and were therefore required to report on their progress as of May 2020. The information provided is self-reported through the survey and no formal audit or checks are made to verify the information provided, with the exception of information pertaining to the organisations' websites, which are reviewed by Understanding Animal Research.

The annual survey asks signatories to share actions they have taken towards meeting the four Concordat commitments over the previous year, and so provides a snapshot of the sector's progress towards greater openness on its use of animals in research. During 2020 working practices have been disrupted in all sectors, and Concordat signatories have advised that they may be less able to identify activities carried out in the past year. In some cases these have been postponed or cancelled, but in others the administrative staff required to collate data to share in this report have been unavailable. We anticipate that some activities carried out in 2019-2020 will be reported next year, changing the usual pattern a little, but still allowing us to report on progress made towards greater openness.

Last year's (2019) report included case studies that illustrate leading activities that support openness on the use of animals in research. Further case studies have been included this year to showcase the innovation and impact of the changes made by Concordat signatory institutions.

### The Concordat on Openness

The Concordat on Openness on Animal Research in the UK was launched six years ago in May 2014. Developed by the life-sciences sector over 18 months, it brings organisations involved in the use of animals for scientific research together to support openness with the public.

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, following a review of the Concordat in 2017, signatories have noted the following impacts of the Concordat on the life-sciences research sector:

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



We hope that the culture change initiated by the Concordat will lead to gradually widening impacts as information about the rationale for animal research becomes increasingly accessible and understood. During the COVID-19 pandemic of 2020, the need for high quality public information about biomedical research, including research on animals, has been greater than at other times, and improved access to this information has, perhaps, been more impactful for people beyond the life-sciences sector.

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.

In 2019, following consultation with Concordat signatories and the Steering Group, the Leaders in Openness standard was adopted in recognition of organisations that consistently achieve and embed good practice. Following a successful first year of recognition, there were two nominations for Leaders in Openness in 2020, and one of these nominations was successful in meeting the required leadership standard following peer and public assessment.

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

**Leader in Openness 2020 – 2023 was awarded to University of Edinburgh**

## Concordat signatories in 2020

The majority of Concordat signatories are organisations that carry out research on animals. In 2020 there were 121 signatories to the Concordat on Openness, of which 75 are research organisations and 46 do 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 Concordat has seen a substantial increase in the amount and the depth of information about animal research that is placed in the public domain by signatories. In the past, images from inside research facilities were a rarity, but now signatory organisations increasingly use video, virtual tours and case studies to show what life is like for their animals.

This year has been overshadowed by the COVID-19 pandemic and, although some signatories achieved excellent public engagement in late 2019 and the first two months of 2020, many signatories have seen animal facilities restricted, activities shut down and communications teams furloughed. Some research communications have been refocused to exclusively look at the pandemic.

Despite these restrictions, there has been progress in online engagement.

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, the number of organisations which provide more extensive information increases every year. The websites of 76% of research organisation signatories now share the numbers and species of animals that are used in their research, following major website updates for three signatories. Charities are increasingly open about the research they fund. Eight signatory charities provide information about the proportion of their funded research that relates to animal work, helping their supporters to make more informed choices about the work they fund and the importance of animal research. Commercial organisations are restricted in the information they are able to share by commercial confidentialities and restrictions on release of commercially sensitive information. There has, however, been an increase in information about the types of species used and the proportion of studies they are used for.

In previous years signatories have seen staff attitudes and fear of activism as significant barriers to openness despite the lack of violent activism around animal research in the UK. One impact of the pandemic has been to increase the perceived relevance of biomedical and health research for the public, and this year signatories have not reported that researchers are reluctant or fearful about engaging with the public. This may be due to changing attitudes, or simply that with fewer people in the workplace these concerns are less frequently cited. Signatories have reported, however, that support in persuading managers of the value of openness is still needed, particularly in charitable organisations.

For many signatories there continue to be no concerns around working in partnership with others. 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. Some commercial organisations are restricted by confidentiality agreements. These organisations have found formal policies, processes and guidance documents helpful in communicating their Concordat commitments to partners, allowing them to be sensitive to the needs of both parties while encouraging openness when possible.

Providing balanced information that shows the harms as well as the benefits of animal research is an important aspect of the Concordat that ensures its credibility, and the non-signatory animal welfare stakeholders of the Concordat have provided excellent support in this regard, ensuring that the sector remains mindful of overstating benefits and under-reporting harms. The research sector is proud of the work that it does and always seeks to show good practice, high welfare standards and excellent research. However, our work with the public has consistently shown that measured communications that are mindful of the animals' experience support trust and reassure people that the research is being carried out with care. Images from inside animal facilities, along with videos and virtual tours, continue to provide more balanced information to the public, and we hope that more organisations will feel encouraged to show the details and realities of their research.

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 outline how they provide information to the media. This year 16 signatories reported that they had a formal media policy in place, while a further 64 followed informal procedures. Fifty-nine 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 79 signatories, and 24 research organisations have now 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.

## 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.

Most (97%) Concordat signatories agreed or somewhat agreed that they understand the Concordat commitments and the support available to help fulfil them, and 97% of signatories saw the Concordat as an important step forward for biomedical research. Only nine signatories felt the Concordat would not lead to real changes in their organisations, a decrease of 10% from 2019 when 19 organisations felt this way.

Most (82%) signatories found the Concordat communications helpful. The newsletter and stand-alone website were seen as particularly useful, providing clear examples that others could follow. Several organisations now felt that an additional visit or onsite presentation would be helpful to better inform new staff about the Concordat and how it works.



## 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 the public

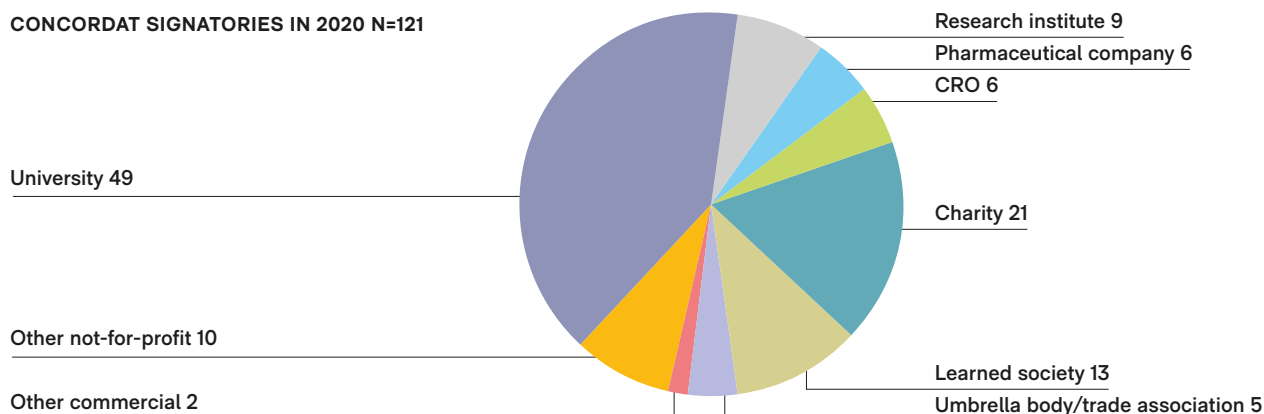
**Commitment 3** We will be proactive in providing opportunities for the public

### NUMBER OF SIGNATORIES



### May 2019 – May 2020

CONCORDAT SIGNATORIES IN 2020 N=121



### 14 Leaders in Openness

2019 – 2022 / 2020 – 2023



AGENDA LIFE SCIENCES

UNIVERSITY OF BATH

NEWCASTLE UNIVERSITY

THE INSTITUTE OF CANCER RESEARCH

ROYAL VETERINARY COLLEGE

UNIVERSITY OF LEICESTER

THE BABRAHAM INSTITUTE

MOTOR NEURONE DISEASE ASSOCIATION

UNIVERSITY OF MANCHESTER

THE FRANCIS CRICK INSTITUTE

UNIVERSITY OF CAMBRIDGE

IMPERIAL COLLEGE LONDON

THE PIRBRIGHT INSTITUTE

UNIVERSITY OF EDINBURGH

### Engaging with the media

58

Signatories discussed animal research in a media release

49

Signatories made comments to the media about animal research

11

Signatories provided media access to animal facilities

### Engaging with the public

55

Signatories engaged with schools about animal research

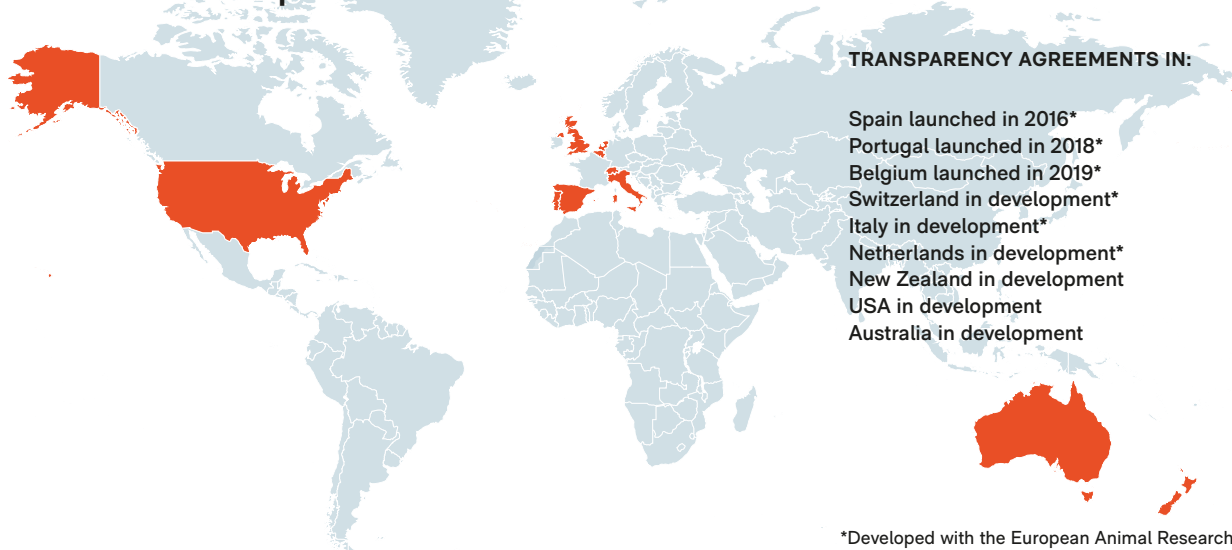
68

Signatories engaged with the local community about animal research

50

Signatories provided visitors from outside their organisation access to animal facilities

## Concordat on Openness on Animal Research in the UK launched in 2014



### Engaging with non-research staff

78

Signatories give talks and presentations about the use of animals in research

73

Signatories offer opportunities for non-research staff to visit animal facilities

64

Signatories explicitly mention animal research during the recruitment and induction process

62

Signatories produce internal newsletters and publications that mention animal research

46

Signatories provide staff with training to engage confidently with the public on the issues around animal research

### Communicating animal research online

63

Signatories mentioned animal research on social media

61

Signatories have images of animal facilities, research animals, or animals undergoing procedures on their website

54

Signatories provide details on the number and species of animals used on their website

