



# 2025 University of Nottingham Annual Statement on Research Integrity

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## Summary and Context

This is the *twelfth annual statement on Research Integrity* that the University of Nottingham (referred to as 'the University' hereafter) on the actions and activities undertaken for the period between *1 July 2024 and 30 June 2025* to sustain and further enhance research integrity in the University.

To demonstrate the University's commitment to the Concordat to Support Research Integrity<sup>1</sup> (the Concordat hereafter) and the majority of UK and EU research funders (e.g. UK Research and Innovation (UKRI), Wellcome Trust, National Institute for Health and Care Research (NIHR) etc.), the University has identified and made publicly available a named person who will act as a first point of contact for anyone wanting more information on matters of research integrity, and act as confidential liaison for any person wishing to raise concerns about the integrity of research being conducted under the University's auspices. In addition, the University publishes and releases publicly through its website, an annual statement on how it is meeting the requirements of the revised concordat for accountability and assurance on activities undertaken in support of research integrity. (<https://www.nottingham.ac.uk/research/ethics-and-integrity/index.aspx>)

This annual statement, coordinated by Research and Innovation, captures details of the actions and activities undertaken across the University to support and strengthen research integrity, including addressing allegations of misconduct.

### Key highlights from central departmental activities:

#### Strategic Oversight & Governance

- Continued leadership by URIEC, with enhanced institutional oversight and quality assurance of research integrity and ethics.
- Revised **Code of Research Conduct and Research Ethics (v10)** published in July 2025.
- Trusted Research now included on the University Risk Register, with over **10,000+ due diligence reviews** conducted since the University's Trusted Research process was established.

#### Training & Awareness

- Over **535 researchers** trained via the Researcher Academy's integrity courses.
- Launch of **Research Integrity: Core** course replacing previous modules.
- New training on **Responsible Research and Innovation** for PGRs and supervisors.
- **Research Integrity Bytes** expanded to cover emerging topics like AI, safeguarding, and service evaluation.

#### Events & Engagement

- **Research in Action Week 2025** attracted **441 attendees**, featuring expert talks and cross-departmental showcases.
- **Research Culture Conference** hosted over **250 registrants**, fostering open dialogue on integrity and culture.

#### Digital & Infrastructure Enhancements

- Launch of **Next-Generation Network** project for improved security and monitoring.
- Updated **Automated Transcription Service** and **City Data Connector** for research data access.
- Enhanced SharePoint pages for ethics and integrity, now mobile-compatible.

#### Policy & Compliance

- Preparation for **Foreign Influence Registration Scheme (FIRS)** under National Security Act 2023.
- New **Code of Practice for Research Data Management** introduced.
- Clinical Research Governance team streamlined NHS and MHRA approval processes.

#### Faculty & Campus Contributions

- All faculties reported tailored ethics training, delegated assessments, and mentorship schemes.
- Malaysia and Ningbo campuses aligned with UK standards, launched digital ethics platforms and SOPs.

#### Misconduct & Lessons Learned

- No staff-related misconduct cases; seven PGR student cases investigated for academic misconduct.
- Increased awareness led to fewer formal investigations; most disputes resolved via mediation.
- Over **600 queries** handled by the Research Integrity, Governance and Compliance Team.

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<sup>1</sup> <https://www.universitiesuk.ac.uk/topics/research-and-innovation/concordat-support-research-integrity>

This report has been reviewed by the University Research Integrity and Research Ethics Committee, and approved by the latter Committee and Council.

## Section 1: Key contact information

1A. Name of organisation	University of Nottingham
1B. Type of organisation: higher education institution/industry/independent research performing organisation/other (please state)	Higher Education Institution
1C. Date statement approved by governing body	Feb 2026
1D. Web address of organisation's research integrity page (if applicable)	<a href="https://www.nottingham.ac.uk/research/ethics-and-integrity/">https://www.nottingham.ac.uk/research/ethics-and-integrity/</a>
1E. Named senior member of staff to oversee research integrity.	Professor Tom Rodden Pro-Vice Chancellor Research and Knowledge Exchange
1F. Named member of staff who will act as a first point of contact for anyone wanting more information on matters of research integrity	Ali Alshukry Head of Research Integrity, Governance and Compliance <a href="mailto:ali.alshukry@nottingham.ac.uk">ali.alshukry@nottingham.ac.uk</a>

## Section 2: Promoting high standards of research integrity and positive research culture.

### Actions and Activities that have been undertaken to support and strengthen understanding and the application of research integrity.

