

Concordat on Openness on Animal Research in the UK Annual report 2015

Understanding Animal Research
A J Williams *September 2015*



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Foreword

When the members of the Steering Group first met to discuss and plan what requests we would make of signatories to the Concordat, I don't think any of us had a clear sense of how far those who willingly agreed with it in principle would find themselves able to meet what we wanted of them in practice.

It's true that the climate of suspicion and antagonism surrounding the use of animals in medical research has lifted in recent years. But misinformation and mistrust have not wholly dissipated. Even more of an impediment, we suspected, would be the culture of defensiveness that years of verbal abuse and occasionally physical assault has engendered among those whose work involves the use of animals. Did the research community have the confidence to put its collective head above the parapet, to adopt the habits of openness and transparency?

We need not have worried. In some areas the signatories not only met but exceeded our expectations. For a first foray into uncertain territory this exercise has proved enormously encouraging. We were impressed that, far from doing just the minimum, many signatories have displayed effort, enterprise and imagination in the effort to change the public's hearts and minds.

On account of the diversity of signatories, and the differing circumstances of different institutions, we left it to them to judge how best to meet to commitments we had listed. The outcome is compendium of ideas offering the opportunity for institutions to learn from each other.

Importantly for the future of this initiative, we had no reports of any adverse consequences for those attempting to give the public more information and better insights. We do discern a shift the in mindset of researchers who use animals. What's now important is to build on it. We look forward to next year's annual report from Concordat signatories.

Geoff Watts

CHAIR OF THE CONCORDAT STEERING GROUP

Executive summary

The Concordat on Openness on Animal Research in the UK was launched in May 2014, following 18 months of development by research organisations and those directly associated with their work. It was intended as a voluntary code of practice to sit alongside any legislative requirements, requiring signatory organisations to develop more transparent communications practices around the use of animals in research.



Concordat signatories take on four commitments around openness and transparency relating to their use of animals in research. The fourth of these relates to reporting on progress made towards greater openness, and this report represents a summary of information provided by the signatory organisations at the end of the Concordat's first year.

The aim of the Concordat is culture change within the life-science sector, and a resulting shift to greater societal understanding of why and how research organisations use animals in science. The Concordat creates a shared commitment and critical mass to encourage organisations to take strategic and practical steps towards greater openness. This culture change is not yet complete, but is a reality and clear progress has been made in developing and implementing processes that will change the way organisations communicate about animal research.

When the Concordat was developed there was considerable concern cited about the risks of openness, and a fear that transparency would bring researchers into physical danger. The information provided by signatory institutions about their communications activities since May 2014 indicates clearly that this has not been the case. The success of many initiatives developed by signatory organisations over the first year including media interviews and documentaries, the development of websites and videos, public engagement events and mention of animals in staff recruitment processes, places this risk into context and paves the way for more activity in the future.

Eighty two Concordat signatories have produced public facing statements on why they support the use of animals in research, and we expect all signatories to have these available on their web sites by May 2016. All those currently available can be accessed through the UAR website¹. Many have also produced websites that clearly show the numbers and species of animals they use, and include examples of specific research projects and why the use of animals was considered necessary. This information was difficult for a lay person to obtain prior to the Concordat.

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



Each organisation has approached the Concordat in its own way, and their outputs represent their individual organisational cultures. Because signatory organisations are at different points in the process and have focused their resources on meeting different commitments it is not always clear by looking only at outputs where real progress has been made. For several signatories, the Concordat is a continuation of the openness work they were already achieving, while for many organisations the Concordat has been a radical shift in culture that will be fully realised over time. For others progress has been made towards key outputs, but the shift in attitude to a more open way of working will take longer to achieve.

While there was already a shift towards greater openness by the sector, the Concordat has galvanised this change, bringing people together to support one another and to share good practice and ways of working. There are clear examples of changes being made as a result of the Concordat, although the changes are greater in some areas such as staff engagement and the accessibility of information on websites, than others such as communicating the limitations of animal research.

The Steering Group for the Concordat met in July 2015 to review the results achieved in year one of the Concordat. The group welcomed the very positive reports back from Concordat signatories, acknowledged that in some areas progress had been much greater than expected and made recommendations for further work in various areas so that good practice can be shared and encouraged among all signatories. These recommendations are listed under each section of this report. The Steering Group also agreed that having a public-facing statement on animal research should be a requirement for new signatories to the Concordat.



“While we have been open about our research for many years, the increased focus ... has allowed us to review and establish processes that ensure we’re as open as possible including making sure it’s mentioned in all interviews, covered in the staff induction, and

mentioned in all relevant press releases and online news stories. We now manage and respond to campaigns far more confidently and effectively than we did two years ago.”
– CHARITY

Background

The Concordat on Openness on Animal Research in the UK was launched in May 2014, following 18 months of development by research organisations and those directly associated with their work. It was intended as a voluntary code of practice to sit alongside any legislative demands, requiring those organisations that sign up to develop more transparent communications practices around the use of animals in research.

The focus is on information placed voluntarily into the public domain by individuals and organisations that carry out animal research, and on the potential impact of that information on societal ideas about why animals are used in scientific research.

Concordat signatories take on four commitments around openness and transparency in their use of animals in research. The fourth of these refers to reporting annually on their progress, and this document represents a summary of information provided by the signatory organisations.



This report covers the first year of activity for the Concordat on Openness on Animal Research in the UK. Each of the 72 signatories that signed up to the Concordat at its launch in May 2014 were required to complete a survey detailing their progress in developing a culture of openness around animal research (meeting the requirements of commitment 4 of the Concordat). The survey was sent to 92 organisations that were Concordat signatories in April 2015, and was completed by many of them, whether or not they had been signed up for the entire year.

The survey questions were based on the wording of the Concordat itself, so that it would be a true reflection of how signatories had interpreted and conformed to the commitments. This report looks at how signatory organisations reported their work around commitments 1, 2 and 3 of the Concordat. In the first year the only requirements for signatories were that they:

- a) Placed a public-facing policy statement about their use of animals in research on their websites
- b) Reported their progress to UAR

We also asked signatories to report on their progress towards meeting all aspects of the commitments, including where changes were still in progress or planned.



In total 85 signatory organisations submitted their responses within the allotted time. Seven organisations were unable to respond to the survey by the time the data were collated.

These are:

- NC3Rs –their organisational remit made answering the questions difficult
- Universities UK – represent member universities and found a response difficult
- University of Stirling – signed up after the launch of the Concordat
- St Georges University London – undergoing significant personnel changes
- Robert Gordon University – signed up after the launch of the Concordat
- British Neuroscience Association – no current named contact at the BNA
- University of Bristol– message to complete survey did not reach the appropriate person.

For each of the Concordat commitments this report details emerging themes gathered from the survey, and looks at each of the guiding statements given under each commitment. A brief summary of the responses is given for each of the guiding statements, followed by examples of best practice, whether there is evidence of a change in practice by the sector, and recommendations for taking the Concordat forward.

Data were collected using Survey Monkey and analysed using NVivo qualitative analysis software. Analysis referred to anonymised data, and names of specific organisations have been removed from this report to allow organisations to report their activities more freely. Where quotes have been taken from the individual reports the sector represented by the originating comment has been identified, as interpretation and implementation of the Concordat commitments has varied between sectors.

