The Babraham Institute

BRC-BIO-003 BSU Barrier Integrity Policy
BRC-HAS-001 Biosafety Policy
BRC-BIO-001 Campus Use of Animals in Research
BRC-BIO-002 Campus Use of Animal Tissues IIIIIIIIIIResearch

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1.   Definitions

2. Commitment statement

2.1. At the Babraham Institute our mission is to be an international leader in research focusing on basic cell and molecular biology with an emphasis on healthy ageing through the human lifecycle.

2.2. The Institute is committed to achieving excellence in all aspects of its research and upholds the commitments outlined in Universities UK Concordat to Support Research Integrity (2019).

2.3. The Institute seeks to ensure that there are policies, management systems and procedures in place to maintain a high level of Research Integrity at the Institute. This includes meeting statutory, regulatory, contractual (funder or otherwise) and ethical requirements (both in the UK and internationally), whilst striving for best practice.

2.4. The Institute expects its researchers to maintain the highest standards of research integrity, abiding by the principles outlined in this policy. The Institute recognises that only through the endorsement and support of good practice in research at the highest level and implementation through education, training and supervision, can researchers become aware of their individual responsibilities and the collective responsibility they have to their research organisation and the wider research community.

2.5. In order to support high lev6ke TETQ EMC /P AMCID 20BDC q0.000008871 0 595.32 841.92 reW*BDC q0.0(

        Visiting researchers and workers, including consultants and secondees
        Workers provided by a third party / contractors
        Trustees

4.2.   "   @   h)   y   [Research Integrity website pages](#)[6], their supervisor(s) and / or the Graduate Tutor for support.

4.3.   The following should refer to their   and agreement for working on site, in conjunction with this policy :

        Honorary Members of Faculty
        Visiting students
        Visiting researchers, workers or secondees
        Workers provided by a third party / contractors

4.4.   This policy is public facing on the Institute website.

5.   Institute values & research integrity principles

5.1.   u   @   s defined

subjects, patients, participants, researchers and others. They will report and address any concerns relating to the dignity, rights, safety and well-being of those involved in research. Research

Ensure compliance with this policy within their areas of work, and that a climate of good scientific practice exists in their research teams, including a commitment to the development of scientific and technical skills.

6.4.   Researchers will:

Recognise their responsibility to conduct research of high ethical standards;

Make sure that their research complies with these policies and procedures, and seek guidance from the relevant Institute team when necessary;

Work with the Institute to ensure that they have the necessary training, resources and support to carry out their research; and,

Suggest to the Institute how guidance on good practice in research might be developed or revised.

7.

7.2. Recruitment & induction

7.2.1. The HR team oversees the recruitment of appropriately qualified individuals in accordance with the Recruitment Policy (to follow). High levels of research integrity is an essential requirement for all research roles and applicants may be asked to further evidence this at interview.

7.2.2. Researchers are provided with the BBSRC Safeguarding Good Scientific Practice guidance during their induction, and supervisors outline expectations and any specific ethical requirements to new starters. Students receive a training module on Good Laboratory Practice during their induction.

7.3. Researchers competence, training & mentorship

7.3.1. The Institute provides training for researchers to enable them to carry out their duties and develop their knowledge and skills throughout their career at the Institute. This will include training in the responsible design, conduct, recording and dissemination of research. The Institute supports researchers in identifying unmet needs for training and development. The Institute provides qualified mentors to assist in the training and career development of new researchers and also provides career development and educational opportunities for researchers who are more established in their careers. As in 6.2.3, the Institute supports the principles of the Concordat to Support the Career Development of Researchers[8].

7.3.2. The Institute provides particular support for student researchers to make sure that student researchers understand which standards and organisational policies and procedures they are expected to comply with. Supervisors can help provide students with clarity about what is expected of them.

7.3.3. Researchers will undergo training in order to carry out their duties and to develop their knowledge and skills throughout their career, repeating training where necessary to ensure that skills are kept up to date. Researchers will identify needs for training when they arise and report them to their line manager or the HR team (hr@babraham.ac.uk). See also Section 7.1.3.

7.3.4. See the Learning & Development Policy (to follow) for further information.

7.4. Research design

7.4.1. The Institute and its researchers will ensure that, when designing research projects:

The proposed research addresses pertinent question(s) and is designed either to add to existing knowledge about the subject in question or to develop methods for research into it;
The design of the study is appropriate for the question(s) being asked and addresses the most important potential sources of bias;
The design of the study takes into account best practice relevant to the field, e.g., 3Rs for animal research (Refinement⊢entO1WěBT/F1 11.04 Tf1 0 0 1 160.46 199.46 Tm0 g0 G[(o)-5(r ⊩

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7.8.   Research involving animals

7.8.1.   The Institute and its researchers will make sure that research involving animals adheres to
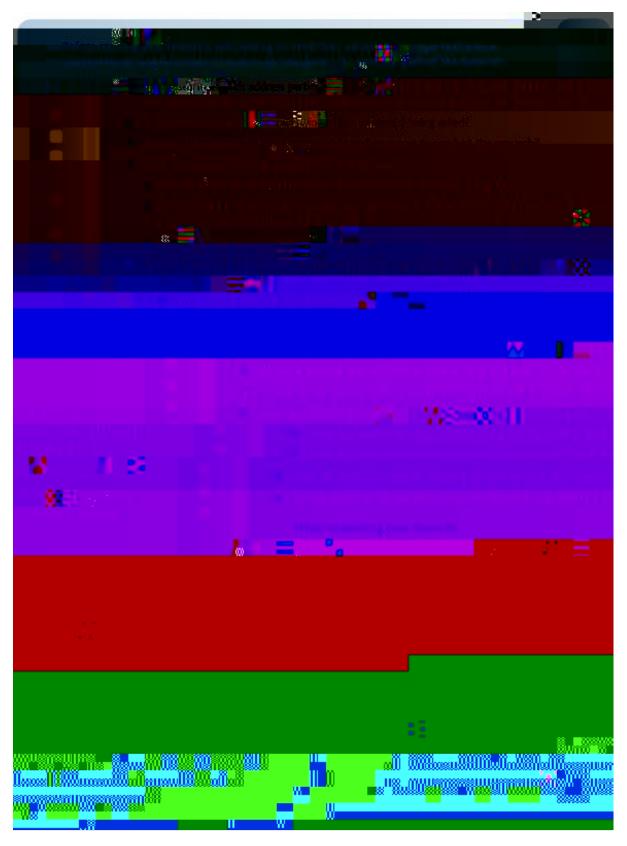
7.12. Finance

7.12.1.

7.12.1.

7.16.1.2. The Institute and its researchers while committed to making all research outputs as widely and freely available as possible will also protect relevant IP.

7.16.1.3. The Institute and its researchers will comply with the Open Access Policy (BI-IM-001) and Open Data Policy (to follow).

7.16.2. Methods (technologies) / data / code / materials

7.16.2.1. The Institute encourages the use of repositories (including public repositories where possible) for methods, data, code and materials.

7.16.2.2. Researchers should ensure that materials reported on in publications will b008871 0 595.32 841.92 re96pŦ3

Appendix 1 Recommended checklist for researchers

The Checklist lists the key points of good practice in research for a research project and is applicable to all subject areas. More detailed guidance can be found in section 6. A PDF version is available from www.ukrio.org