31

Signatories provide details on actual severity of animal procedures on their website

30

Signatories have video footage of animal facilities, research animals, or animals undergoing procedures on their website

### Clicks to reach animal research position statement from signatory's homepage

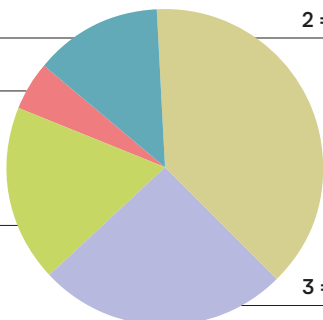
0 – 1 = 16

2 = 47

5 or more = 6

4 = 22

3 = 31



### Signatories using social media to talk about animal research

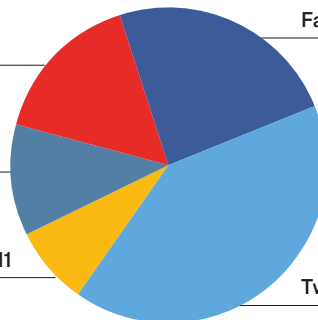
YouTube = 22

Instagram = 16

Other platforms = 11

Facebook = 33

Twitter = 57



## Introduction

The Concordat on Openness on Animal Research in the UK is a voluntary code of practice which sits alongside legislation, providing a structured framework and guidance for the research sector to develop more transparent communications about its use of animals in research. It was the first agreement of its type, and has subsequently given rise to similar agreements and practices in three further countries, while several other countries have similar agreements in development.<sup>1</sup>

This report covers the sixth 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 UK life-sciences sector over an 18-month period and were directly informed by a deliberative public process<sup>2</sup>. The four commitments are still considered by the signatories and the Steering Group to be appropriate and have remained the same throughout the lifetime of the Concordat. However guidance and practices around the Concordat have been continually updated to reflect changing circumstances and practices.

To be eligible to sign the Concordat, organisations must either employ staff or support members who carry out animal research, or directly support organisations that use animals in research, for example through funding.

As well as academic and commercial research organisations, Concordat

signatories include learned societies, research funding bodies and others who are concerned with the accessibility of public domain information about their animal research.

The Concordat on Openness on Animal Research in the UK is actively managed by Understanding Animal Research (UAR), and overseen by an independent Steering Group who meet once a year to discuss the Annual Report and any necessary changes to the Concordat. Signatories commit to upholding the four commitments and to ensuring that details of their rationale for using animals in research is in the public domain for anyone to access.

## 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

<sup>1</sup> [www.eara.eu/transparency-agreements](http://www.eara.eu/transparency-agreements)

<sup>2</sup> [www.concordatopenness.org.uk/wp-content/uploads/2017/04/openness-in-animal-r.pdf](http://www.concordatopenness.org.uk/wp-content/uploads/2017/04/openness-in-animal-r.pdf)





## 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

In 2018 the Concordat was assessed for impacts and, although it was too early to fully determine changes, signatories felt, alongside other initiatives, the Concordat had 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 use of animals in research, due to more information proactively available in the public domain

Signatories agreed many impacts had not, so far, gone beyond the life-sciences 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, along with a policy statement outlining their position regarding the use of animals in scientific research. This statement should be unique to the organisation, based on their organisation structure, research interests and values. It should reflect the ethical position of the organisation regarding the use of animals. If they support or fund, rather than carry out, research on animals, their statement should transparently tell readers why this is the case. These statements should be easily accessible on the organisation website, and clearly linked to from the Concordat on Openness website.

Signatories are required to provide an annual report on progress and activities undertaken towards openness, and an annual survey is undertaken to support reporting. This report is created from the aggregate of data collected through the annual survey.

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 that will form the basis of their future practices.

## Further support and Leaders in Openness

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.

In particular, Concordat signatories find it difficult to:

- Provide clear and accurate information around harms done to animals
- Take bold steps to provide open information in the face of potential disapproval
- Work with the media to reach public audiences (this particularly applies to non-academic organisations)
- Identify a clear role for non-research organisations in moving the Concordat and openness forward

Introduced in 2019, 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. It highlights best practice examples of organisations that have taken bold steps and identified ways to meet commitments and stretch-goals around openness. These organisations are actively embedding change, and will ultimately lead to greater impacts around the ways that animal research is communicated.

Leaders in Openness are expected to address the challenges above and the longer list of good practice recommendations given below.

Because Concordat signatories come from very different organisations across the life-sciences sector, not all signatories will be able to achieve all of the listed recommendations. Concordat organisations are encouraged and supported to find ways that they can achieve more open practices, while remaining mindful of the limitations of their business and organisation structure.

## Change during 2020

2020 has been a challenging year for all organisations, and no business has operated as usual. Some animal facilities have been stretched to capacity to meet an intense workload, while others have been shut down to a minimum operation. The charity and education sectors have taken significant financial impacts, and for others, such as the learned societies and trade bodies that rely on creating networks and forming collaborations, much of the impact is still to come.

Over the year from 2019-2020 two signatories have ceased operations and are no longer part of the Concordat. However, over the same period two new signatories have created their own public statements and signed up to the commitments.

As a result of changes to working practices during 2020, especially reduced administrative capacity in many organisations, we expect that some 2020 activities will be reported in 2021, and it will come as little surprise to see that some openness-related activities, particularly around outreach, have decreased during this period.







## Good practice recommendations for signatory organisations, compiled from previous reports on the Concordat on Openness on Animal Research in the UK

1

### 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 to 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

2

### 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>3</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



3

### 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

<sup>3</sup> Possibly via other organisation (such as UAR)

## 4

### Providing accessible information to the public

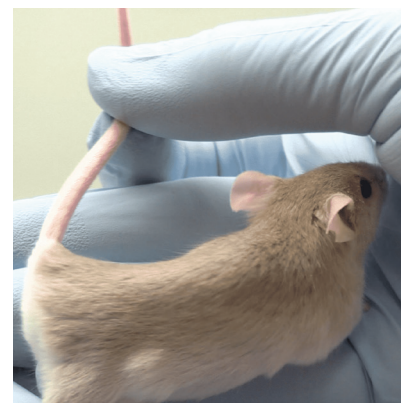
- Enquiries from the public about animal research are provided with direct responses wherever possible, with supporting resources available to answer common questions
- Reception and other frontline staff are trained to respond to enquiries about animal research
- Make a substantial amount of material 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

## 5

### 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

## 6



### 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 programmes 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 events
- Hold family or community days that staff can participate in and talk about their animal work

## About this report

The first part of this report summarises the returns provided by Concordat signatories under the fourth commitment of the Concordat on Openness. It shows the activities and approaches undertaken, and provides a picture of how communications have progressed under the Concordat 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.

### Data collection methodology

This report is based on data collected from signatories through an electronic survey. The survey was distributed in April 2020 and was completed by the signatories. Survey questions remained similar to previous years to show trends. 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.

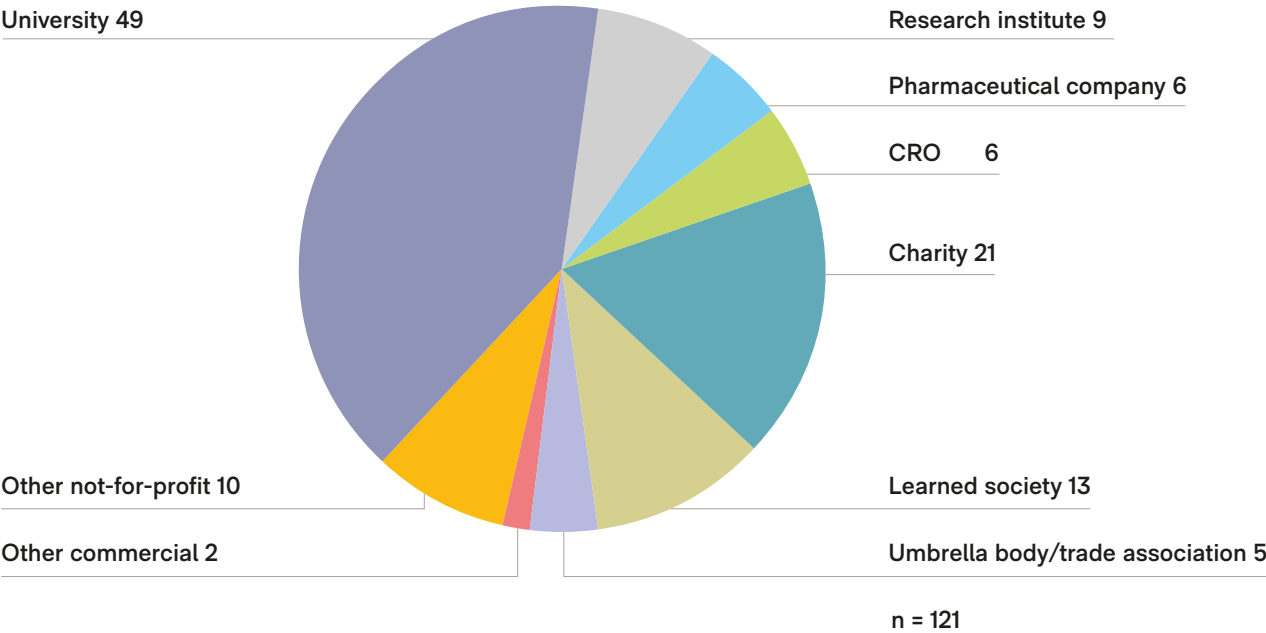
Organisations were not asked to provide responses to every question, and throughout this report respondent numbers are provided as absolute values, reflecting the changing number of total respondents for each question. As in previous reports, the names of organisations have been removed to allow organisations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



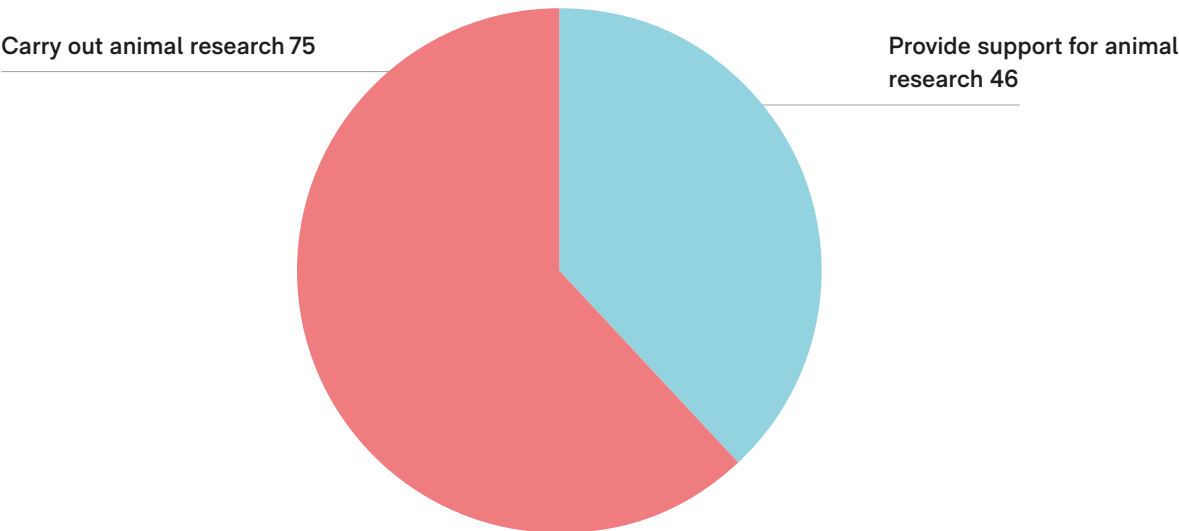


Concordat signatories in 2020

In May 2020 there were 121 Signatories to the Concordat on Openness on Animal Research in the UK. Return of the annual survey is a condition of the Concordat on Openness. Survey data was returned by all 121 signatory organisations in 2020.