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



EMERGING THEMES

The first year of the Concordat has seen considerable activity as signatory organisations have taken steps to meet this commitment. Several organisations have set up public-facing websites that outline the animal research that they have undertaken. These websites (between them) include the following items:

- Lay summaries of research projects
- Images of animals
- Images including animal facility staff
- Numbers and species of animals used
- Minutes of Animal Welfare Ethical Review Board (AWERB) meetings

Each of the signatories approached their web communications in a different way, but there have been several excellent examples of a desire to be transparent in communications.

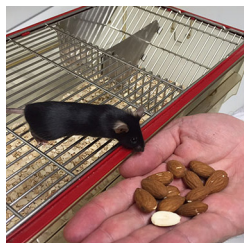
An increasing number of press officers and communications teams have visited animal facilities, and the mention of animals in relevant press releases has become common place. Research organisations have taken steps to communicate more openly about the use of animals in research both internally and externally.

Not all signatories started from a position of openness and some have needed to work hard to develop a web statement and to take steps towards an underlying culture change. For many research organisations the development of a policy statement or website, and the consideration of how public engagement with animal research might happen, have been great first steps that have allowed conversations to take place about how to be more open to take place.

For those organisations that support research but do not carry it out themselves the steps to greater openness have not been so clear, but a wealth of supporting activities have been undertaken such as leaflets, briefings and guidance to support research organisations as well as web statements and public facing comments.



1.1 Harms, benefits and limitations of animal research



SUMMARY

A wide range of activities is being undertaken by signatory organisations to ensure greater transparency around harms, benefits and limitations. Some organisations have focussed more extensively on public-facing initiatives (particularly in developing their websites), while others have focussed on internal communications such as staff training sessions, posters for staff canteens and publications in newsletters and bulletins. Fewer organisations have taken strategic steps such as a full review of their communications practice. Institutional policy statements are now usual within the sector, and have allowed organisations to be clear about the rationale behind the animal research they carry out or support.

The Concordat is a diverse group of organisations, and different organisational structures placed a different emphasis on this commitment. Umbrella bodies and learned societies that support animal research focused on communications with their membership (whilst ensuring that they have a public-facing policy statement). Charity organisations have

produced member communications such as articles in newsletters, and have placed more information onto their websites.

Discussion of and the provision of information about harms and limitations of animal research has been principally internal to the sector. Industry and the large universities have been particularly active in facilitating discussions about how animal welfare can be improved, and the ethical costs of research within the research community. One change that has come about partly as a result of the Concordat, but also following the recommendations of the Brown report ², has been the introduction by some organisations of extended AWERB sessions that are open to research staff and animal technicians, so allowing the open discussion of techniques and working practices.

Some signatories commented that harms and limitations of animal research as well as welfare considerations are discussed at AWERB meetings. Since these meetings are legally required of animal research establishments, these are not in themselves considered an engagement practice for the purpose of the Concordat, which goes over and above legal requirements. However, using those meetings as a platform to bring about communications for staff beyond the AWERB committee or for public-facing resources would meet this commitment.



² <http://brownreport.info/>



Many organisations have found it difficult to achieve clarity on the notion of harms to animals in their public-facing communications, although some good first steps have been taken. Communication of harms and limitations associated with animal research can be at odds with organisational messaging and a desire to promote the benefits of their research. In organisations where real progress in public-facing initiatives has been made towards this commitment it has relied on full support for the Concordat and openness at the most senior levels.

Presenting information about the harms experienced by the animals as well as the benefits of animal research in a balanced way is a challenge, particularly for individuals whose job requires that they focus on the successes of their organisations. These challenges are being considered by the sector, which is looking at ways to take a balanced approach, given the risks of information being reused, misused and taken out of context. Clear guidance in writing balanced accounts and taking more of the sector discussions into a public area would be welcome.



Changes to the way that the severity of procedures using animals are reported (retrospective reporting of severity) will move this conversation on, and organisations will need to think about how they communicate the severity of animal research to the public without artificially “sanitising” it.

We recommend that best practice in this area should focus on public discussion of some of the less image-friendly aspects of research to encourage informed debate. Some of the best available information is provided by the research funders who have developed new public facing information about the harms and limitations of animal research, and the motivations behind the projects that they fund.

Some universities have reviewed the public facing information they provide, so that their case studies and discussions are less sanitised and they are clear about their decisions to undertake more invasive research, the severity limits involved in their research, and any use of larger or companion animals.

BEST PRACTICE

We are currently posting lay summaries on our website for every new project licence which has been granted since the launch of the Concordat. Our lay summaries ask the following questions, which we feel fulfil the requirements of when, why and how. – UNIVERSITY

In order to be open we have posted AWERB minutes on our outward facing web site. – UNIVERSITY

We have launched a video [on our website] that goes behind the scenes at an animal research facility, showing how mice are housed and looked after and how they are being used in cancer research. The film shows an anaesthetised mouse undergoing a scan as well as mice carrying human tumour grafts – we felt it would be disingenuous not to show procedures on mice with cancer. The film concludes with an explanation of the 3Rs and showing that our researchers are actively looking for alternatives. – UNIVERSITY

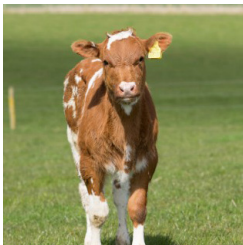
We publish key figures on our website, including the latest annual percentage of grants we fund that use animals, as well as the types of animals that are involved in the majority of the grants we fund. – FUNDER

We are honest about the limitations of animal research and this is explicitly discussed in our newly published ‘frequently asked questions’, which accompanies our policy. – FUNDER

EVIDENCE OF STEP CHANGE

The development of policy statements and web pages has allowed organisations to be clear about why they feel the use of animals is justified. Many organisations have provided far more than the minimum of information, taking the opportunity to provide case studies and images and to address frequently asked questions (SEE COMMITMENT 2).

Whilst discussion of harms and limitations of animal research has largely addressed academic and stakeholder audiences, some organisations have seized the opportunity to consider welfare concerns and limitations of research public facing materials, opening up a more nuanced conversation. Those that are leading the way in regards to openness are now placing more 'challenging' material into the public domain.



Numbers and species of animals used are now openly provided by nine signatory organisations on their websites, whilst funders have taken steps to show the proportion of grants that are used to fund animal research.

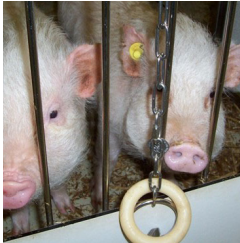
RECOMMENDATIONS

- Signatory organisations should take steps to meet the challenges of providing balanced information, acknowledging harms as well as benefits of animal research and commenting critically on the models they use.
- Examples of well-balanced communication that acknowledge harms to animals in appropriate context should be identified and shared, so helping all signatories to meet this commitment. Clear guidance in writing balanced reports should be provided by UAR and others.
- Signatory organisations should look together at ways of balancing communications, providing guidance, and taking steps to move current discussions within the sector into the public domain.





1.2 Staff awareness of involvement with the use of animals in research



SUMMARY

This commitment has been undertaken with enthusiasm by signatories, and is beginning to change the way that the animal facilities and their staff are seen in research organisations. Clear best practice is providing some excellent ways of for communicating with staff and students, enabling them to understand institutional policies and practices around the use of animals in research.