The University is committed to 'The Concordat to Support Research Integrity' and its values through which trust and confidence in research stem, and from which the value and benefits of research flow. The University, through the various functions and departments, continues to publish, improve, update, and deliver a range of policies, guidance, training, resources to ensure a research environment characterised by our culture of research integrity, good research practice, and the development and training of researchers at all stages of their careers and to assist all staff and students involved in research to meet legal and ethical requirements and help prevent research misconduct.

Below is a breakdown of the activities and actions undertaken within the University at the different levels and functions:

### 2.1. Overview - Institutional Strategy and Objectives to Strengthen Understanding of Research Integrity

Research integrity thrives in a positive research culture and environment, and the University of Nottingham is committed to enhancing the culture in which research integrity is maintained.

The University continues to review the processes and procedures for managing research integrity at an institutional level, with strong leadership by the **University Research Integrity and Research Ethics Committee (URIEC)**<sup>2</sup>. URIEC oversees and defines research integrity and research ethics policies, as well as establishing the University's process and procedures for providing oversight of research integrity and ethical review. The URIEC provides quality assurance of such procedures, ensures and monitors best

<sup>2</sup> <https://www.nottingham.ac.uk/governance/universitycommittees/research-ethics.aspx>

practice of research integrity and research ethics across the University. The URIEC is responsible for advising the Research Committee on research integrity and research ethics components of the Code of Research Conduct and Research Ethics, and legal and statutory requirements, champions the training and the embedding of a culture of research integrity and good practice across all areas of the University. The URIEC is also responsible for reviewing and approving the University's Annual Statement on Research Integrity.

The Head of Research Integrity, Governance and Compliance acts as the Secretary for URIEC and is the point of contact and liaison for all Research Integrity matters across the University including research misconduct queries and investigations<sup>3</sup>.

## 2.2. Central - Current Systems and Culture, and Changes and Developments

**2.2.1. The University's Code of Research Conduct and Research Ethics<sup>4</sup>** (referred to as 'the Code' hereafter) provides a comprehensive framework for good research conduct, research ethics principles and the governance of all research carried out across the University, including the University's international campuses. The Code underpins the University's commitment to maintaining the highest standards of integrity, rigour and excellence in all aspects of our research and for all research to be conducted according to the appropriate ethical, legal and professional frameworks and standards. The Code is a fundamental component of the research environment, which is characterised by our culture of research integrity, good research practice, and the development and training of researchers at all stages of their careers.

The Code has been reviewed, revised and published new version (v10) in July 2025 in the light of feedback from colleagues and to reflect the changes in the ever-evolving research landscape.

**2.2.2. The Code of Practice for Research Ethics Committees (CoPREC)<sup>5</sup>** is scheduled for review in December 2025 with planned focus on delegated assessment review. Whilst the Code of Research Conduct and Research Ethics outlines the guiding principles for conducting research, the CoPREC outlines the minimum expectations for the operation of Research Ethics Review Committees and specific guidance on the operation of School, Department or Faculty Research Ethics Review Committees (RECs) and associated processes, including review criteria. It was designed to ensure alignment of process and governance but also allow discipline-appropriate procedures to be implemented where appropriate and ensures that RECs are always independent in forming their opinions.

Work has started to produce revised streamlined guidance for local Research Ethics Committees to agree an aligned approach for delegated assessment and supervisor review/signoff. It is anticipated that this approach will reduce the burden of ethics committees and provide researchers (mainly undergraduates and post graduated taught) with clearer guidance and process to undertake their research in a timely manner, and ensuring potential ethical risks are addressed and mitigated.

**2.2.3. The Quality Manual<sup>6</sup>** sets out the regulations, policies and procedures around teaching and learning at the University. The manual is updated on a regular basis and sets out information and guidance relating to academic misconduct<sup>7</sup>. Regular training is provided for academic misconduct officers in all schools and departments. The scope of the training does include research students. The Manual was updated in 2024 (record of changes is published on ongoing bases)<sup>8</sup>. Examples of updates include: Role and appointment of examiners for research degree programmes, Supplementary regulations for the Degree of Doctor of Clinical Psychology (DClinPsy), The role of the PGR supervisor, thesis pending period (including policy on extension), and Clarifications have been made

<sup>3</sup> <https://www.nottingham.ac.uk/research/ethics-and-integrity/>

<sup>4</sup> <https://uniofnottm.sharepoint.com/sites/ResearchEthicsandIntegrity/SitePages/Code-of-conduct.aspx>

<sup>5</sup> <https://uniofnottm.sharepoint.com/sites/ResearchEthicsandIntegrity/SitePages/University-Research-Integrity-and-Ethics-Committee-Research-Ethics-Committees.aspx>

<sup>6</sup> <https://www.nottingham.ac.uk/qualitymanual/quality-manual.aspx>

<sup>7</sup> <https://www.nottingham.ac.uk/qualitymanual/assessment-awards-and-deg-classification/pol-academic-misconduct.aspx>

<sup>8</sup> <https://www.nottingham.ac.uk/qualitymanual/recent-changes/changes-in-2024.aspx>

to the PGT supervision expectations page to address UKVI regulatory requirements that were not captured in the previous regulations.