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.

Part 1:

# Progress in openness on animal research in the UK



May 2019 – May 2020

## Commitment 1

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

**“The non-research staff who felt most uncomfortable with [the research] certainly appreciated being shown around our animal facilities . . . We are particularly pleased with how our proactive communications have been received by students.” – UNIVERSITY**



**T**he number of Concordat signatories has remained steady, as two former signatories are no longer operating under their previous structures, and two further signatories have joined. Despite the enormous change to all aspects of life during 2020, the availability of public information about animal research has remained high, and public interest in issues around health, animals and scientific research has been greater than ever. It has been a critical time for the sector and, while a large number of face-to-face events and visits were cancelled or took place online, Concordat signatories have developed websites and taken advantage of online platforms to enhance their communications. An increasing number of research charities have signed the Concordat, bringing clarity to the public about the nature of the medical research they fund.

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. Almost three-quarters (72%) of research organisations that are signed up to the Concordat now share information about the numbers and types of animals used in their own research on their organisational websites, something that no research organisation did prior to 2014. More organisations are completing websites that share substantial amounts of information, including images and 360° tours, with each one representing a huge achievement for the teams involved.

As seen in previous years, commercial organisations are more limited in the types of information that they can share publicly, but many now share examples of their commonly used species and provide case studies to illustrate the types of work animals are used in.

The quality of information shared with the public has developed over time and, although organisations' own websites, third party websites such as the NC3Rs and traditional media are still the primary ways to share information, facility tours (in person or virtually) and face-to-face engagement activities are becoming more commonplace. Signatories are now increasingly willing to share information with a range of audiences on social media, particularly through Twitter. Some signatories mentioned that their plans for engagement or for filming have been delayed in 2020, though they hope to resume normal activities soon. Outreach activities and presentations have also largely been on hold during 2020, and while online engagement has increased, staffing pressures have limited institutions' capacity to provide further access to information.

Far more of the organisations that use animals in research now share information about animal research in the public domain through documents that were previously considered internal only, such as the minutes of AWERB meetings, annual reports and non-technical summaries of research (in addition to those required by the Home Office for regulation and licensing purposes). While these documents only reach a specialist audience, they are important for communicating the animal work carried out to members of staff beyond the facility. Prior to the Concordat it was common for senior managers or governing bodies of research organisations to be unaware that their own organisation used animals in research.

The primary barriers for signatories are resources and competing priorities. Signatories have reported that research partners can find the idea of communicating about animal research difficult, while others have been surprised at the lack of awareness internally to the organisation, despite their openness and sharing of stories on this subject. This year many organisations' communications are focused on the coronavirus, and there has been little communications resource for animal research stories.

The small number of organisations that are targeted by campaigns against their animal use find it a significant barrier to openness, which makes staff concerned for their safety and inevitably leads to heightened security measures. Despite these difficulties, all the organisations affected note that attitudes to animal research and openness are very different to those held when the Concordat launched in 2014, and that even challenging campaigns have not resulted in direct action or harm to individuals.

## 1.1 Harms and benefits

**"We provide details on the relative proportions of our animal use by species, in addition to overall numbers, for both work conducted in house and third parties acting on our behalf. We continue to speak frankly using words such as 'pain, suffering, distress and lasting harm' to be clear about the costs to animals. We recognise openly that animal studies have limitations." – COMMERCIAL ORGANISATION**

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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.

We know that the public are concerned about the welfare of animals used in research, and that they expect a one-sided view to be presented by research organisations. If openness is to be accepted and trusted, people must be able to make up their own minds about the ethics of some trickier topics around animal research. This is a difficult balance to strike for organisations that want to champion research they are proud of. Added to which, communications teams may, themselves, be uneasy about the idea of animal research and feel uncomfortable discussing it.

This area is challenging, and for some communications teams it can feel like a bad-news story that must be mitigated or down-played. Many signatories are concerned about providing any information that might show their research or institution in a negative light, preferring to mention only the positive aspects of their research, while others feel that mentioning harms may open the door for their work to be misrepresented or taken out of context.



As a minimum, concordat signatories should discuss their approach to the 3Rs on their websites, illustrating key aspects of their internal conversations about animal welfare. Increasingly, research organisations provide indicators of actual severity of procedures on their public-facing websites, and show images of animals that have clearly been harmed undergoing a procedure, such as mice with visible tumours. Non-research organisations are encouraged to discuss the 3Rs and highlight the experience of the animals through specific case studies.

Time and again the public have told us the importance of having clear information about the animals' experience that gives them a picture of what the research entails. Encouragingly, most are extremely surprised at the quality and amount of information available once it is pointed out to them.

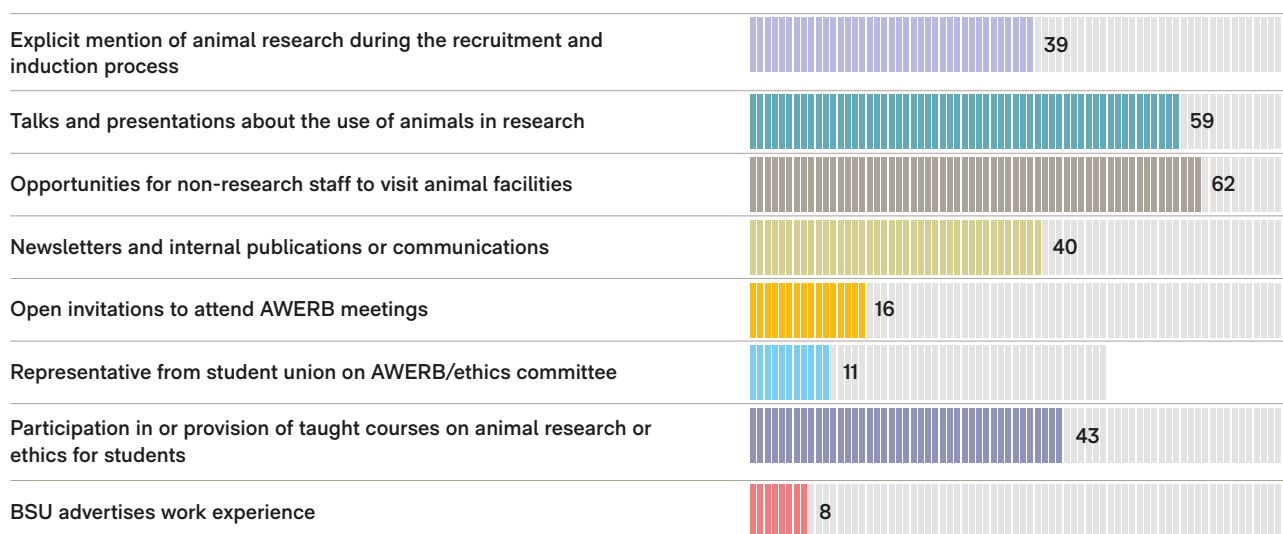
The development of Leaders in Openness has allowed greater focus on this challenging area of the Concordat in 2019 and 2020, as the audit process undergone by applicants requires them to give specific attention to how they communicate to the public, the harms done to animals. Greater consideration is given to the treatment of harms in the case studies in part two of this report.



## 1.2 Staff awareness

“By educating senior management (e.g. the university ethics committee) we are beginning to reach all departments across campus. Having now made significant steps in recruiting Departmental Research Ethics Officers (DREOs) to become ambassadors for openness, we have a conduit for providing accurate information to all departments.” – UNIVERSITY

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)? n=75



**“There is open communication and debate about this topic at the site. Canteen video screens show details of ongoing studies.” – COMMERCIAL ORGANISATION**

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Signatories that carry out research on animals (research signatories) were asked how they communicate their use of animals to others working in their organisation whose role is unconnected with animal research. Staff working, for example, in administrative roles or in other departments may not know that animal research is carried out by the organisation. Under the Concordat this aspect of their employer's work should be made clear to them, along with information for those who want to know more.

Since the Concordat was launched in 2014, signatories have developed a range of initiatives to raise the profile of the animal facility within their organisations. It is no longer a closely guarded secret, and animal research has become gradually more visible, dispelling rumours about the research and improving transparency.

In 2020 it is common practice for animal facilities to advertise positions openly, allow non-research staff to visit the facility and to include interview questions highlighting that the organisation carries out animal research as part of the recruitment process for all staff, regardless of their role. For some organisations recruitment processes are more structured, ensuring that new starters understand how animal research fits into the structure and ethics of the organisation.

In 2020, 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 for non-research staff to visit the animal facilities are offered by most (89%) research signatories.

**“Departments such as occupational health, human resources and many more are invited to attend facility tours.” – UNIVERSITY**

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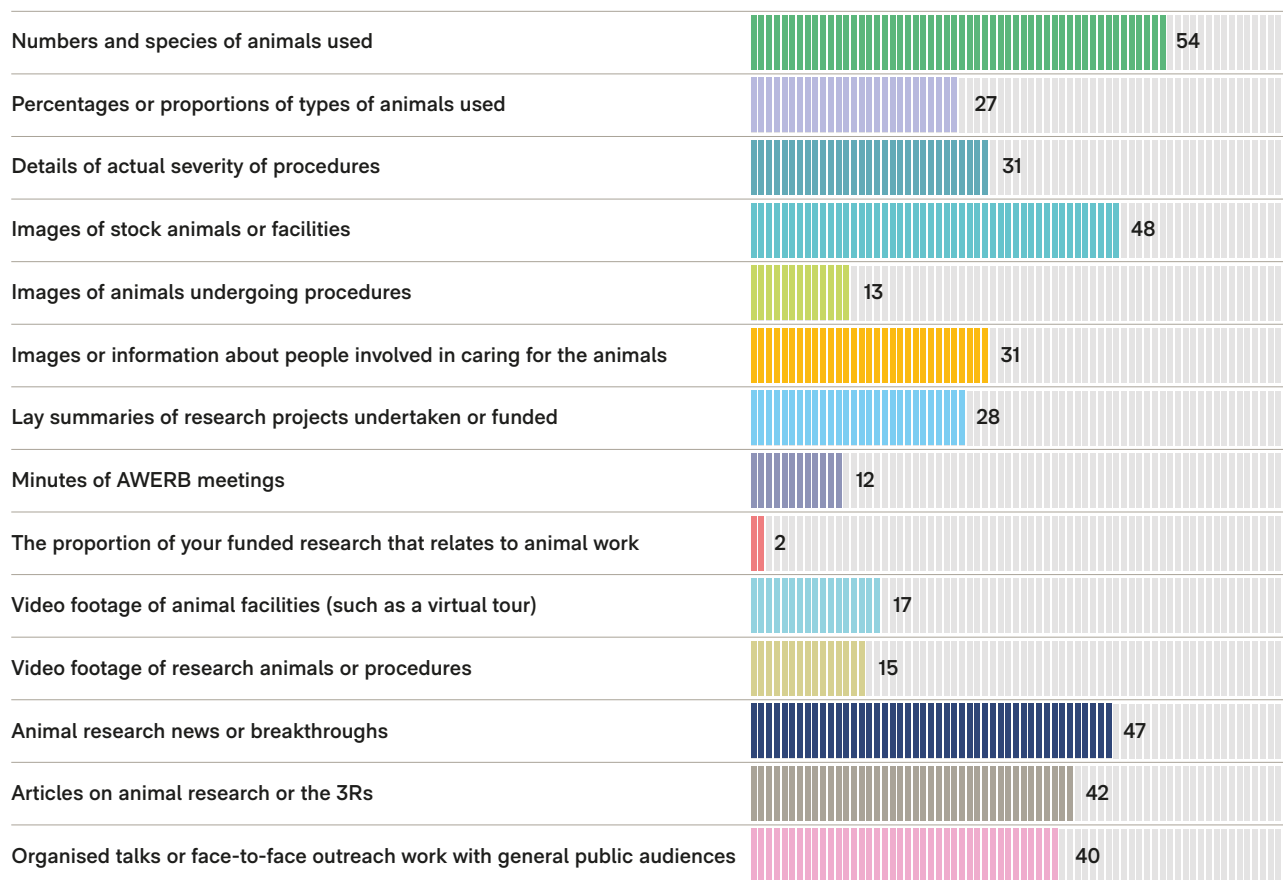