There was a lot of activity in this area, with many of the signatories actively sharing information about the use of animals in research with staff. This has been seen as an area where most organisations could do more with relative ease, and where research organisations have taken significant steps forward since the launch of the Concordat.

The broader the scope of the organisation, the more challenging it is to discuss animal research, as many staff may work in areas unrelated to animal research, and have previously been completely unaware that their organisation carries out or supports this type of work.

To achieve openness, organisations should aim to ensure that all staff understand the establishment's position on animal research, whether or not they are directly involved. Ways of effectively disseminating information vary greatly by organisation, but some of the more ground-breaking examples included scheduled programmes of animal facility tours that all staff (regardless of department) could sign up to, and inviting all staff to talks and presentations on animal research and animal welfare.

Introducing animal research during the recruitment process can be a way to reach all new staff, including those for whom animal research is not part of the job. Many signatories now discuss the use of animals in research during recruitment (interviews and staff induction), and notify staff about their use of animals, or support for it, through newsletters and intranet pages.

Some larger parent organisations required their departments or institutes to produce their own internal communications, such as web pages for staff, highlighting their use of animals in research.

Concordat signatories are encouraged to engage with students about their animal research. Of the 32 universities that submitted reports, 15 mentioned specific steps taken to engage their students on the topic of animal research. Of these, some have begun to teach about laboratory animal research on undergraduate courses, while others have extended existing teaching to include a wider cohort of students such as all those in biomedical sciences. Several signatories have reported engaging with student animal welfare societies, and one signatory now has a student representative on its ethics committee.



Funders and learned societies have problems in this area. Whilst their own staff may be knowledgeable about their organisation's position and work on openness, taking this message to wider stakeholders such as members or grant-holders can be more difficult. These organisations can ensure that key messages about openness reach individual scientists, and are put into effect by

those doing research, rather than remaining the provision of institutional strategies and policies.

Ensuring that members of staff had visited animal facilities was important for most organisations, including those that do not conduct animal research themselves, such as learned societies, industry bodies and funders.

BEST PRACTICE

STAFF: At interview, every candidate applying for a job is advised that the Institute's scientific research involves the use of animals and the reasons behind this explained. This is standard practice regardless of whether the role is directly related or involved in this work or not. – **COMMERCIAL**

For new starters we have introduced an induction process which gives tours of our BSU with animal technicians explaining what they do. [From] next academic year we are committed to having a presentation from a senior member of research staff at each induction talking about how [we use] animals in research – **UNIVERSITY**

AWERB open session for all staff – **COMMERCIAL**

In May 2015 ten members of staff visited HLS for a talk and tour of the animal research facilities. This means that every member of our current staff has now visited an animal research facility – **UMBRELLA BODY**

Information on the Concordat is included in the grant offer letter with a note that we expect grant awardees to follow the principles. Our grant awardees have also been sent our updated grant conditions with details of our 'Statement on the use of animals in research' and activities to support communicating about animal research – **RESEARCH CHARITY**

STUDENTS: We have continued to include seminars on ethics of animal use to students, and expanded this activity further (currently to all medical and dental students, and to students enrolled on degree programs in biomedical sciences, psychology, agriculture and biology). – **UNIVERSITY**

A representative from the student union, for the first time this year, is a full member of our Ethics and Welfare Committee. – **UNIVERSITY**

The [animal facilities] also advertise placements for work experience for students – which prove very popular. This year 20 students have spent time within the units gaining work experience. – **UNIVERSITY**



EVIDENCE OF STEP CHANGE

Prior to the Concordat very few institutions actively communicated with staff and students about their animal research unless their jobs directly concerned working with the animals. Since the launch of the Concordat the majority of signatory organisations have taken steps to ensure that their staff (in many cases all staff) understand that they carry out animal research, and that their organisation supports the use of animals in research in principle.

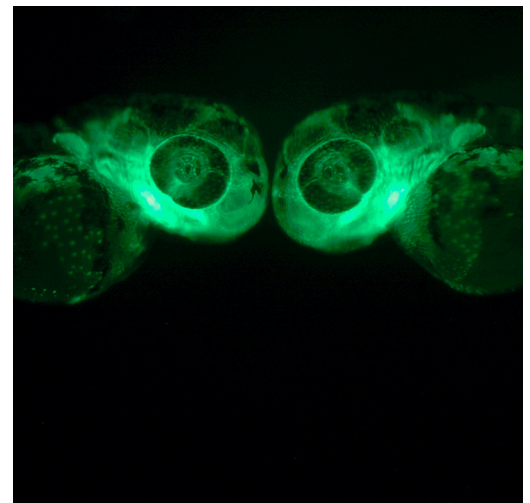
Research organisations often facilitate staff visits to the animal facility, particularly for communications staff and management. We are pleased that since the launch of the Concordat more facilities have offered such tours to all staff.

The discussion of animal research in staff induction sessions has allowed organisations to reach all new staff with information about the use of animals in research, and will help to clarify some of the misconceptions and secrecy within organisations.

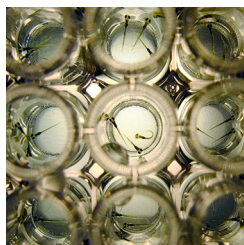
Students have long been a source of concern to academic institutions that use animals in research. More organisations now provide teaching on the ethics of animal research to a much broader range of students, and students are now beginning to be represented on ethics committees.

RECOMMENDATIONS

- We recommend that signatories consider implementing the best practice examples illustrated here within their own organisations, leading to expansion and greater uptake of these practices over the next year.
- UAR should provide opportunities for staff of Concordat signatories that do not conduct research themselves to visit animal facilities.



1.3 Explaining involvement with or support of the use of animals in research



SUMMARY

In response to this commitment, many organisations noted that these enquiries are relatively rare. Five respondents indicated that they had received no enquires about their animal research since the launch of the Concordat in May 2014. Others had received only one or two specific enquiries. In general, public sector and charity organisations received requests from campaign groups, and so recorded more enquiries.

Publicly funded organisations are obliged to respond to enquiries about animal research under the Freedom Of Information Act (FOIA), but many have placed requested information into the public domain through their websites and the development of case studies. In organisations not subject to FOIA, information and briefing sheets have been produced, and staff have been trained to speak more confidently about their organisation's policies so that they can handle enquiries more effectively.

Many of the signatories not subject to Freedom Of Information requests are now prepared to answer requests for information in a way similar to that expected of the public sector.

Some organisations make a point of following up all written enquires. Other concordat signatories, particularly those that do not carry out research of their own, do not receive enquiries about their animal research. In many of these cases their general activities such as open days, school talks and recruitment were cited under this commitment.

Organisations at the centre of active campaigns by antivivisectionist organisations sometimes referred to a policy of not responding to letters or emails associated with those campaigns, but others have actively engaged with campaign groups unless the campaign emails they received were pre-generated.

For learned societies, whose communications output focuses on their members, there is rarely any call to deal with enquires from the public. However, many offer media comment in response to stories related to animal research, or actively support their individual members in communicating about their animal research. Some funders now require that their grant-holders produce public facing case studies about their animal work, and this may be a future direction for the learned societies to take.