**2.2.4. Research Ethics and Integrity SharePoint Pages<sup>9</sup>** (internal) were published in May 2020 to provide central support on all aspects of Research Ethics and Research Integrity. These pages are continually updated, including contact information for the research ethics committees and resources for researchers. Pre-recorded Video presentations are also being added to facilitate ease of access for researchers in their own time.

In this reporting period, we reviewed all pages in one single exercise to ensure all links are updated and working. We have also ensured that these pages are compatible with other devices other than standard laptops to provide the visitor with the best experience and to ensure they can access all the information at any time.

**2.2.5. Research in Action 2025: Skills, Tools, and Current Debates (Previously titled Research Integrity Week)<sup>10</sup>**; Research in Action Week ran from **23 to 27 June 2025**, featuring a series of free expert talks for staff and students aimed at strengthening the integrity of research conducted across the university. Key Highlights Included:

- *Publication Ethics and Authorship in Research* – James Parry (UKRIO)
- *Fake Participants in Research* – Dr Blandine French
- *'Ethics by Design' Tools* – Prof. Kate Millar
- *Protecting Researchers Studying Online Communities* – EFRESH
- *Ethics of AI: An Ecosystems Perspective* – Prof. Bernd Stahl
- We also showcased the incredible work of teams across the University from (i) Insurance and Information Compliance teams, (ii) R&I Operations: Research Risk and Compliance, (iii) Research Governance, (iv) Trusted Research, (v) Research Contracts, and (vi) Pre-Award and Post-Award teams.

There were **441 attendees** this year and invitations were extended to local NHS R&D colleagues to join and benefit from these sessions.

**2.2.6. Clinical Research Governance:** Research Projects involving the NHS, Social care, and Prisoners and Prison and Probation Service are supported centrally by the Research Governance team. The team ensures compliance with and gaining the Health Research Authority and Favourable Research Ethics Committee Opinion approval, and compliance with UK Policy Framework for Health and Social Care Research and the Medicines and Healthcare products Regulatory Agency (MHRA) requirements and approvals needed for Clinical Trial of an Investigational Medicinal Product and medical devices. The team also provide a wealth of dedicated templates, Standard Operating Procedures, and guidance on regulatory requirements, best practices, manages compliance to the Human Tissue Act and provides administration for Radioactive Substances Advisory Committee.

- **Research Support**  
The Research Governance team currently manage a diverse portfolio of **462 open studies**. Over the last 12 months we have reviewed and sponsored **87 new applications including 42 studies involving PhD students**, developed **databases for 24 projects**, reviewed and authorised **280 amendments and supported 15 new grant applications**.
- **Improved Digital Resources**  
Dedicated SharePoint pages have been launched and received excellent feedback from researchers and students. Further pages and guidance are being developed in response to demand and in alignment with REC, HRA, MHRA and NIHR requirements.
- **Research Governance Training**  
The *UoN Research in the NHS* training has been delivered to **65 researchers** across the University, including staff and postgraduate researchers.
- **Sponsor Quality Management System**  
Work is underway to redesign the Sponsor QMS, including updates to standard operating

<sup>9</sup> <https://uniofnottm.sharepoint.com/sites/ResearchEthicsandIntegrity/SitePages/Code-of-conduct.aspx>

<sup>10</sup> <https://uniofnottm.sharepoint.com/sites/ResearchEthicsandIntegrity>

procedures, work instructions and record forms, to improve governance and ensure regulatory compliance.

- **Sponsor Template Updates**

Sponsor templates, including the protocol, participant information sheet and informed consent forms, are being updated to ensure consistency and compliance with legal and regulatory standards across all UoN sponsored research.

- **Process and Guidance Development**

New process flowcharts are being created to support adherence to sponsor SOPs. Additional governance guides focusing on specific research topics will be introduced throughout 2026 to provide additional guidance and support.

- **Response to HRA Historic Study Review**

The team has responded to a significant request from the Health Research Authority, reviewing and updating over 320 pre-2018 UoN studies.

- **Collaboration with NUH**

A strong working relationship has been established with Nottingham University Hospitals, enabling better alignment of services and guidance, and providing enhanced support for researchers navigating site approval and study setup.

- **Engagement with NIHR RDN**

Ongoing collaboration with the NIHR Research Delivery Network ensures timely and accurate reporting of trial recruitment figures and study statuses.