### 1.3 Explaining involvement with the use of animals in research

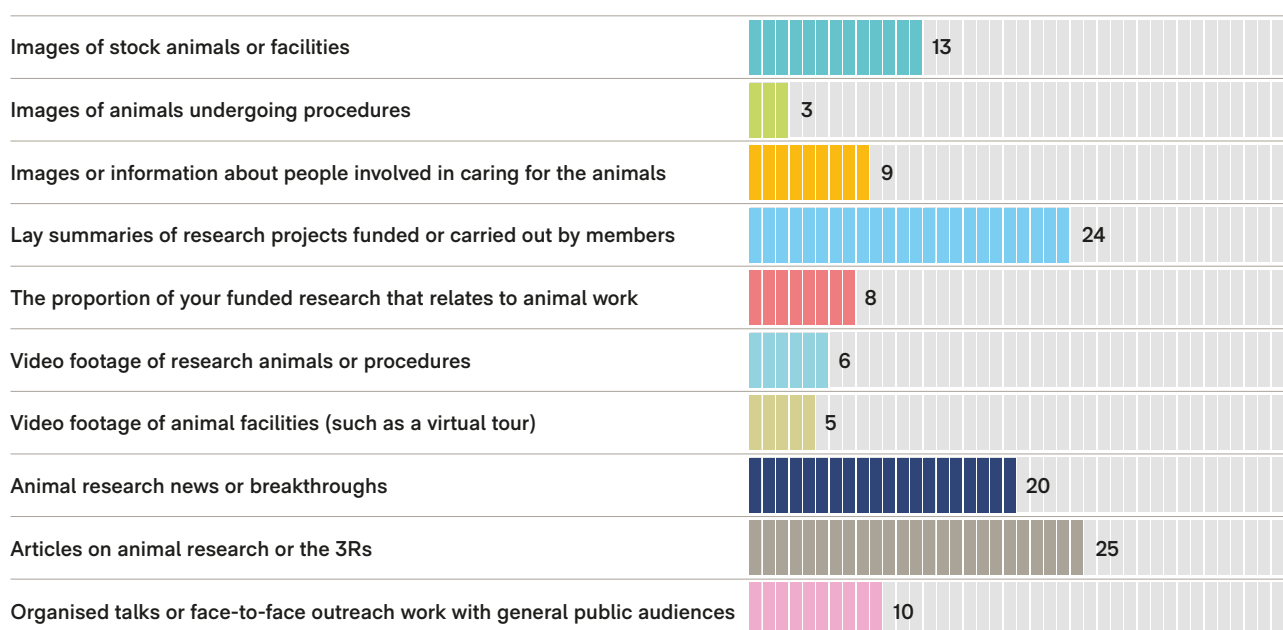
**“Animal models are presented as an integral part of interesting, publicly focussed, cutting-edge science. The Society regularly releases new material highlighting engaging research in a variety of media, including blog posts, press releases and video content.” – LEARNED SOCIETY**

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### Information proactively provided to the public by research organisations n=71



### Non research organisations n=41

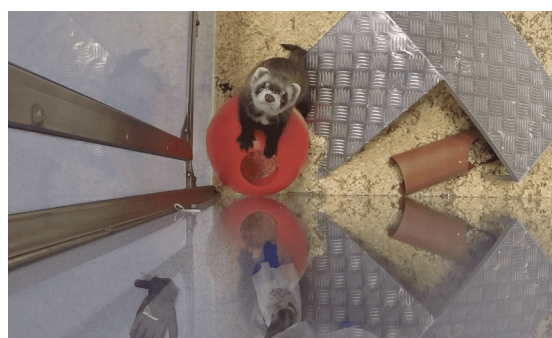


Some of the non-research organisations are still unclear how they can play a role in communicating openly with the public, since they do not carry out research themselves. Concordat signatories were unable to work together to address the contribution of non-research organisations during 2020, though it is understood that embedding real change around the way that animal research is communicated will need more than just the commitment of research organisations; the communities represented by the non-research signatories are vital if we are to change thinking among individuals.

Research summaries included on websites

Yes – reproduced non-technical summaries	11
Yes – lay summaries written for the website	24
Not at the moment	38

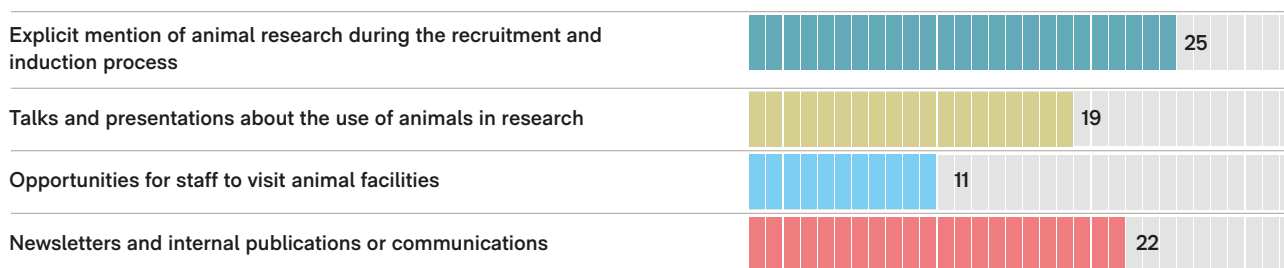
Yes – reproduced non-technical summaries	6
Yes – lay summaries written for the website	22
Not at the moment	17



Non-research signatories are asked to make their use of or support for using animals in research clear to staff, grant holders and supporters: those who are considered internal to the organisation's interests. Although some of the smaller organisations do not employ any staff, all had taken steps to engage their stakeholders on this subject, making it clear that it is a key part of their mission and remit. For over three-quarters (78%) of non-research signatories, animal research was explicitly mentioned during their recruitment processes, so that their staff and stakeholders engaged with the process.

Very small organisations should consider that this commitment could hold for the appointment of accountants, auditors, insurance companies and web designers as well as employees. The aim is to ensure that those individuals who work with Concordat signatories directly understand their connection to animal research, and have the opportunity to disapprove and disassociate themselves from it if they choose to do so.

#### Do you make your support of animal research clear to staff, grant holders or supporters through any of the following? (non-research signatories n=32)



## 1.4 Partnership working

"We developed a policy for partnerships, in particular our partnerships outside the UK. This policy aligns with our policy on the use of animals in our own funded awards. Bringing more consistency to our approach ensures the highest standards are met in all work we are involved in." – RESEARCH CHARITY

#### Have you implemented any of the following practices when working in partnership? (research organisations)



Research organisations vary in their approach to partnership working. As in previous years, most academic and aligned organisations find that their partnerships involve signatories or other organisations with closely aligned values. Many explained that partnership working is a benefit, allowing them to explain the need for openness and encourage others to adopt a transparent position around the use of animals in research.

For other organisations there are sensitivities around partnerships where cultures and values may be very different from one another. Here, policies around partnership working can be extremely helpful for managing expectations and ensuring clarity.

**“Most of our partnerships are formalised through contractual agreements (whether they involve animal research or not), which often restrict sharing details of research. However, when establishing partnerships or collaborations with other organisations we are happy to consider how we can become more explicit in sharing that we are signatories to the Concordat, and encouraging organisations to join if they are not members already.” – RESEARCH INSTITUTE**

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Commercial partnerships can present greater difficulties due to commercial and security interests and confidentiality clauses associated with particular pieces of work. It is clear that commercial research organisations are not able to communicate about specific pieces of work in the same way that others are able to, and are only able to provide general information about their animal research. This does not prevent them from being open about animal use but does mean that, while they may provide images of animals on a study to a third party website, they would not be able to provide details of particular trials or the partners they work with.

## Commitment 2

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

**"We have had very little negative interest from media organisations on the use of animals in the past year; this could indicate a longer-term shift in public or media perceptions." – UNIVERSITY**

### 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 14 May 2020 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. Since the launch of the Concordat we have seen an increasing amount of detailed information available online, showcasing research and demonstrating practice in animal facilities. 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. Although we have not seen many new channels used in 2020, more organisations are now using digital content such as videos, virtual tours and infographics to provide in-depth and accessible information.



Position statements should be easily accessible to everyone, not just those actively seeking information about animal research, so the number of clicks it takes to reach the Concordat pages from the website Homepage is relevant to openness. The modal number of clicks to information about animal research from the Homepage is two and the majority (78%) of organisations have information that can be located within three clicks.

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

## 2.2 Inclusion of animal research in communications and media releases

**“The media team will mention in press releases when animals are used in research, and will aim to include the mention in the first paragraph of the release.” – RESEARCH INSTITUTE**

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Inclusion of animal species in press releases (where relevant to the research) is now common practice, with 90 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 used by 26 signatories, and a further 64 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 it helps ensure that expectations around openness are fully understood and saves 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). Despite the UK lockdown due to COVID-19, 11 organisations have arranged media access to their animal facilities.