BEST PRACTICE

There are many excellent examples of providing information to the public, media, policy makers and others.

Following tours of the marmoset facilities and interviews with animal care staff The Mirror published articles in print and online on Thursday 29 May 2014. A link to the online article is provided below – the film taken by the reporter is embedded within the article. See inside monkey testing centre where marmosets are given brain damage to help treat Parkinson’s <http://www.mirror.co.uk/news/uk-news/see-inside-monkey-testing-centre-3618664> – UNIVERSITY

We invited them to our facility in Germany, gave them background information why NHP research is still important and how we are housing the animals. In addition we gave them a tour through the animal house. The [news] team was impressed and the show was never aired – COMMERCIAL

Our reception staff are a point of contact for public enquiries and so we developed template responses and guidance for them on what to do if asked about animal research over the telephone. – CHARITY



EVIDENCE OF STEP CHANGE

- Organisations which previously did not mention their use of animals proactively now have statements about animal use on their websites, and mention the use of animals in press releases.
- Eight organisations now publish FAQs on their animal use – compiled from their most frequent FOI requests.
- The more open organisations now have policies of responding to all reasonable requests (not letter writing campaigns) and press enquires.

RECOMMENDATIONS

- Organisations should respond to enquirers directly wherever possible, and have FAQ material available to provide responses to common questions quickly.
- Reception and other frontline staff should be clear about how to respond to enquires about animal research.

1.4 Openness when working in partnership on a research project

SUMMARY

This question was answered by fewer organisations (43 / 85), as it was not applicable to many signatories.

A quarter of those who answered this question indicated that their partner organisations are already signatories of the Concordat, and a similar number indicated that they would expect partner organisations to understand their commitment to the Concordat and be similarly compliant.

Several organisations indicated that they were developing written 'partnership policies' which would include practices for openness around the use of animals in research. They felt that having a written policy outlining how these partnerships should work with regards to openness will be helpful in outlining expectations of partners.

Member organisations tended to reflect on the ways that they have supported their own members to help them fulfil the Concordat commitments.



BEST PRACTICE

We have researchers that are part of larger programme of work, <https://www.sharmuk.org/> and have developed some videos that should become available on that website. This work has developed some media interest and we are pursuing possibilities of having a news crew in to our facility to run a story on this work. – **UNIVERSITY**

We have also worked with industry partners to encourage more openness about animals involved in joint-funded research. A good example was the launch of our project with Janssen and Lundbeck pharmaceutical companies to re-purpose immunological drug candidates for use in depression, where a part of the research programme involves mouse models. The Wellcome Trust press office pushed for this to be explicitly stated in the press materials: <http://www.wellcome.ac.uk/News/Media-office/Press-releases/2014/WTP058231.htm> – **FUNDER**

We have provided a number of Welfare First presentations where we focus on openness and resilience to many research partners and societies, these have been at IAT and LASA meetings but also as far afield as meetings in Brazil, Greece and Italy and in the USA in 2015 too. We have also presented at a number of AWERBs, seminars and IAT branch events on the subject of Welfare First, openness and resilience. – **COMMERCIAL**

We make sure any partners know that we support the Concordat. We will be including our openness policy in a brochure that will be produced to try to attract some commercial business and it will also be on our website. – **UNIVERSITY**



EVIDENCE OF STEP CHANGE

There was concern that the Concordat would be difficult to implement where partner organisations were involved, so it is good to see that some signatories have taken steps to overcome this, particularly when working with international organisations where the culture may be very different.

It is heartening to see that the commitment to openness is such that many organisations have not experienced a problem – though this may indicate that this area was not seen as a priority for changing practices during the first year.

RECOMMENDATIONS

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



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



EMERGING THEMES

The response to this section has been extremely positive. The clear guidance on producing web-based public facing materials has allowed organisations to think clearly about the benefits of placing information into the public domain.

All but a handful of signatories now have policy statements on the use of animals in research on their websites, and many have gone much further, including photos, videos, numbers of animals used, FAQs and AWERB minutes.

It is common practice for research organisations (and their supporters and funders) to mention the animals used in media releases. This is in sharp contrast to ten years ago when media would euphemistically refer to 'pre-clinical studies' rather than 'mice'. The Concordat celebrates and supports this practice, guaranteeing that those who still lag behind by removing mention of animals from their press releases have no reason to do so.

For commercial organisations engagement with the media and public is different. They may not engage with the media at all and, if they do, only official representatives will discuss the work. The Concordat should ensure that commercial organisations have spokespeople trained and available to comment, ensuring that someone is available to provide comment to the media if needed.

Good practice in reporting research findings such as the ARRIVE (Animal Research: Reporting of In Vivo Experiments) guidelines or equivalent standards have been adopted by the majority of signatories and are endorsed by the Concordat. The support and improved structure of internal communications implemented by signatories under commitment 1 has facilitated use and monitoring of these practices, and we hope that their increased uptake will in turn lead to better research.

Concordat signatories are required to demonstrate their active commitment to the 3Rs through publicly available reports and documents, and those referenced can be found in APPENDIX 2.



2.1 Position statements on animal research

These can be viewed from the UAR web-portal: <http://www.understandinganimalresearch.org.uk/policy/concordat-openness-animal-research/signatories-to-the-concordat-on-openness-on-animal-research/>

Of the organisations that responded to the survey 78 have position statements on their websites (78/85).



In total 82 concordat signatories (82/95) now have website policy statements on their use of animals in research. The policy statements vary widely, this reflecting the different cultures and practices of their institutions. SEE APPENDIX FOR FULL LIST.

A pro-forma web statement was not provided. Instead, signatory organisations were encouraged to explain the reasons why they consider the animal research they carry out or support to be scientifically and ethically justifiable.

Of these, the following 20 organisations have produced web pages that go beyond the requirement for a policy statement and offer detailed information about their use of animals in research.

University of Oxford
 University of Cambridge
 Cardiff University
 Imperial College London
 Newcastle University
 London School of Hygiene and Tropical Medicine
 University of Leicester
 University College London
 University of Exeter
 University of Nottingham
 University of St Andrews
 The Babraham Institute
 The Crick Institute (this page is still under development)
 Wellcome Trust
 Lilly UK
 MRC
 BBSRC
 Huntingdon Life Sciences
 University of Portsmouth
 Institute of Cancer Research

Of those surveyed, 13 signatory organisations do not yet have a policy statement or public web pages on the use of animals in research. Of these, 8 have signed up to the Concordat since its launch and are still preparing their statements.



BEST PRACTICE

There are many examples of good policy statements from the organisations here.

The Pirbright Institute and the British Heart Foundation make their web statements exceptionally reflective of the work that they do.

All of the more extensive pages can be considered best practice, as they all go over and above requirements, ensuring that they communicate well and provide accessible information to the public.

EVIDENCE OF STEP CHANGE

Prior to the Concordat many organisations had cut and paste policy statements that were buried on their websites. Over twenty research organisations that used animals had no statements at all and very few had web pages giving further information about their animal use. The most notable of those that did provide further information were the Universities of Leicester, Oxford and York.

It has taken considerable resource for those organisations that have developed full web pages to do so. The new web pages contain pictures and videos, and nine organisations state the numbers of animals they have used (something no organisation had done prior to the Concordat development process).