**2.2.7. Trusted Research:** The Trusted Research campaign (which includes specific guidance for academics) was launched in 2019 by the UK Government's National Protective Security Authority (NPSA)<sup>11</sup> and is designed to help researchers, UK universities and industry partners make informed decisions when collaborating with international partners. UK Research and Innovation (UKRI) published its Trusted Research and Innovation Principles in 2021 to support recipients of UKRI funding in ensuring trusted research and innovation. The University of Nottingham has now fully adopted the NPSA Trusted Research Guidance and UKRI's Trusted Research and Innovation Principles. All new international research, knowledge exchange and teaching partnerships are reviewed by Trusted Research team that is part of Research and Innovation Operations. The University has an available resource, the Trusted Research Toolkit<sup>12</sup>, to support and guide international research projects and initiatives to comply with the NPSA and UKRI Trusted Research Guidance. The Toolkit ensures the identification and management of potential risks to Research/ Knowledge Exchange activities; helps researchers, UK universities and industry partners to have confidence in international collaboration and make informed decisions around those potential risks; and explains how to protect research and staff from potential theft, misuse or exploitation. The management of risk put in place by the University satisfies the requirements of the UK Government and Funders.

Since its establishment Trusted Research have reviewed over 5,400 international and national Projects and has conducted 10,000+ due diligence reviews. Over 2,260 colleagues have undergone Trusted Research training with regular and bespoke sessions on high risk or emerging technologies research delivered regularly (including 1083 for the reporting period). The Trusted Research team can provide assessment and guidance on National Security risks associated with larger scale international collaborations.

**Foreign Influence Registration Scheme:** In preparation for the implementation of the Foreign Influence Registration Scheme (FIRS) (National Security Act 2023) in July 2025, the Chief Governance and Risk Officer was appointed as the Senior Responsible Officer and the Trusted Research team took operational responsibility for reviews and registrations for the Foreign Influence Registration Scheme (FIRS).

Trusted Research is now on the University Risk Register and briefings have been delivered to University Executive Board, Council and University Senate.

**2.2.8. Research Integrity Bytes<sup>13</sup>:** are concise, one-page guidance notes designed to address frequently encountered issues and questions raised by researchers across all disciplines. These resources serve

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<sup>11</sup> <https://www.npsa.gov.uk/>

<sup>12</sup> <https://uniofnottm.sharepoint.com/sites/ResearchandInnovation/SitePages/Trusted-Research-Toolkit.aspx>

<sup>13</sup> <https://uniofnottm.sharepoint.com/sites/ResearchEthicsandIntegrity/SitePages/Research-Integrity-Bytes.aspx>

as an accessible starting point for researchers when considering matters that may affect the integrity of their work. New Bytes are developed and published on an ad hoc basis, in response to emerging needs and evolving research practices.

2.2.8.1. Recent additions to the series include topics such as:

- **Service Improvements and/or Evaluation Research**
- **Safeguarding in Research**
- **Research Employing Artificial Intelligence**

2.2.8.2. To illustrate the breadth of topics covered, previous Bytes have addressed:

- Health and Safety in Research
- Incidental Findings
- Version Control
- Research Involving Vulnerable Populations
- Authorship
- Documentation and Data Deposition
- Data Protection Act (DPA) Compliance
- Online and Social Media Research
- Researcher Responsibilities
- Recruitment Materials
- Anonymisation and Data Protection
- Use of Prize Draws in Research
- Research Involving Children (including Consent and Assent)
- Data Sharing
- Informed Consent (Fundamentals and Process)
- Pre-prints vs Pre-proof Publications
- Questionable Research Practices
- Research Involving Illegal Activities
- Health Research Authority Guidance
- Safeguarding Considerations

These Bytes contribute to fostering a culture of responsible research conduct and provide practical support to researchers navigating complex ethical and regulatory landscapes.

**2.2.9. Animal Welfare and Ethical Review Body (AWERB):** All experimental work involving vertebrate and cephalopod animals conducted by the University of Nottingham is considered by the AWERB, even if this work is below the threshold requiring regulation under the Animals (Scientific Procedures) Act 1986 (ASPA). Research projects conducted within the School of Veterinary Medicine and Science are reviewed by The Committee for Animal Research and Ethics (CARE). Projects received by CARE that fall under ASPA are referred to AWERB and the CARE reports to the AWERB annually.