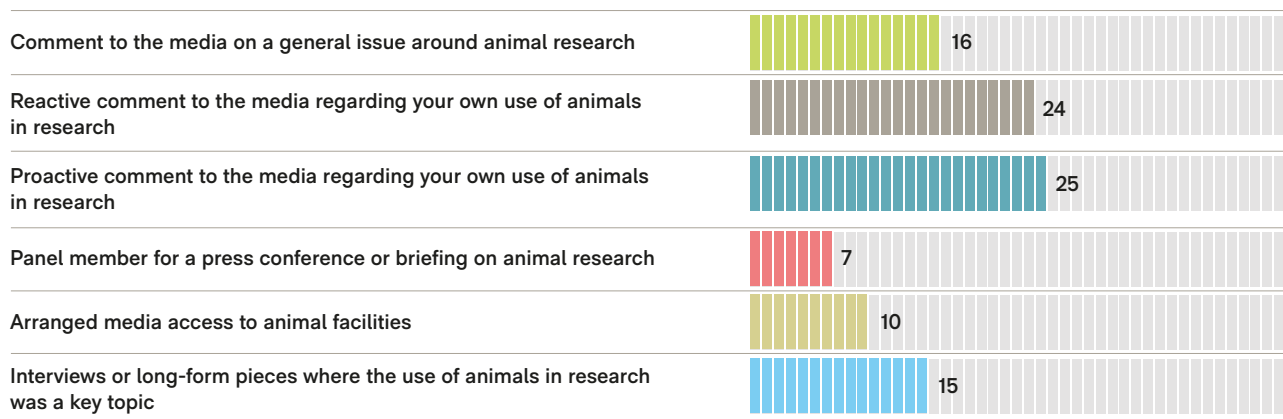
Many concordat signatories have capable press offices which now include stories and comments about animals in science as a standard practice. This year, 2020, has seen unique challenges as some of the large, well-established press offices have shifted focus completely to deal with expert enquiries related to COVID-19 research, and animal facilities have been closed to all but key workers.

Signatories also provided a range of interviews and comment to the press on other issues related to animal research, from an interview with a student paper about activism and the acceptability of animal research to a wide range of science-based stories in mainstream media on (for example) sex bias in mice and use of tracker-data from seals. Some signatories, including a number of learned societies, do not monitor their members' communications with the media, and realise that they may provide comment on animal research to the press that is not noted under media activities of Concordat signatories.

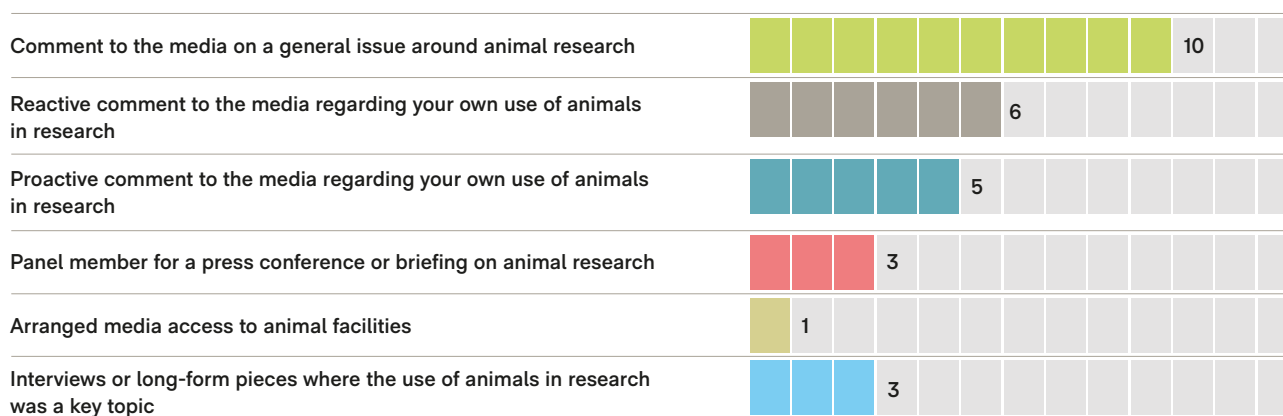
Signatories are recommended to include information about the animal research they carry out, fund, or support in other forms of communication, such as annual reports and official documents, public-facing leaflets and brochures, and magazines and posters. Animal research details are now included in annual reports by 28 signatories, while another 27 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, policy papers and social media.



**Have your organisation, researchers or staff provided any of the following in the last year?**  
(research organisations) n=46



**Have your organisation, researchers or staff provided any of the following in the last year?**  
(non-research organisations) n=13



Concordat signatories come from a wide range of organisations, and not all are public facing or regularly involved with the press. Commercial organisations and smaller, not-for-profit organisations in particular do not issue media releases about their animal work but have established communication channels with stakeholders and policy makers. This affects the nature of their work on openness as they are more likely to engage in proactive communications through, for example, expert panels and briefing sessions.

2.3 & 2.4 Support for media and public engagement on animal research

“Outreach and widening participation to local schools, hosting a summer science school for year 12 science students which includes running a replacement simulation activity (originally planned for June 2020, but cancelled due to the lockdown).” – 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 organisations. UAR provides media training to its member organisations (although this is not currently possible), and many use alternative providers or provide in-house media training. Seventy-five signatories reported that they provide media training for staff and/or members who wish to engage with the media on animal research. This was seen as less relevant by many of the non-research signatories who are unlikely to work with the press, though general media training is usually provided where it is required.

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 animals in research is also recommended. Signatories use a mixture of in-house communications support, coaching by staff experienced in public engagement and UAR’s public engagement training. Much of this support has not been operating or has been substantially changed in 2020, but we expect to see a return to the focus on engagement with the public, with a new emphasis on online engagement, in the future.

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.





2.5 & 2.6 Good practice in publication guidelines

“[ARRIVE guidelines] are checked prior to submission by our AWERB.” – UNIVERSITY

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>4</sup>, 57 signatories stated that they endorse and actively encourage staff to meet them. These signatories include organisations that carry out their own research and members that are involved in research practice. Six signatories also endorse the PREPARE<sup>5</sup> guidelines. The requirement that ARRIVE guidelines are met is often viewed as an issue for the journals, who can specify them as part of the publication process, but the Concordat recommends that research organisations, and those whose members are researchers, take steps to ensure that ARRIVE is recognised and employed by those who use animals in research, to support transparency around their research practices.

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

“We publish stories on our work towards the 3Rs on our website. We have also previously had research related to the 3Rs published on the NC3Rs website.” – GOVERNMENT AGENCY



Do you require that ARRIVE or equivalent publication guidelines are met for the research that your organisation carries out?

Yes	Research signatories	<div><div></div></div>	57
	Non-research signatories	<div><div></div></div>	22
No	Research signatories	<div><div></div></div>	15
	Non-research signatories	<div><div></div></div>	17

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 (71), other organisational publications such as leaflets, reports, and magazines (50), and media releases (25). Support for the 3Rs and welfare in the sector is also on the increase with 28 signatories reporting that they host 3Rs discussions and prize-giving events.

4 [www.nc3rs.org.uk/arrive-guidelines](http://www.nc3rs.org.uk/arrive-guidelines)  
5 <https://norecopa.no/prepare>

### Commitment 3

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

“The use of animals was discussed at one of our regional events with volunteers and supporters in October 2019.” – RESEARCH CHARITY

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

“We do not have the premises to provide access to visitors, but continue to invite and host students at our annual meeting in November. The number of students invited has increased each year and in 2019 we had our most successful attendance from two local colleges.” – LEARNED SOCIETY

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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. Fewer examples were provided than in previous years, as expected given the restrictions on events during 2020, but the 12 examples that were shared were a mixture of online activities and those that had taken place before the restrictions were in place.

Social media is increasingly used to engage public audiences, and the restrictions on engagement activities have driven forward the use of online and social media, with the number of signatories using Twitter, Instagram and Reddit to talk about their animal research continuing to increase.

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

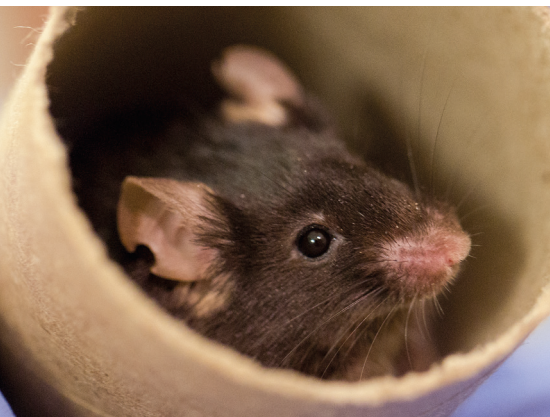
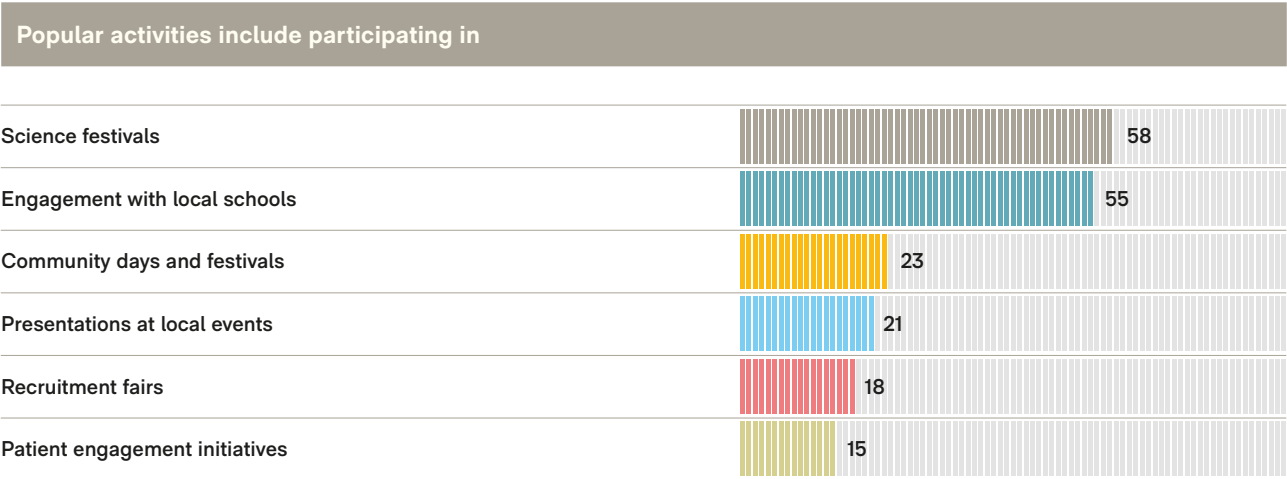
“We took our newly updated Animals in Research leaflet to the Science Museum in January 2020. The event as a whole was comprised of many different stalls and lectures on the theme of ‘medicine’ and had a footfall of 4,416. We used Reflections of Research to highlight the breadth of our animal research.” – CHARITY

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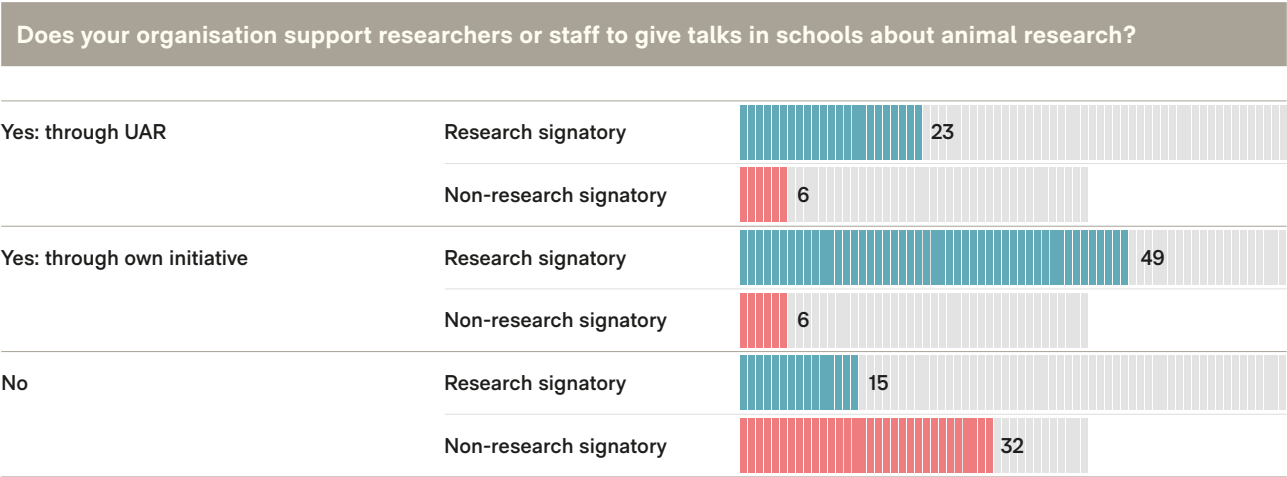


Signatories are continuously developing innovative ways to talk about animal research with the public and develop new ways of engaging each year. This aspect of openness brings the research to life and unfortunately, in 2020, engagement activities have been greatly restricted. Signatories have worked hard to be proactive in sharing issues around animal research with public audiences despite restrictions, but opportunities have been limited.