RECOMMENDATIONS

- In the future a basic policy statement will be a condition of signing up to the Concordat, ensuring that by next year all signatories have clear public-facing policies around the use of animals in research.
- Signatory organisations should put into the public domain as much information as possible about their animal research and the decisions taken to support it.
- Organisations that support animal research are encouraged to share the proportion of grants awarded that use animals, so that it is clear how this research is funded.



2.2 Inclusion of animal research in communications and media releases

It has been common practice for some time to include a mention of animals in media releases, where they are relevant to the story – and media stories now routinely mention the use of animals in scientific discoveries.

The aim of this commitment was to encourage this practice, ensuring that it becomes a 'minimum standard' for the sector, and persuade organisations that are more cautious to see this as the normal practice. The aim should be to move away from standard 'holding statements' about animal research and to provide specific information on the animals used in scientific research, so that the public can more easily see the part that such research plays in medical progress.

For many signatory organisations this question was not directly relevant as they do not carry out research to bring about this type of advance or to develop a product. Others, such as Contract Research Organisations, do not publish details of their work for commercial reasons. However, learned societies and funders have made progress by encouraging openness among members and grant holders, and by offering media and communications training.

For some organisations this commitment was not about media communications so much as communications with their members and communities to ensure that animal research is acknowledged appropriately.



BEST PRACTICE (SELECTED EXAMPLES)

http://www.gla.ac.uk/news/headline_401460_en.html

<https://www.dur.ac.uk/biosciences/about/news/?itemno=22559>

<https://mndresearch.wordpress.com/2014/12/28/on-the-fourth-day-of-christmas-mnd-research-gave-to-me-a-new-stem-cell-research-project/>

<http://www.mrc.ac.uk/news-events/news/scientists-link-brain-cooling-and-prevention-of-neurodegeneration/>

<http://www.wellcome.ac.uk/News/Media-office/Press-releases/2014/WTP056467.htm>

<http://www.icr.ac.uk/news-archive/viral-therapy-could-boost-limb-saving-cancer-treatment>

<http://www.alzheimersresearchuk.org/arginine-deprivation-linked-to-alzheimers-disease-in-mice/>

EVIDENCE OF STEP CHANGE

As a result of the Concordat a number of organisations are now implementing more open media practices. In particular medical research charities are taking steps to engage with the press over the work they fund. Five signatory organisations said they have not yet had reason to mention animals in their media and communication releases, but will do in the future.

Many research organisations publish their press releases on their websites, making them available to public as well as media.



RECOMMENDATIONS

- While it is always good to be prepared, we discourage the use of 'holding statements' to the media. Signatories should aim to be specific and clear about the animals used and the reasons why.
- While CROs do not produce press releases about their work, we hope that they will be upfront about their animal work when discussing their work in general. CROs should expect their clients to be clear with media and with others about their use of animals, even when they are a step removed from the research itself.
- 'Supporting' organisations (as opposed to those that carry out research) should continue to share good practice and encourage media engagement with the research community.

2.3 & 2.4 Support for media engagement on animal research

This commitment was not relevant to all signatories as not all organisations have staff or researchers who undertake media engagement. Commercial organisations in particular have established messaging around the use of animals in research, although their research staff do not engage with media directly.

Over half of all signatories (52%) stated that they provided specific media training for their staff researchers or other members on the use of animals in research,. Some organisations ran training in-house, while others used training provided by UAR, the Science Media Centre or other providers.

Many research organisations are supportive of researchers engaging 'in principle'. They provide them with any help needed to give them the confidence to engage, and ensure that their staff are informed about the Concordat. This was often supported by a strategy or communications plan, by which the communications teams would help staff and researchers who wanted to engage on an individual basis, and some were able to provide recent examples of how they had supported researchers in the media. Providing this support to researchers was seen first and foremost as the responsibility of their employing institutions.

Five signatory organisations have developed tools and specific guidance to help their staff communicate more effectively around animal research, and to support other initiatives such as media training.

Helping the sector to secure comments from researchers was seen as a key role for some of the umbrella bodies and charities which have access to large numbers of researchers expert in specific areas.

SPOKESPEOPLE

All the signatory organisations that responded were able to provide the names of a principal spokesperson for matters relating to animal research.



BEST PRACTICE

We support our staff, particularly those who are media spokespeople, to engage in animal research debates in the media...We have a number of researchers we fund who are happy to be called on as media spokespeople to talk about issues around animals in research. Last June we issued a comment from one of our researchers ...which talked about their personal experience of working with animals in the course of their research. –
RESEARCH CHARITY

One-to-one media training with academics prior to meeting journalists. Head of Media Relations also sits on AWERB to improve flow of stories. –
UNIVERSITY

Our marketing team have provided help and support to members of staff wishing to engage on social media, we have a well-defined Social Media Code of Conduct (that we have also freely shared) that provides staff guidance. –
COMMERCIAL

[We] give presentations and speak one-to-one with funded researchers. Advice about animal research is included in all of these talks. We also provide examples of best practice to press officers who are reacting to inquiries about animal research. We offer media training to staff, researchers, and biological facilities staff on a case-by-case basis. –
FUNDER



EVIDENCE OF STEP CHANGE

Signatory organisations have taken significant steps to ensure that their staff are able to speak to the media about the use of animals in research.

While training courses have existed for some time, ensuring that their staff understand how they can get support for talking about the use of animals in research (and who they should contact to seek such support) is still a new venture for many institutions.

Organisations that previously had no written procedures on speaking to the media about animal research now have trained spokespeople who are able to explain their work. Staff wishing to speak out find much more supported from their institutions, and this support is underlined by clear messages from research funders and learned societies that researchers should be prepared to speak about their animal research if they have the opportunity.

RECOMMENDATIONS

- There should be greater access to regular media training courses run by UAR, SMC and others
- More contact is encouraged between communications teams and animal work, through either the animal unit or AWERB
- More early career researchers should be trained to speak to the media about the use of animals in research
- Clearer guidance is needed for commercial organisations on practical and open media engagement.
- Organisations that have not yet taken steps to support staff to engage with the media should be given opportunities to meet with those that have.

2.5 & 2.6 Good practice in publications guidelines

Sixty-three Concordat signatories stated their support for the NC3Rs' ARRIVE guidelines, as good practice in scientific publication. Of these, the research organisations stated that researchers were encouraged to follow ARRIVE guidelines wherever this was made possible by the journal submission process. In many cases researchers are actively questioned by their institution if they leave out important experimental details when publishing papers.

The learned societies and funders actively support the guidelines, citing them in guidance and position statements for researchers.

Some commercial organisations have their own publication guidelines that staff must adhere to.



In one academic signatory organisation the Pro Vice Chancellor for Research reads all papers before they are sent for publication, ensuring they conform to good practice guidelines.

The major funders have publicly endorsed the ARRIVE guidelines, and have taken steps to ensure they have been taken on board by research institutions. They also take steps during the grant awarding process to ensure that good practice is being adhered to from the first stages of designing experimental work.

Other funders are still working on this aspect, but have reported that specific reference to the ARRIVE guidelines is to be included in future grant application forms.

3Rs examples were provided by 30 organisations. These links can be found in APPENDIX 2. A further 10 organisations pointed to the 3Rs section of their websites.