**2.2.10. Research Data Management Code of Practice:** The University of Nottingham implements policies and procedures to ensure good research practice and to sustain programmes of excellence and ethical research. The University recognises research data as a valuable institutional asset and acknowledges the role that good research data management can play in underpinning and realising its vision to be recognised globally for the quality of its research. A new Code of Practice on Research Data Management was introduced to replace the Research Data Management Policy. This Code of Practice aims to:

- **Provide clear guidance** to researchers on the steps required to manage research data effectively throughout the research lifecycle;
- **Promote the dissemination** of research outputs by recognising research data as a legitimate scholarly product in its own right;
- **Safeguard research integrity** by ensuring that research is underpinned by accurate, reliable, and robust data that supports the validity of research findings;
- **Clarify institutional expectations** regarding the responsibilities of researchers and support staff in relation to research data management;
- **Ensure compliance** with the data policies of external research sponsors, publishers, and regulatory bodies;
- **Demonstrate accountability** in the use of public funds and ensure adherence to relevant UK legislation.

This initiative reinforces the University's commitment to responsible research conduct and supports the broader goals of transparency, reproducibility, and public trust in research.

## 2.3. Digital and Technology Services - Current systems and culture, and Changes and developments

The digital research team continues to update and refresh published guidance and materials to support researchers in managing their research data. The dedicated SharePoint pages (internal) include resources covering planning, data storage, process and analysis, archiving.

- 2.3.1. Guidance around the ethical use of AI in research has been endorsed by UREIC and published as a Research Integrity Byte. Practical training and guidance around using AI in research continues to be offered.
- 2.3.2. Membership of the Faculty of Social Sciences FREIC with a standing agenda item around the impact of technologies on research ethics and integrity.
- 2.3.3. Membership of the Research Data Management Assurance Group, whose role includes drafting the university's Research Data Management Code of Practice and disseminating this across the institution.
- 2.3.4. Training and awareness sessions around the secure use of digital technologies and data management planning, for both staff and PGRs.
- 2.3.5. Refreshed Automated Transcription Service, offering researchers a secure platform to transcribe and translate research data.
- 2.3.6. Commencement of the Next-Generation Network project, which is refreshing the university's entire network, bringing the latest security standards and enhanced monitoring capabilities.
- 2.3.7. Co-organisation of the university's annual high-performance computing (HPC) conference, bringing together researchers and industry partners to share HPC developments, techniques, and success stories.
- 2.3.8. Digital lead on the university's flagship 'City as Lab' initiative, which connects the research community with local partners to tackle place-based challenges. This has included development of the City Data Connector, which brings together datasets about the Nottingham region in a convenient, searchable portal.

## 2.4. Libraries - Current systems and culture, and Changes and developments

Libraries provide a range of systems, services, advice, and training to enable researchers to conduct and disseminate robust and credible research:

### 2.4.1. Responsible use of publication metrics:

- Update to the [Responsible use of metrics in research assessment](#) – these were updated in Oct 2024, with more emphasis on being inclusive, fair and 'team research'. We refer to the updated principles on all our training and include links to the material when sharing research metrics data with the research community.
- A new training course is available to PGRs and all research and research-enabling staff providing an "Introduction to Research Metrics", which gives researchers the tools to understand how to use research metrics responsibly
- Fed into the updated University Promotions guidance for R&T staff and the UoN pilot REF People, Culture and Environment data collection exercise.

### 2.4.2. Guidance for authors

- The [Publications Checklist](#) has been updated, with information relating to sharing data, acknowledging funders and other contributors and authorship responsibilities
- Share and remind researchers who are conducting systematic reviews that there is [draft external guidance for the responsible use of Generative AI tools](#)
- A new service to track policy citations of UoN research has been implemented as a means to demonstrate real-world impact on policy changes. This data is shared with Faculties so they

can communicate to authors, serving both as affirmation/encouragement (culture) and to raise awareness of how their work is being referenced in policy which could be years after initial publication (impact).

### 2.4.3. Open research

- Undertaken through consultation on a new UoN Open Access Publications Policy with Rights Retention, engagement across research communities in all Faculties, School Directors of Research, REF Leads and Coordinators, HR Employee Relations, HR Policy & Projects, Governance and Assurance and Union Branch Chairs with aim of improving our ability to make more of our research outputs open access. Approved June 2025.
- Engaged with 2025 UKRI research data consultation, collation and submission of institution-wide response to inform UKRI policymaking in this area

**2.4.4. Joint working with other Professional Services** (notably Research and Innovation) to ensure a connected service for research data. Reviewed existing provision and created new resources to support researchers with their understanding of variety of aspects of research data management aligned with launch of UoN RDM Code of Practice (e.g. new DMPonline navigation page, work with faculties to present enhanced advice to researchers).

## 2.5. The Researcher Academy - Current systems and culture, and Changes and developments

The Researcher Academy (RA) is a provider of RI education and training and is responsible for both awareness raising and with regards to professional conduct topics the development of appropriate behaviors amongst all researchers from postgraduate research students through to research-focused staff community (Fellows, postdoctoral researcher, research fellows and academics). To note, the DTP programmes (ESRC, NERC, AHRC) utilize the core Researcher Academy training in RI for their cohorts.