Many of the smaller non-research signatories do not directly develop public engagement activities, but encourage their members to become STEM Ambassadors, allowing them to be part of an active outreach network.



Many signatories support openness around animal research through schools engagement, which is valuable for bringing young people into the sector as well as for raising awareness of animal research, animal welfare and the importance of humane research practices. 84 signatories reported that they support their staff and researchers to give school talks about the use of animals in research.



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 (11), special interest groups (20), and students or non-research staff (46). One signatory reported that their barriers do not allow them to provide access so they deliver an alternative activity virtually.

These numbers represent a small increase in access to animal facilities over the past year, despite the restrictions of the pandemic, and indicate that there will be greater opportunities for those not usually involved in animal research to see facilities for themselves in the future.

“Nicola Sturgeon and Willie Rennie MSP visited . . . in September 2019 for the opening of the new facility.” – UNIVERSITY

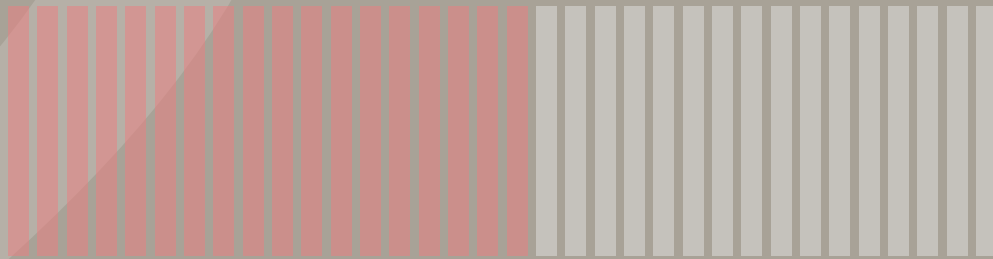
The Concordat does not require research organisations to allow access to their facilities, and increasingly signatories are using technology to engage the public, showing them what happens inside an animal unit. A handful of virtual or remote tours are now available, using a range of technologies to give the public a better idea of how research animals are kept without them having to enter an animal facility.





Part 2:

# Openness case studies



Submitted April 2019 – March 2020







## Introduction

**T**he Leaders in Openness standard recognises a structured and embedded culture of openness which communicates effectively to colleagues within, and the public beyond, the life-sciences sector. Leaders in Openness are those signatories that provide clear, transparent and relevant information to people from a range of backgrounds and ethical views.

This initiative was launched in 2019 to recognise those organisations that consistently meet stretch goals and implement the recommendations of the Concordat. The assessment process looks at complex areas such as the balance of information about harms and benefits in detail, and the initiative supports all signatories by providing clear examples of embedded good practice from a range of organisations. Candidates' 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. Full details of the Leaders in Openness standard, including the criteria and assessment process, are available on the Concordat on Openness website<sup>6</sup>.

Leaders in Openness are presented annually, and the standard is held by an organisation for three years. The first 13 Leaders in Openness were announced in 2019, and in 2020 the University of Edinburgh became a Leader in Openness.

Here, we offer selected case studies of excellence to share good practice implemented by the Leaders in Openness.



### Leaders in Openness 2020

- 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 Edinburgh
- University of Leicester
- University of Manchester

## Imperial College London

### Website

[www.imperial.ac.uk/research-and-innovation/about-imperial-research/research-integrity/animal-research](http://www.imperial.ac.uk/research-and-innovation/about-imperial-research/research-integrity/animal-research)

Since signing the Concordat, Imperial College London has greatly developed its communication strategies to show how, when and why animals are used in research at the university.

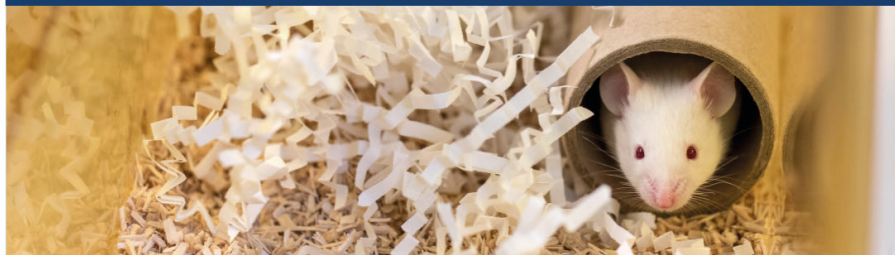
Imperial's animal research webpage is highly optimised for SEO searching and is, therefore, one of the first pages to appear when searching any animal-related word and 'Imperial'. From the front page it is possible to download the latest and previous editions of the Imperial Animal Research Annual Report, where all the progress and excellence in animal research at Imperial is reported every year. The report includes thorough explanations and several examples of how, when, and why animals are used at Imperial. The animal research webpage also highlights the latest news relating to scientific research involving animals at Imperial, and the front page of the animal research website features a video filmed inside Imperial's unit showing how animals are taken care of and used in scientific research at Imperial.

From the top toolbar it's easy to access a separate section dedicated to research case studies, where both video and written material show how different animal species are used at Imperial and why. These examples illustrate the wide range of species used at Imperial for both medical and veterinary sciences and are updated regularly. A further section gives examples of the efforts made by Imperial researchers to develop and use alternative models to animals to address key scientific and medical questions. There is more information on how animals are used and how Imperial researchers collaborate with external stakeholders, such as the NC3Rs, to maintain good welfare in animal research and to promote the application of the 3Rs.

Each year Imperial publishes the numbers and types of animals used in research, including a detailed breakdown of the number of procedures performed according to their severity classifications, as defined by the Home Office, alongside the numbers and types of animals used in non-regulated procedures.



## Animal research

[About](#) [Examples](#) [Improvements and alternatives](#) [Communication](#) [Numbers and types of animals](#)


Find out more about animal research at Imperial

## Animal research

[Regulation and oversight](#)[Animal welfare](#)[Awards for Excellence](#)[FAQs](#)
**Annual report 2017/18**  
**Read the fourth**  
**Imperial Animal**  
**Research Annual**  
**Report**

In ISSUU format

## External Links

- [UAR](#)
- [NC3Rs](#)
- [Dutch 3Rs Centre](#)
- [Norecopa](#)
- [FRAME](#)
- [AnimalResearch.info](#)

## Advances in animal research / All News



19 August 2020

**Podcast: COVID-19 vaccine trials latest and**  
**privacy in contact tracing**

## Animal research

[About](#) [Examples](#) [Improvements and alternatives](#) [Communication](#) [Numbers and types of animals](#)

## Improvements and alternatives

[Home](#) / [Research and Innovation](#) / [About Imperial research](#) / [Research integrity](#) / [Animal research](#) / [Improvements and alternatives](#)

## Improvements and alternatives



Imperial is committed to develop and use alternative models and tools to address important scientific questions, to optimally design and analyse animal experiments and to improve animal welfare. This set of principles is often referred to as the [3Rs](#).

This commitment is borne out in the way we [value individual research](#) projects, innovative research methods our scientists and doctors have developed, and the leading role some of our staff take to improve professional standards across the animal research community.

Imperial College record all good 3Rs examples and collect them in a 3Rs Portfolio available to everyone who works with animals at Imperial.

Imperial scientists lead research looking at the principles of the 3Rs. Imperial projects have won two [national awards](#) for excellence from the [National Centre for the Replacement, Refinement and Reduction of Animals in Research](#) (NC3Rs). The College has also won £2.6 million in research funding from NC3Rs over the last decade.

Imperial is signed up to [NC3Rs' ARRIVE guidelines](#) that aim to minimise unnecessary animal studies. They are a 20-point checklist for researchers reporting on animal experiments designed to ensure any data collected can be fully evaluated and utilised by other scientists.

Imperial's [Dr Michael Emerson](#) took a leading role in developing the ARRIVE guidelines. Dr Emerson is a Senior Lecturer in the National Heart and Lung Institute. He has also been recognised for reducing the number of mice used in his research on how blood clots. You can hear more about his work in the audio (right).

Below are some more examples of innovations in the 3Rs made by Imperial staff.



Listen to Dr Michael Emerson talking

# The University of Edinburgh

## Media engagement

**M**edia engagement is an important part of the University of Edinburgh's work to be open about their animal research, and when animals have been involved in a discovery details of the species used are always included in any press release.

Press releases that include research on animals are reproduced as news stories on the University's dedicated animal research webpages so that anyone can learn about the kinds of research carried out at Edinburgh. The University has worked with numerous journalists to place exclusive features, including articles about some of their more controversial work.

In 2019 the University placed an exclusive feature with *The Observer* newspaper about their research using gene-edited sheep to study neurodegenerative diseases.

[www.theguardian.com/science/2019/aug/24/mutant-sheep-may-help-cure-batten-disease-roslin-institute-genetic-research](http://www.theguardian.com/science/2019/aug/24/mutant-sheep-may-help-cure-batten-disease-roslin-institute-genetic-research)

A skilled team of press officers support staff to ensure they are prepared and confident to speak about their work, advising them on how to describe research involving animals, how to acknowledge potential harms, and how to respond to difficult questions. Formal media training is provided through the University's Communications and Marketing department to give staff the experience of broadcast and print interviews and equip them with skills to confidently answer questions.

Where possible within biosecurity and animal welfare restrictions, journalists are able to film the University's animal facilities in relation to news stories. A standard operating procedure is in place to facilitate these requests, and reporters are always accompanied by a press officer and animal technician who can answer their questions.

