

Statement on research Integrity (Requirements of concordat shown in bold italics)

Identify a named senior member of staff to oversee research integrity

Dr. Martin Turner is the senior member of staff responsible for overseeing research integrity.

Identify a named member of staff who will act as a first point of contact for anyone wanting more information on matters of research integrity

Dr Cheryl Smythe is the Institute's first point of contact for anyone wanting more information on matters of research integrity.

Provide a named point of contact or recognise an appropriate third party to act as confidential liaison for whistle-blowers or any other person wishing to raise concerns about the integrity of research being conducted under their auspices

Mr. Simon Jones is the confidential liaison for whistleblowers or any other person wishing to raise concerns about the integrity of research being conducted under the auspices of The Babraham Institute.

Produce a short annual statement, which must be presented to their own governing body, and subsequently be made publicly available, ordinarily through the institution's website. This annual statement must include:

- ***a summary of actions and activities that have been undertaken to support and strengthen understanding and the application of research integrity issues (for example postgraduate and researcher training, or process reviews)***

The Institute has in place policies, processes and activities to foster and support integrity in research practices and these are reviewed regularly and developed to reflect changing needs.

Actions and activities in place that contribute to open, ethical, rigorous and reproducible research include:

- The Institute has convened a Research Integrity Committee (RIC), as a sub-committee of the Babraham Executive Committee (BEC), chaired by the Associate Institute Director Dr Turner and whose membership is:

Associate Institute Director (Chair)
Deputy Director of Science
Head of Epigenetics Programme
Deputy Director for Operations and Chief Information Officer
Head of Strategic Research Development
Head of Research Operations
Head of Human Resources
Head of Finance

Graduate Tutor
Head of Bioinformatics
Chair of Animal Welfare and Ethical Review Body (AWERB)
Tenured Group Leader
Tenure Track Group Leader
Communications Manager
Contracts Manager
Head of Health & Safety, Safeguarding and Quality Assurance of Research
Deputy Head of Health & Safety, Safeguarding, Quality Assurance of Research

The RIC has the remit to:

- Play a leading role in building an inclusive and open culture which promotes rigorous and reproducible research
 - Promote awareness and reflection on the challenges of trust faced by scientists and to help identify ways of supporting colleagues to meet these challenges
 - Provide support for resolving disagreements between colleagues over the use of data before they escalate into allegations of misconduct
 - Coordinate formal investigations into allegations of misconduct
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- The institute has written policies in place including a Code of Conduct, Research Misconduct, Authorship, Whistleblowing that support the remit of the committee and are available to all staff on the intranet.
 - A guide on good scientific practice written by BBSRC is provided to all new scientific staff
 - The contract of employment for all scientific staff includes an agreement to the BBSRC policy 'Safeguarding Good Scientific Practice'
 - All new students participate in a talk on research ethics and integrity
 - A checklist is provided to all student supervisors to ensure they discuss research ethics and integrity upon lab induction
 - The staff induction includes a section on ethics
 - Staff complete declaration of interests' information
 - Research integrity and data integrity is highlighted on bioinformatics training courses
 - The Institute conducts regular quality assurance reviews which include considerations of ethics
 - The Institute maintains an Animal Welfare and Ethical Review Body (AWERB) for the Babraham Research Campus that scrutinises its animal research. The AWERB invites lay observers to attend its meetings and to participate
 - The Institute has commissioned a series of lectures, open to all, to be given by external speakers with expertise in Research Integrity.
 - We promote safe and inclusive working environments and actively promote equality and diversity
 - The Institute is a partner of the Horizon 2020 Open Responsible research and Innovation to further Outstanding kNowledge (ORION) project on open science
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- ***A statement to provide assurance that the processes the institution has in place for dealing with allegations of misconduct are transparent, timely, robust and fair, and that they continue to be appropriate to the needs of the organisation***

The Institute's Research Misconduct Policy is published on its website (<https://www.babraham.ac.uk/about-us/governance-and-funding/research-misconduct-policy>) and describes the processes in place for managing an allegation of research misconduct against an individual or individuals working under the auspices of the Babraham Institute. The Policy describes processes for both initial and full investigations and refers to disciplinary action(s) that might follow from the investigations if it is determined that research misconduct has occurred. Timescales are included to ensure timely investigation of allegations. Consequent to the recent establishment of the Institute's Research Integrity Committee this policy is under review in order to ensure that it meets all current needs and a future iteration will include details of an appeals process.

- ***A high-level statement on any formal investigations of research misconduct that have been undertaken that will include data on the number of investigations. If no formal investigation has been undertaken then this should be noted***

There have been no formal investigations of research misconduct.

- ***A statement on what the institution has learned from any formal investigations of research misconduct that have been undertaken, including what lessons have been learned to prevent the same type of incident re-occurring***

Not Applicable

- ***A statement on how the institution creates and embeds a research environment in which all staff, researchers and students feel comfortable to report instances of misconduct***

The institute is nurturing a culture in which staff at all levels feel empowered to raise issues of misconduct without reprisal. Furthermore, for those accused but innocent of misconduct our processes are designed to avoid reputational damage.