**2.5.1.** The following research integrity related courses were delivered as part of the RA central programme of training for researchers. In 2024-25, the following were available to all staff (all job families) and postgraduate research students in all faculties and professional services to develop their knowledge and skills in good research integrity practices, approaches, behaviours and values. In total 216 researchers (student and staff) and research-enabling staff have been trained during this reporting period through the core RA's training provision.

- Introduction to the Code of Research Conduct and Research Ethics (webinar)
- Introduction to the ethics review - for new ethics officers and panel members (webinar)
- Research Ethics for Doctoral Researchers (webinar)
- Introduction to the Nagoya Protocol and Access and Benefit Sharing (webinar)
- NHS Research at UoN (webinar)

**2.5.2.** Research integrity suite of resources is an **Epigeum** package, standalone study at own pace with assessment quiz. The following data is for the reporting period 1st July 2024- 30th June 2025:

Course	Total	PGR	Staff	Other - Associate, Undergrad, research-enablers, PGT
Research Integrity: Concise *	103	62	24	17
Research Integrity: Comprehensive *	39	25	3	11
Research Integrity: Core	332	220	29	83
Research Integrity: Trusted Research and Export Controls	9	5	1	3

Research Integrity: Conflicts of Interest	13	8	2	3
Research Integrity: Intellectual Property	10	7	2	1
Research Integrity: Research Involving Human Participants	25	18	4	3
Research Integrity: The Care and Use of Animals in Research	4	3	0	1
	= 535			

\*Research Integrity Concise and Comprehensive were discontinued as courses for the 24/25 academic year and were replaced by the Research Integrity: Core course. Core was set live on 1<sup>st</sup> Oct and both Concise and Comprehensive toggled to no new registrations however current participants were able to complete their course. The numbers in the table above reflect the number of completers in this category

**2.5.3.** The following courses are available within the faculty training programmes convened by the Researcher Academy on behalf of the respective faculty include (courses not included in attendance data) for the Faculties of Arts, Engineering and Medicine & Health Sciences. It is anticipated that these course attendance numbers will therefore be returned through the faculties.

- Patient, carers and public involvement in research
- Open Access for Researchers
- Good laboratory practice: fundamentals
- Good laboratory practice: techniques
- Good Clinical Practice training
- Exploring ethics in research Embedding the 3Rs in Research
- A question of ethics: the use of humans and animals in biomedical research
- Introduction to Responsible Research and Innovation (online)

**2.5.4.** Responsible Research and Innovation training

- Introduction of a new PGR and Supervisor training on responsible research and innovation in semester 2 of 24/25 academic year. A 2-day training session for EPSRC funded doctoral students was piloted successfully, with 8 researchers undertaking the in-person training. An online study anytime Moodle course on 'Introduction to Responsible Research and Innovation' has also been updated and relaunched for the 24/25 academic year. This is available to any researcher and researcher-enabler to complete.
- Furthermore, a Responsible Research and Innovation webinar was added to the programme for the Supervisory practice seminar series. In July 2025, 19 supervisors attended the 2 hour webinar. Both sessions will be taken forward into the next academic year's programme.

**2.5.5.** Researcher Leadership Programme (RLAP): Introduction of mid-career researcher leadership programme (RLAP)- new addition to the suite of leadership programmes, this programme sought to address a gap in provision for our mid-career researchers/academics typically in roles at the R&T 5 and 6 level (or equivalent). The cohort comprises of participants from across the university, improving interdisciplinarity and enabling transparent conversations that challenge norms and working cultures in discipline areas. The programme included networking opportunities, executive coaching and structured sessions that included sessions on inclusive leadership and leading diverse teams for high performance. In 2025, 15 participants completed the RLAP. Both the ECR and Senior leaders Leadership Programmes also continued with new cohorts of 18 and 15 participants respectively.

**2.5.6. Research Culture Conference- third annual conference**

The conference took place on 24 June 2025 and brought researchers together from across the job families/PGRs with all faculties represented and included research enablers representing professional services and faculties. Over 250 staff and students registered to attend the conference with approximately 150 attendees on the day. The program focused on research culture and incorporated values and behaviors including good research integrity. The programme included keynote addresses as well as small group break-out rooms for detailed discussions around culture and integrity. This enables participants to share and discuss matters in smaller groups and enables open and transparent conversations between researchers and research-enablers outside of faculty and discipline silos. Keynote speakers from UKRI and other HEI's facilitated openness and transparency about working environments and cultures within the sector.