In 2018 the University worked with the media to tell a story about research involving gene-edited pigs. BBC TV crews were given advance access to film the procedure involved in generating gene-edited pigs – including surgical removal of embryos and micromanipulation of the embryos in the lab. This was the first time the University had granted access to film a scientific procedure on any animal. The University also filmed 'b-roll' footage of the pigs to supply to other broadcast media, so that they could minimise impact on staff and animals while still providing the materials needed to tell the story. The story aired on BBC's News at Six and Ten, BBC World and BBC Reporting Scotland, with a combined potential reach in excess of 10 million viewers. There was also extensive coverage of the story in the UK and overseas, including *The Guardian*, *The Times* and *The Telegraph*, with a potential combined circulation of around 7.5 million. The researchers took part in live TV and radio interviews across international networks to discuss the significance of their work. The University's own video reached more than 100,000 people through social media channels.

In addition to news crews, the University has hosted documentary film and radio crews from the UK, France, Sweden, and Korea in their animal facilities. The University also participates in a joint press release with the nine other largest users of animals in British research to proactively announce their annual statistics, alongside some of the scientific outputs. As a result, the University has experienced a noticeable drop in the number of inaccurate news stories about its research.





## The Institute of Cancer Research

### Internal engagement

Not all staff at the ICR are researchers, and not all researchers at the ICR work with animals so it's important that the Institute engages with all staff who want to find out more. The ICR makes sure all members of staff are aware that it carries out research on animals and have access to information to answer any questions they may have.

It is ICR policy to mention to all staff at interview that the ICR carries out research using animals. Its policy documents for recruiting managers include links to the Concordat section of the intranet to give people more information on both the Concordat and the ICR's animal research, as well as guidance on how to ask about this at interview.

The ICR has an animal research factsheet with facts and figures about its animal research, which is available on the staff intranet, has been circulated to all staff, and is included in the new starters' induction pack. Its animal research position statement is also sent to all new starters. It also makes use of published materials from UAR, NC3Rs and the IAT when discussing animal research with new staff and non-scientific staff visiting the facility. The Institute runs a series of internal scientific talks aimed at the non-scientific staff in the organisation called the 'Bench to Bedside' series, which often include details of work using animals.

The ICR makes sure that its various organisations' strategies include reference to their animal research. A staff video was prepared to support the new operational strategy. The video featured an interview with Allan Thornhill, Head of the ICR's Biological Services Unit (BSU), who spoke about how the animal facilities fit into the organisation as whole and how the Institute's animal research is key to achieving the Institute's ambition to take new treatments to the clinic.

The ICR also has an active programme of tours of the animal facilities for non-research staff including procurement, engineers, human resources, caterers and administrators. Whenever possible, members of staff that express concern about the use of animals in research are encouraged to visit the facility to see the work carried out.

In 2015 the Institute launched the ICR Openness on Animal Research Award, which was awarded to Professor Louis Chesler by the Chief Executive at the annual ICR conference. This was communicated via news stories and featured on the staff intranet and newsletter. In 2017, the prize was awarded again to Allan Thornhill, Head of the Biological Services Unit.

The ICR regularly features news stories about its research involving animals in its internal newsletter, and has also featured interviews with BSU staff, and an 'in focus' feature on the BSU facilities on its intranet and in the newsletter.

## BSU Newsletter Autumn 2020

Welcome to the Autumn 2020 Newsletter



Thankyou for your continued support as we work through the ongoing restrictions placed on us due to Coronavirus. We will continue to work closely with you to support your science. The number of studies being started is increasing but we have good capacity and availability.

Booking of procedure spaces should continue to maintain social distancing requirements in the facility. Where this distance is not possible, surgical facemasks are available in the BSU for your convenience.

Where possible only essential visits should be made to the BSU. Please contact us should you require any procedural support.

Please raise tasks on Labtracks for any procedural support required and transfer of animals with as much notice as possible.

A review of our room occupancies has been carried out in conjunction with the HSEQ team and there should be sufficient capacities to continue to support the volume of research being conducted and planned.

### Animal Health Monitoring

Our latest screening results from September are available on Nexus at the following link:  
<https://nexus.icr.ac.uk/Lists/ICR%20Tasks/DispForm.aspx?ID=29>

There are currently no issues of concern.

### Culture of Care



#### Mouse Identification Survey

Thank you to everyone that contributed to the survey on Mouse Identification methods at ICR. The results showed an overwhelming desire to reduce the number of systems in use and for refining existing practices. The survey results will allow us to prepare a proposal paper to be presented to the BSU Committees and subsequently to the BSU Oversight Committee for approval.

#### Stock Density Onesheet

We are pleased to finally publish our latest Culture of Care Onesheet relating to cage stock density. This document has been approved by AWERB and is in line with the Home Office Guidance on the Housing and Care of Animals. A copy of the Onesheet is attached to this newsletter and will be published on Nexus.

### New ARRIVE Guidelines

In July a new set of ARRIVE guidelines were published. These build on previous guidelines published by the UK based science organisation, NC3Rs, in 2010. Although these were widely endorsed by journals and funders, they have not led to the comprehensive improvements in reporting intended and the new guidelines set out to address this.

The new ARRIVE website can be accessed from the link below  
<https://arriveguidelines.org/>

The BSU Online Study Protocol has been reviewed in line with these new guidelines and you should continue to submit your Study protocols via this online form.

### BSU Staff Achievements

We would like to congratulate **Joss Grant** for being elected as a Member of the Institute of Animal Technology. This grade recognises her achievement at completing the Level 3 Diploma in Laboratory Animal Science & Technology – with Distinction. Joss is now entitled to use the post-nominals, MIAT.

# The Babraham Institute

## Public engagement

**A**nimal research is included in most of The Babraham Institute's public engagement and outreach activities. Talks about animal research commonly form part of its school engagement activities, including sixth form conferences and its annual School's Day. More widely, animal research sessions form part of a programme of talks for most, if not all, site visits including community groups, funders and policymakers.

**Promoting careers in animal technology** The Institute's public engagement and communications staff worked closely with facility staff to develop a touring exhibit presenting information on careers in animal technology at the Institute. The 'Work with us, Learn with us' exhibit includes a video showing the animal facility and a brochure presenting details about career paths, qualifications and case studies, with images of the facility, facility staff and animal handling.

Since June 2016 the exhibit has been taken to schools, careers fairs and public events, most recently at LifeLab, a European Researchers' Night run in September 2018 to engage people in Cambridge and Peterborough with the research happening in their region.

[www.babraham.ac.uk/science-services/biological-support-unit/careers](http://www.babraham.ac.uk/science-services/biological-support-unit/careers)

[www.babraham.ac.uk/blog/2018/10/science-in-the-square](http://www.babraham.ac.uk/blog/2018/10/science-in-the-square)

**Developing school student projects focused on animal research and welfare** From 2016 onwards, the public engagement team, researchers and facility staff have worked with schools in the Netherlands to develop student projects relating to the Institute's use of animals in science. This annual programme sees secondary school and sixth form students undertaking an eight-week project, concluding with the winning team visiting the Institute to view the animal facility and meet specialist staff. All the students involved also take part in ethics workshops at the launch of the challenges. So far 900 students have been involved, developing projects including: designing better mouse cage racks to allow more effective cage checking; improving communication between different areas of animal care facilities; creating a working LEGO model of the cage-washing robot; and comparing legislation and opinion on the use of animals in research in the UK, the EU and around the world.

[www.babraham.ac.uk/news/2016/05/technasium-project-launch](http://www.babraham.ac.uk/news/2016/05/technasium-project-launch)

**High profile public engagement at two Royal Society Summer Science Exhibitions** To support interactive public engagement around the use of animals in the Institute's research, Babraham exhibited at two Royal Society Summer Exhibitions: Immune Army in 2015 and Race Against the Ageing Clock in 2018.

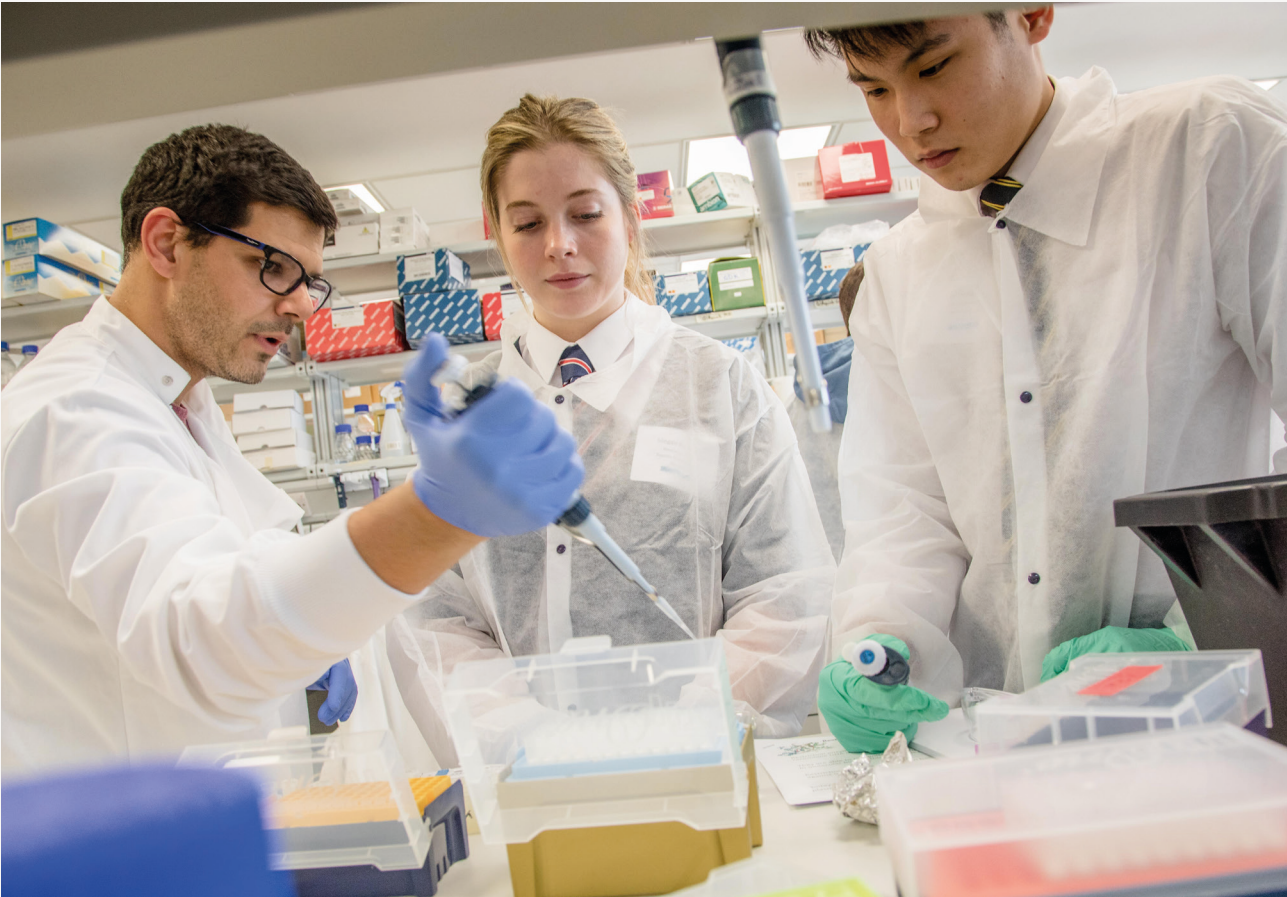
Both exhibits covered animal research, including hands-on materials associated with the exhibits. For example, the Immune Army exhibit used mouse thymi to discuss the effects of age on the immune system, and the central component of the Race Against the Ageing Clock exhibit was an interactive clock representing biological data obtained from mice studies. The clock gave a read-out of the effects of different factors on biological and chronological age as modelled using epigenetics research involving mice at the Institute.