Some organisations are unable to give specific details of their 3Rs work for reasons of commercial confidentiality, but have shared information on how they support 3Rs and alternatives research within their organisations through posters, discussion groups and prizes.

BEST PRACTICE

As a publisher we have continued to uphold best practice, requiring detailed information to be included in submissions to our journals as well as strongly encouraging all authors to comply with the 'Animal Research: Reporting In Vivo Experiments' (ARRIVE) guidelines and only accepting work that complies with legislation and institutional guidelines and is approved by the appropriate institutional committee. – **LEARNED SOCIETY**

Implementation of the ARRIVE guidelines has been debated in the AWERBs for some time and from mid – 2015 onwards Project Licence applicants will be required to confirm that they will abide by them. – **UNIVERSITY**

Project licence holders were reminded of the ARRIVE guidelines during PPL refresher presentations held across all sites in late 2014 and the leaflets were handed out. PPL and

PIL holders were also informed of changes to the expectations of grant funding bodies for additional detail on experimental design earlier this year. We are planning a workshop on systematic review in autumn 2015. – **UNIVERSITY**

Most of our output is in technical reports for regulators. All our publications give full details of the use of any animals used. – **COMMERCIAL**

³ <https://www.nc3rs.org.uk/arrive-guidelines>



EVIDENCE OF STEP CHANGE

There is already broad awareness and adoption of the ARRIVE guidelines. Guidelines had already been adopted by 60% of respondents.

The specific commitment in the Concordat shows support for good reporting in publications and has led some organisations towards more formal processes for ensuring that the guidelines are adopted. Active steps, such as a formal checking process before the publication of articles, were being taken by 20% of responding organisations to ensure compliance with the ARRIVE guidelines or equivalent principles, and the process of meeting the Concordat requirements has drawn greater attention to these practices, helping to make them more widespread.

The process of complying with the Concordat has drawn attention to other aspects of good practice, such as taking steps to ensure adoption of ARRIVE guidelines.

RECOMMENDATIONS

- All signatory organisations should actively endorse either the ARRIVE guidelines or another good practice standard, and take steps to ensure that they are adhered to by, for example, as institutional checks and sign off for publications.
- Learned Societies should take steps to support ARRIVE guidelines and good publication practice through their journals' reporting requirements.
- Grant awarding bodies should explicitly require compliance with such guidelines through their application process.
- Commercial organisations often follow their own guidance (10% of respondents), but it is important that clear steps are taken to ensure that reporting standards are transparent and are maintained.

Commitment 3:
We will be proactive
in providing
opportunities for the
public to find out
about research using
animals



EMERGING THEMES

The amount of work being done in this area was quite surprising. In developing public-facing materials for websites many organisations had worked with contractors, or in collaboration to develop videos, photographs and print materials such as briefing documents and guidance. This has elicited a change in the resources produced and available in many signatory organisations, and these materials are often shared within the life sciences community, ensuring that much more information is now available about the use of animals in research.

There is an enormous range of outreach activity being undertaken by signatory organisations. Many researchers from both the academic and commercial sectors speak in schools and organisations hold lab visits and have open days for their communities.

Although many organisations have hosted visits to their animal facilities, this is not always possible for bio-security reasons. Some signatories have developed innovative ways of hosting virtual tours of their facilities so that visitors can see inside without needing to cross the barrier. In some cases this has meant animal facilities being designed with openness in mind, so that there are viewing galleries and cameras available that allow visitors to see inside. This will allow more opportunities for the public, such as school groups, to visit research facilities and 'see for themselves'.

SUMMARY

Of the respondents, 45 organisations reported activity to provide resources and materials about the use of animals in research in context. Much of this was partnership working to produce briefings, documents or other sector resources. In some cases organisations had worked together to produce media.

Some organisations had produced and shared images of their research animals or videos about the research animals or people involved in their care.

Eight organisations had participated in broadcast packages about the use of animals in research, and in some cases these had involved extensive work to produce documentary footage.

Six organisations had not worked on materials and resources so far, but had immediate plans to produce their own, placing research into context and providing more resources that can be shared in the public domain giving context to the use of animals in research.

UAR is working with signatory organisations to produce video footage of animals and procedures for use in education, by the media and others, and can provide this support to others who would like to produce video or images.

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

BEST PRACTICE

There has been a wide range of materials produced, and the following are a few illustrations taken from many examples of good practice.

We have recently worked with in-house and freelance photographers to produce a set of photos of our research animals and facilities, which we have used on our web pages, news stories, annual report, presentations and at events. – UNIVERSITY

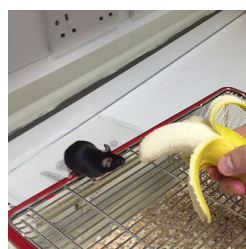
A BBC radio journalist visited ...in summer 2014. We gave access to the ... Research Facility. The result was

a short package on Radio 4's Inside Science show. This was followed by a longer documentary on World Service Discovery programme: <http://www.bbc.co.uk/mediacentre/proginfo/2014/39/discovery> – UNIVERSITY

PE [public engagement] tools in the form of discussion cards are currently being developed and a video regarding the use of animals ... is also being produced. We would like to see more collaborative working, such as the running of media and plain English training sessions, sharing of ideas and the development of communication tools. – FUNDER

In July 2014 we held a workshop called 'Talking about Animal Research', in partnership with Science Media Centre, which included talks by Support4rs and BBC Radio 4 Today programme. Our fortnightly Member Briefing provides a platform to promote this type of content being produced by our members. – UMBRELLA BODY

We have started doing video interviews to accompany our press releases, allowing the researchers to provide more information about the research. – UNIVERSITY



EVIDENCE OF STEP-CHANGE

Since the launch of the Concordat several organisations have participated in filming, producing photos and videos. Some excellent resources and media stories have been produced thanks to organisations who have not talked about their animal research until now.

Twelve organisations have produced video materials about their research animals, to share and for use on their websites and social media, with an aim to put more materials that show the reality of animal research into the public domain. This footage includes video of procedures being undertaken, which was unheard of in the past, when there was only video of animal housing and of stock animals.

RECOMMENDATIONS

- More collaborative working to support organisations to share ideas and develop communication tools around their animal research would be very helpful.
- More training sessions on working with media and communicating in plain English would help organisations with their communications.
- Specific support to aid collaborations within the commercial sector, and to support their development of public-facing communication tools is needed.



3.2 & 3.3 Activities that encourage public engagement with the issues of animals in scientific, veterinary and medical research



A surprising number of organisations were engaged in some kind of outreach activity around the use of animals in research. While many were involved in school talks, there was a wide variety of proactive engagement taking place including open days, science festivals, and presentations to the Women's Institute and Rotary clubs.

Many charities give presentations on their animal research at supporters' events, and research organisations participate in debates.

Some research organisations coordinate their outreach through formal programmes such as STEM ambassadors or the UAR schools programme, while others arrange their own activities.

Eleven organisations took part in UAR's Open Labs project in 2015, and this was noted by several organisations as an example of their outreach activities.

EVIDENCE OF STEP-CHANGE

Around half of respondents reported public engagement activity around the use of animals in research, showing a wide range

of imaginative initiatives that demonstrated curiosity from the public and the willingness of researchers, technicians and others to take part in more outreach work.