## 2.6. Human Resources- Current systems and culture, and Changes and developments

The HR Transformation Programme created to establish the framework, capacity, and capabilities needed to deliver the five visions of the People and Culture Strategic Delivery Plan entered its delivery phase in 2024–25. During this period, significant progress has been made as HR teams moved into action, focusing on embedding culture, enhancing wellbeing, and promoting improved ways of working.

The following sections highlight HR-led activities that provide direct support to the researcher community, alongside broader initiatives that benefit all staff and strengthen the University of Nottingham’s research culture.

### 2.6.1. Policies and Systems

- **REC HURDLES Initiative:** A research project supporting sustainable employment for researchers, addressing fixed-term contract challenges and offering mentoring and development.
- **Fixed-Term Contract Code of Practice:** In development to replace the current policy, with researcher engagement central to its design.
- **Discontinuation of “Permanent with Underlying Funding” Contracts:** These are being phased out for legal clarity, aligning with REC HURDLES.
- **New Grievance and Dignity at Work Procedures:** Launching August 2025, focused on informal resolution and shaped by stakeholder input.
- **UKRI Compliance:** The University will report upheld bullying/harassment allegations to support a respectful research culture.
- **HR Contributions to Research Integrity:**
  - Equitable workload planning
  - Recruitment and promotions support
  - Grievance and disciplinary oversight

### 2.6.2. Culture, Development, and Leadership

- **Wellbeing and Mental Health Strategy (2024–26):**
  - New EAP and Occupational Health contracts
  - Launch of a Wellbeing Portal
  - Access to MyMynd platform
  - Strategy presentation to Nottingham Research Fellows
- **Equality, Diversity, and Inclusion (EDI):**
  - Actions aligned with Athena Swan and Race Equality Charter
  - Staff Race Equality Survey to inform future planning
  - EDI Community of Practice and Reasonable Adjustments Review Group
  - Training and guidance on EDI, disclosure, and reverse mentoring
- **Leadership and Learning:**
  - Shift towards a Learning Organisation
  - New learning offer launched in Sept 2024
  - Participation in conferences and recognition schemes

### 2.6.3. Enhancing Staff Experience

- New Employee Benefits Platform (Bravo)
- Policy Reviews (e.g., Neonatal Care Leave)
- Competency and Talent Management Frameworks
- Mandatory Training via UniCore (since Nov 2024)

## 2.7. Activities within the Faculties

In line with the CoPREC, each faculty has a Faculty Research Ethics Committee whereby the School Research Ethics Committees and/or Research Ethics Officers with the responsibility for research ethics, raising awareness of and providing training on research integrity and ethics, writing annual monitoring reports for Research Ethics Committees, and keeping their Schools informed about the University's policies on research integrity and ethics.

The below is a selection of the activities reported by the faculties, specifically (i) Faculty of Social Sciences, (ii) Faculty of Science, (iii) Faculty of Engineering, (iv) Faculty of Arts and (v) Faculty of Medicine and Health Sciences within the University of Nottingham.

### 2.7.1. Faculty of Social Sciences:

Across the Faculty, Schools are committed to embedding research integrity and ethical thinking throughout research and teaching. This includes adherence to the University's Code of Research Conduct and Ethics, governance aligned with the Code of Practice for Research Ethics Review Committees (CoPREC), and proportionate ethics review systems supporting all career stages. Formal Research Ethics and Integrity Committees (REICs) operate in each School, typically comprising academic staff, professional services, and where appropriate, lay and PGR representatives. Ethics pathways range from expedited review for low-risk student projects to full or double-blind review for sensitive research. Standard documentation includes consent forms, participant information sheets, and data protection assessments, with some Schools using pre-approved designs for taught programmes. Expectations are communicated through staff and student handbooks, meetings, workshops, and induction sessions, while committees foster reflective discussion and training. Schools promote a culture of ethical awareness beyond procedural compliance, integrating PGR voices and hosting forums on topics such as researcher wellbeing and working with vulnerable groups. Monitoring includes annual audits of live projects and routine reporting, with no breaches or misconduct cases recorded in the latest review period.

#### Changes and Developments During the Period Under Review

- Refinement of data management guidance and student project protocols.
- Expansion of ethical review guidance to cover social media/internet research and international fieldwork.
- Introduction of new committee learning spaces ("ethics spotlights") to discuss complex modern ethical challenges.
- In some cases, the reporting period included no new initiatives, but strong continuation of existing practice.
- Participatory / co-produced research models involving collaborators with lived experience, who act as paid expert partners, contribute to research design, and help shape ethical decision-making.
- Schools are building shared internal repositories of good practice relating to:
  - Overseas fieldwork
  - Research with vulnerable or marginalised groups
  - Research in closed organisational settings
  - Ethical approaches to digital / online environments

### 2.7.2. Faculty of Science (FoS):

- **Training & Oversight:** School of Biosciences introduced new in-person training for PGRs and plans to offer the 20-credit Research Ethics & Integrity module to all new PGRs from 2026. School of Pharmacy continues annual ethics sessions and induction lectures. School of Chemistry mandates online integrity training; Physics updated annual in-person ethics training for 1st-year PhDs to include group case studies; School of Mathematics requires ethics training for graduate students.