There have been 14,500 interactions with the Immune Army exhibit and 19,900 interactions with the Race Against the Ageing Clock exhibit. The Race Against the Ageing Clock exhibit has been used at events from 2017-2019, including the Cambridge Science Festival, the Royal Society Science Summer Exhibition and LifeLab.

[www.babraham.ac.uk/about-us/impact/public/special-projects/race-against-the-ageing-clock](http://www.babraham.ac.uk/about-us/impact/public/special-projects/race-against-the-ageing-clock)

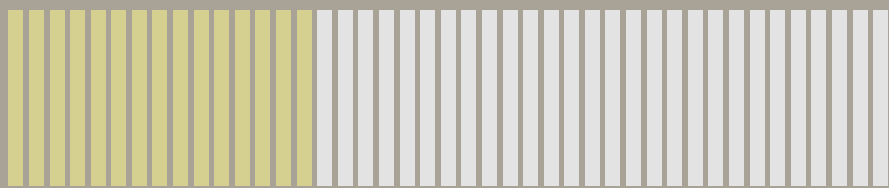
<http://immunearmy.babraham.ac.uk>






Part 3:

# Concordat administration



## Evaluation of management processes

"It was always going to take time for all organisations to achieve fully and different organisations will achieve at different speeds. It also depends on the enthusiasm of the supporters within an organisation and if they change . . . much has been achieved since [the Concordat's] inception."

A decorative graphic consisting of a series of vertical bars of varying heights and shades of grey, creating a textured, barcode-like effect.

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

Signatories reported that they are happy with the Concordat, find it valuable, and feel that it is enabling change in their organisations. The reporting process is seen as useful, and signatories are glad that the form itself is now shorter, though there has been a request from commercial partners for the opportunity to report more extensively on outcomes, particularly during the pandemic which has seen much of the sector communicating about COVID-19.

Signatories felt that the clear limitations on smaller organisations and non-research organisations can make them feel like lesser partners, though many feel that they are finally making progress. A system of recognition that is truly accessible to smaller organisations and individuals who drive openness within their communities has been recommended as an opportunity to showcase on-the-ground change makers.

A re-draft of the annual survey as a check-list for signatories, so that they can easily identify key areas for change without waiting for the reporting process, has been suggested, while other signatories noted that they hold an annual review of openness activities that is prompted by the review process.

Concordat signatories agreed (78%) or somewhat agreed (18%) that they understand the Concordat commitments and the support available to help fulfil them. Only 4% (four signatories) did not agree.

Similarly, 84% of signatories saw the Concordat as an important step forward for biomedical research, while 13% qualified their agreement as 'somewhat', and 3% neither agreed nor disagreed.

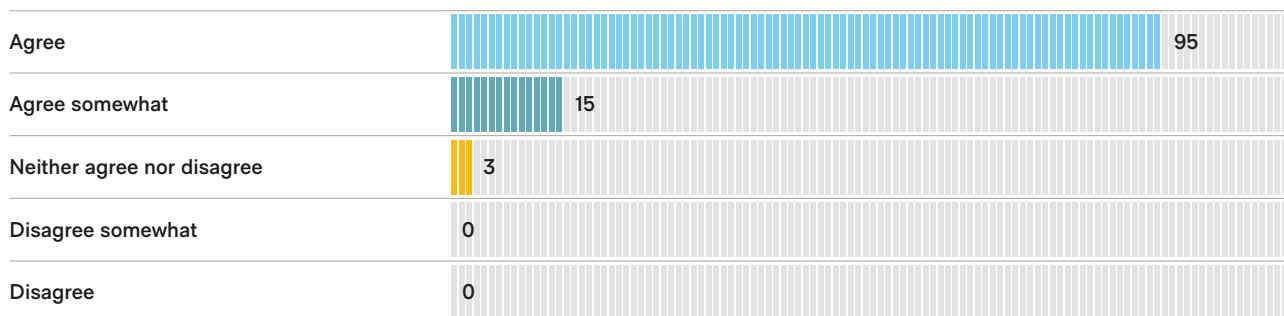
Only 10% of signatories were unconvinced that the Concordat would lead to real changes in their organisations, a considerable fall on previous years. For some organisations internal and structural difficulties can make implementing the Concordat challenging, and small, sector-focused organisations whose work is not public facing can feel less involved with openness, although they are supportive.

Most (82%) signatories found the Concordat communications helpful. The newsletter and stand-alone website were seen as particularly useful, providing clear examples that others could follow.

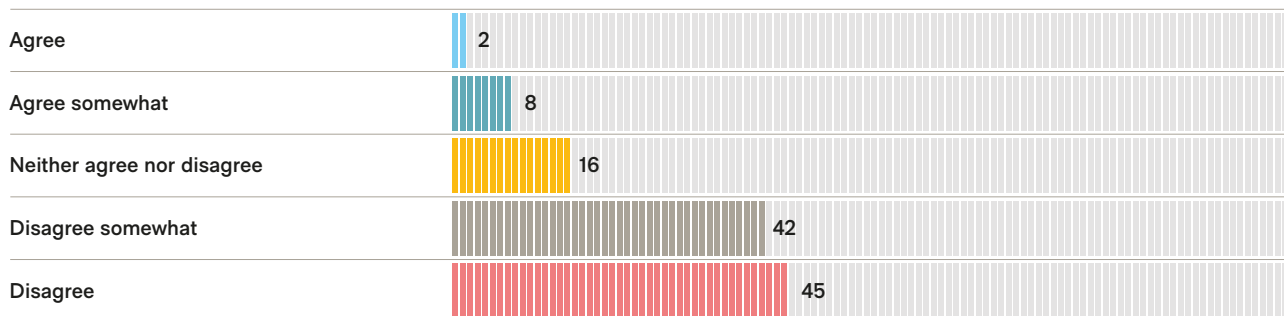
Most signatories agreed that they knew how to get help in meeting the Concordat commitments (90%), and most signatories are happy with the support they receive in implementing the Concordat (79% agreed or agreed somewhat).

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

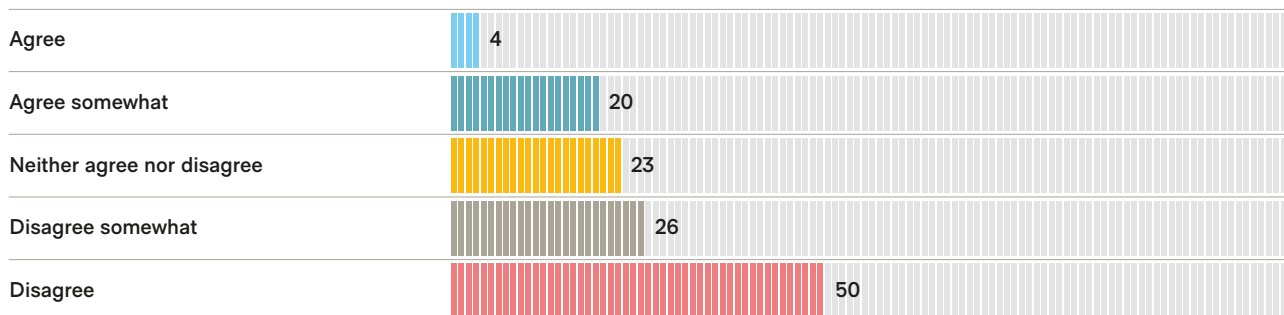
#### The Concordat is an important step forward for UK-based biomedical research n=113



#### The Concordat is unlikely to lead to real changes in signatory organisations n=113



#### I am worried that my organisation will not be able to meet the Concordat commitments n=113





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:

- Talking about non-lab based (behavioural, ecological, agricultural) work with the public
- Organisations are keen for meetings and presentations on openness to staff again as soon as this is possible
- Specific support around openness for charities and learned societies
- 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
- Developing joint communications initiatives that aim to reach the national media

**“The Concordat provides an opportunity to be more open about the research performed in our units, not only with the wider public, but also towards those within our own organisation that do not always know or understand why we need to use animals in research.” – UNIVERSITY**

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## 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>

##### Alzheimer's Research UK

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

##### Animal and Plant Health Agency

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

##### Animal Health Trust

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

##### Asthma UK

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

##### Aston University

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

##### AstraZeneca

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

##### 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.cefas.co.uk/about-us/policies-plans-reports-and-quality/policies/animals-in-science-and-animal-welfare-policy/>

##### 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/>

##### Fera Science

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

##### GlaxoSmithKline

<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/>

##### King's College London

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

##### London School of Hygiene & Tropical Medicine

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

##### Medical Research Council

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

##### Medicines and Healthcare products Regulatory Agency

[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/research-policies/animals-research/>

##### Sequani

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

##### St George's, University of London

<https://www.sgu.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 Babraham Institute

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

##### 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\\_Aberdeen\\_-\\_Statement\\_on\\_Use\\_of\\_Animals\\_in\\_Research.pdf](https://www.abdn.ac.uk/staffnet/documents/policy-zone-research-and-knowledge-exchange/University_of_Aberdeen_-_Statement_on_Use_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/animal-research/>

##### University of Cambridge

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

##### University of Central Lancashire

<https://www.uclan.ac.uk/research/environment/integrity.php>

##### 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/about/university-information/university-policies/animal-research-concordat>

##### University of Edinburgh

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

##### University of Exeter

<https://www.exeter.ac.uk/research/about/aboutus/animalsinresearch/>

##### 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>

##### 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.stirling.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

**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>

**Anatomical Society**

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

**Association of Medical Research Charities**

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

**Association of the British Pharmaceutical Industry**

<https://www.abpi.org.uk/medicine-discovery/new-medicines-data/research-using-animals/>

**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>

**Blood Cancer UK**

<https://bloodcancer.org.uk/research/animals/>

**British Association for Psychopharmacology**

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

**British Heart Foundation**

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

**British Neuroscience Association**

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

**British Psychological Society**

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

**Eurogentec**

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

**Institute of Animal Technology**

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

**Laboratory Animal Breeders Association**

[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>

**Lilly UK**

<https://www.lilly.com/discovery/research-and-scientific-discovery/animal-care-and-use>

**Medical Schools Council**

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

**Microbiology Society**

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

**MND Association**

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

**MS 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**

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

**Society for Endocrinology**

[https://www.endocrinology.org/media/1643/14-11\\_animalresearch.pdf](https://www.endocrinology.org/media/1643/14-11_animalresearch.pdf)

**Society for Experimental Biology**

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

**The Humanimal Trust**

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

**The Physiological Society**

<http://www.physoc.org/animals-research>

**The Royal Society**

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

**Understanding Animal Research**

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

**Universities UK**

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

**Versus Arthritis**

<https://www.versusarthritis.org/research/information-for-researchers/our-approach-to-research/our-research-policies/>

**Veterinary Schools Council**

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

**Wellcome**

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

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