As with other areas of public engagement, it is likely that some outreach work happened prior to the Concordat, but was not monitored, so it is not clear how much of a change has been brought about due to the Concordat.

However, the Concordat has given researchers and those who support them the training, resources and endorsement necessary for them to take part in outreach activities around animal research. The more that these activities take place, the less concerned institutions will be about the safety of researchers talking publicly about their work.

Prior to the Concordat it was common for researchers to be refused permission to run outreach events concerning animal research by their institutions. The wide variety and sheer number of events happening in Concordat signatory institutions shows that for many organisations this is no longer the case.

BEST PRACTICE

There is some excellent public engagement taking place among Concordat signatories. These are a few of the more unusual examples.

University researchers have taken part in events at festivals including Edinburgh Fringe and local science festivals addressing the varied issues of the use of animals in research. – **UNIVERSITY**

During the Cambridge Science Festival, a number of public talks included mention of the use of animals in research. In particular, at a day of

hands-on, drop-in workshops held at the local theatre, a team from [local pharmaceutical company] showed members of the public the cages used to house mice and discussed how the animals are helping with drug discovery. – **UNIVERSITY**

We are currently planning our summer All-Party-Parliamentary-Group on Medical Research summer reception. We aim to show the research journey, and an example of basic research involving animals will be the first station. – **FUNDER**

[We use] speakers for our legacy fundraising events who are actively involved in animal research. Examples of animal research mentioned in recent fundraising events include zebrafish and horses. – **RESEARCH CHARITY**

We have provided numerous talks to schools, colleges, local community groups, the round table and young farmers association. – **COMMERCIAL**

Animal research was included in our "Take your child to work day" activities. – **COMMERCIAL**

RECOMMENDATIONS

- Organisations should adopt guidelines that support researchers and others planning public engagement events around animal research
- Structured engagement activities such as UAR's Open Labs should be publicised more widely to Concordat organisations, and support given to help research organisations engage with school and community groups directly. Organisations interested in participating in these activities should contact UAR.





Discussion: key successes and challenges of the Concordat

SUCCESSSES

During the development of the Concordat there was considerable concern cited about the risks of openness, and a fear that transparency would bring researchers into physical danger and would cause reputational damage and associated financial loss for organisations. This has not been the case, and the success of many initiatives developed by signatory organisations over the first year places this risk into context and paves the way for more activity. The Concordat sends

a positive message to research organisations about the benefits of transparency, which should encourage others to become part of the change.

Already we have seen most signatories produce public facing statements and websites which state why they support animal

research, the most extensive of which clearly show the numbers and species of animals they use, and include examples of specific research projects and their use of animals. This was all information that a lay-person would find it difficult to obtain prior to the Concordat.

All organisations have approached the Concordat differently, and their outputs represent their organisational cultures. This means that all signatory organisations are at different points in the process and have focussed on different commitments. Some organisations began their Concordat- work with much more developed ideas and procedures around openness on animal research than others, and it is important to remember that for many organisations gaining the buy-in of senior management and producing a public facing

statement has been a significant achievement. It will take time for them to take some of the bold best-practice steps indicated in this report, but they are moving towards this, supported by excellent examples.

Many signatory organisations were already proud of their openness work, but the Concordat has given opportunities and focus to take it further. It provides a clear outline that enables those implementing communications around animal research to justify their actions, and good ideas are encouraged now that it is seen as 'good practice' for the sector.

The first year of the Concordat has given animal research a higher priority within organisations, and has shown it in a positive light, rather than the 'uncomfortable truth' about the life-science sector. The many examples of good practice and of positive media engagement are encouraging those who are less confident to talk more openly about their research, reassured that they do not need to fear attack. It has shown us the importance of engaging organisational leaders on this topic, and what change their buy-in and support can bring.

Organisations have been pleased at how quickly they have been able to implement the commitments and take steps towards better and braver public-facing communications. Charity organisations in particular reported much greater confidence in communicating about their animal research and showing why it is important.

"Receiving the support of senior management, including the licence holder, to go about facilitating a cultural change in our approach to openness was a first step and a significant success, notably in an organisation which has always been averse to any form of publicity in relation to animal research." – UNIVERSITY



For some, key successes were the generation of specific media stories or the extension of ethics committees to include wider remits and representation, while other organisations felt that their key successes related to better structures and internal communication, which in turn facilitated better animal welfare. Many organisations have now had a chance to see how much support there is for the work that they do, and to harness that support to improve their research.

“The press office was contacted by a researcher who wanted to publicise his paper but who said ‘I am concerned that the results we show are in a mouse and I am not very keen on having my name publicly associated with animal experiments....Is there a way to do this without a bunch of angry animals rights activists ending up in my front garden?’ Our press office responded with an explanation of our duties under the Concordat to

make clear that the work involved mice, along with examples of five previous press releases mentioning the use of mice in the research. Following reassurances that this was becoming common practice in universities and that it would be unlikely to trigger a negative response, the researcher conceded to issuing a press release which clearly indicated that his work was carried out in mice.”
– UNIVERSITY

For many organisations producing a public-facing policy statement has been a big step forwards, and is hopefully the start of things to come. For these signatories the move away from ‘saying nothing’ has been significant and would not have happened without the structured support that the Concordat has brought.

Those organisations that allow press and public to visit their animal facilities have found these to be enormously positive experiences that often result in positive media and community support.

CHALLENGES

The manner of self-reporting by signatory organisations used to compile this report has meant that it has been difficult to obtain a clear sense of the barriers to openness and the challenges faced by signatory organisations. It is important that we understand what barriers exist if we are to effectively implement lasting change, and in the coming years UAR will consider other ways of collecting this information from signatory organisations.

The key challenges noted include the difficulties experienced in many institutions to find the time and resource to implement the changes, all of which take considerable effort on the part of the organisation, and to balance the need for personal anonymity with organisational openness and transparency.

Learned societies and other organisations that support research have been uncertain about how they can effectively encourage greater openness in the sector. These organisations communicate directly with individual researchers, and so will be key to ensuring that openness is not only an institutional policy, but something that the individuals involved in the research can buy into and take forward.

Organisations have often committed to greater openness when not all staff are comfortable with the idea. Concerns and misgivings among staff are common, and in many cases staff may be unsure how to answer questions on animal research and deal with challenge. This can be helped and supported through visits to facilities and talks to staff. These have been taking place over the past year, and are set to continue. Some charities recognise that active campaigns against them are a significant problem, and

they hope that the climate of greater openness will help them to make their rationale for supporting animal research clear. There is currently no evidence that these campaigns have had a significant impact on funding.

For commercial organisations client confidentiality and partnerships can be limiting, preventing some aspects of openness from being easily discussed. Using the Concordat to provide discussion fora and partnerships could be a way to overcome some of these issues. The structures of commercial organisations also support some aspects of openness. They are, in many ways better placed to lead discussions about harms and criticisms of some animal models, which is a significant challenge in the public sector where funding relies on emphasising the benefits of their work. They also have effective mechanisms for internal communication and so are more able to change staff practices.



CONCLUSIONS

The aim of the Concordat is culture change; creating a shared commitment and critical mass to encourage organisations to take strategic and practical steps towards greater openness. This culture change is not yet complete, but is a reality and clear progress has been made to developing and implementing processes that will change the way organisations communicate about animal research.

Organisations were already taking steps towards greater openness, and the presence of TV cameras at the grand opening of an animal facility in 2012, prior to the Concordat, is testament to this change. Yet many organisations found the use of animals in research an uncomfortable and difficult issue that they were unwilling to talk about publicly. The steps that had been taken were relatively small, and by a limited number of organisations. Any openness was largely driven by individual convictions, and few organisations had a consistent strategy or policies regarding openness around the use of animals in research.

This was reflected in the 2014 Ipsos MORI survey on public attitudes to animal research, in which 44% of the public felt that organisations that conduct animal research are secretive⁴. The ultimate mark of success for the Concordat would be to see this figure fall, but public opinion is notoriously difficult to impact, and at this stage only the first steps have been taken.

It is clear that there are significant challenges to implementing the Concordat, but overall the first year has been extremely positive and more successful than had been anticipated. A benefit of the wide variety of organisations brought together by this initiative is that the key challenges in some institutions are being overcome by others, so by taking steps together the sector is more likely to bring about real, lasting change and keep moving towards greater transparency.

⁴ <https://www.ipsos-mori.com/researchpublications/publications/1695/Attitudes-to-animal-research-in-2014.aspx>



Appendix 1. Organisations providing position statements on the use of animals in research.

The policy statements are very different from one another, reflecting the different cultures and practices of their institutions.

Kings College London
 University of Strathclyde
 University of Liverpool
 Aberystwyth University
 University of Birmingham
 University of Plymouth
 University of Glasgow
 University of Sheffield
 University of Durham
 St Georges University of London
 University of Southampton
 University of Dundee
 The Open University (new webpages are in progress)
 University of Edinburgh
 University of York
 University of Manchester
 University Bristol (a more extensive website is internal only)
 University of Aberdeen
 Queens University Belfast
 University of Bath
 Royal Veterinary College
 University of Leeds
 Motor Neurone Disease Association
 Arthritis Research UK
 Alzheimer's Research UK
 Cancer Research UK
 Cystic Fibrosis Trust
 Leukaemia and Lymphoma Research
 Parkinson's UK
 British Heart Foundation
 Asthma UK
 British Association for Psychopharmacology
 The Royal Society
 The Physiological Society
 Society for Endocrinology
 British Pharmacological Society
 Biochemical Society

The Society for General Microbiology
 The Sanger Institute
 The Pirbright Institute
 Academy of Medical Sciences
 Association of Medical Research Charities
 Royal Society of Biology
 Laboratory Animals Breeders Association
 Institute of Animal Technology
 Laboratory Animal Science Association
 AstraZeneca
 GlaxoSmithKline
 Wickham Labs
 UCB
 Agenda Resource Management
 Pfizer
 Sequani
 Charles River
 EPSRC
 National Centre for the Replacement, Refinement and Reduction of Animals in Research (NC3Rs)
 Understanding Animal Research (UAR)
 The Bioindustry Association
 Queen Mary University of London (QMUL)
 Association of the British Pharmaceutical Industry (ABPI)
 Covance
 Harlan

In addition to the list above, these research organisations have webpages that go beyond the requirement for a policy statement and offer detailed information about the use of animals in research.

University of Oxford
 University of Cambridge
 Cardiff University
 Imperial College London
 Newcastle University

London School of Hygiene and Tropical Medicine
 University of Leicester
 University College London
 University of Exeter
 University of Nottingham
 University of Portsmouth
 University of St Andrews
 The Babraham Institute
 The Crick Institute (this page is still under development)
 Wellcome Trust
 Lilly UK
 MRC
 BBSRC
 Huntingdon Life Sciences
 The Institute of Cancer Research

Organisations that do not yet have a policy statement or public webpages on the use of animals in research.

University of Stirling
 Robert Gordon University
 British Andrology Society
 Universities UK
 Medical Schools Council
 University of Ulster
 British Neuroscience Association
 The John Innes Centre
 Centre for Racehorse studies
 Laboratory Animals Veterinary Association
 Eurogentec
 Brunel University
 Rothamsted Research

Appendix 2: Examples of progress towards developing the 3Rs by signatory organisations.

<http://www.imperial.ac.uk/research-and-innovation/about-imperial-research/research-integrity/animal-research/alternatives/>
<http://www.imperial.ac.uk/research-and-innovation/about-imperial-research/research-integrity/animal-research/annual-report/>
<https://www.imperial.ac.uk/research-and-innovation/about-imperial-research/research-integrity/animal-research/awards/>
http://www.gla.ac.uk/research/news/headline_327076_en.html
<http://golgi.ana.ed.ac.uk/Davieslab/3Rs.html>
<http://onlinelibrary.wiley.com/doi/10.1111/bph.12956/abstract>
<http://onlinelibrary.wiley.com/doi/10.1111/bph.12955/abstract>
<http://www.biochemistry.org/Sciencepolicy/Positionstatements.aspx>
www.flairelearning.com
www.procedureswithcare.org.uk
www.ahwla.org.uk
<https://www.nc3rs.org.uk/development-non-radioactive-labels-receptor-binding-assay-paralytic-shellfish-poisoning-psp-toxin>
<https://www.nc3rs.org.uk/vitro-model-pain-and-neurogenic-inflammation-oro-facial-region-and-upper-airways>
<http://www.efpia.eu/documents/135/61/Putting-animal-welfare-principles-and-3Rs-into-action-2015-Update>
<http://www.abpi.org.uk/our-work/mandi/Pages/animals-research.aspx>
<http://www.astrazeneca.com/Responsibility/Research-ethics/Animal-research/Our-3Rs-commitment>
<https://www.nc3rs.org.uk/news/ten-years-collaboration>
<https://nc3rs.org.uk/3rsprizewinners>
<http://www.efpia.eu/mediaroom/258/43/EFPIA-Publishes-Annual-3Rs-Report-NC3Rs>
<http://www.amrc.org.uk/publications/talking-to-the-public-about-animal-research>
<http://www.bioindustry.org/newsandresources/funding-opportunities/>
<https://www.nc3rs.org.uk/redundancy-acute-toxicity-testing-chemicals>
[\[fixed-concentration-procedure-acute-inhalation-studies\]\(http://www.amrc.org.uk/sites/default/files/doc_lib/Suggested-3Rs-questions-for-application-forms.pdf\)
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<http://www.amrc.org.uk/publications/guidance-on-applications-involving-non-human-primates-cats-dogs-and-equines#sthash.4r9fWvRI.dpuf>
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\[http://www.amrc.org.uk/sites/default/files/doc_lib/Promoting-the-3Rs-in-your-terms-and-conditions.pdf\]\(http://www.amrc.org.uk/sites/default/files/doc_lib/Promoting-the-3Rs-in-your-terms-and-conditions.pdf\)
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In May 2014, AMRC ran a workshop on 'How to support the 3Rs through peer review'. The event was well-attended with approx. 50 members attending.

Rasmussen AD, Richmond E, Wegener KM, Downes N, Mullins P Vigabatrin-induced CNS changes in juvenile rats: Induction, progression and recovery of myelin-related changes. *Neurotoxicity*. 2015 January, 46: 137-44

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