- **Culture & Support:** School of Biosciences appointed two new co-Research Integrity Leads (Dr Qian Yang and Laura Hopley) who started in 2025/26 for Sutton Bonington Campus. Dedicated officers and champions handle concerns; inclusive environment promoted through forums and case studies. School of Chemistry launched a mentoring scheme for postdocs including ethics advice; School of Physics promotes peer support through buddy systems and ECR networks.
- **Computer Science (Distinct Focus)**
  - **Specialised Guidance:** Refined “minimum risk” ethics application process to reduce admin burden while maintaining compliance; tailored support for high-risk/cross-disciplinary studies (e.g., child-robot interaction).
  - **Engagement & Development:** Delivered REC training (June 2025) by Head of Research Integrity, Governance and Compliance for the REC members; ran an RRI/EDI clinic (Dec 2025) for ECRs to embed responsibility and address tensions in applying RRI principles.
  - **Culture:** Continues embedding Responsible Research and Innovation (RRI) and open discussion of ethical dilemmas; monitors compliance with evolving policies (e.g., GenAI).

### Collaborations or initiatives with external organisations to support or strengthen Research Integrity

- **School of Biosciences**
  - AFINO International Conference (Oslo, Norway): Engagement on Responsible Research and Innovation (RRI), ethics, and transdisciplinarity.
  - University of Tartu, Estonia: Keynote and training on “Ethics in Research” at a doctoral training conference.
  - Association of Commonwealth Universities (ACU): Workshop on the “Equitable Research Partnerships Toolkit” to promote fairness in global research partnerships held at the University
  - European Partnership on Animal Health and Welfare: Prof Kate Millar appointed Chair of Ethics Advisory Board (Horizon Europe programme).
  - UK Concordat Steering Group: Participation in transparency initiatives on animal experimentation.
  - iREC EU Project: Training on ethical review for emerging technologies (Erasmus University, Amsterdam).
  - RSPCA AWERB-UK Annual Meeting: Focus on strengthening AWERBs (Animal Welfare and Ethical Review Bodies).
- **School of Chemistry**
  - Collaboration with **ORBIT** for training in Responsible Research and Innovation and Trusted Research.
  - Engagement with **Faraday Institution** as Training Champion for electrochemical energy storage research.
- **School of Computer Science**
  - **Responsible AI UK (RAI-UK):** Core membership in a national programme on safe and responsible AI.
  - Partnerships with **Partnership on AI**, UK government bodies (Department for Transport, Government Office for Science, Metropolitan Police), and industry for algorithmic accountability.
  - Strategic collaboration with **Good Systems (USA)** and TAS Hub for global Responsible AI initiatives.
  - Continued partnership with **ORBIT** for RRI training and tools.

- Participation in **EU Horizon Europe iRECS Project** to improve research ethics expertise and competence.

### 2.7.3. Faculty of Engineering:

#### 2.7.3.1. Training and Standards

- The **ERKE hub and team** provide ongoing support and training (including ethics and integrity) through E3R courses and materials.
- All degree programmes remain **externally accredited**, ensuring adherence to ethical and professional standards.

#### 2.7.3.2. Project and Funding Support

- Researchers receive **start-up guidance** for new projects, including compliance resources and policy links.
- The faculty ensures **funding applications** meet best practice standards.

#### 2.7.3.3. Data Management

- The Faculty has highlight the new process for **Research Data Management Plans (DMPs)** which supports the University's Code of Practice.
- Enables tracking of projects and DMPs, identifying when further ethical review is needed.
- SharePoint resources offer templates and guidance for writing DMPs.

#### 2.7.3.4. Professional Development

- A new **CPD programme** is launching, offering training on funding, publishing, industry collaboration, and ethics.
- Includes a dedicated session on **research ethics and integrity**, co-led by the faculty Research Ethics Committee Chair.

#### 2.7.3.5. Mentorship Scheme

- A new **mentorship programme** supports staff in R&T and TCL roles, fostering career development through experienced guidance.
- While broader in scope, it contributes to a supportive and ethical research culture.

### 2.7.4. Faculty of Arts:

#### 2.7.4.1. Training and Resources

- **Two main formats:** In-person training and online resources.
- **Dedicated SharePoint page:** Hosts research ethics materials and guidance.
- **Tailored access:** Available to students (UG, PGT, PGR) and staff.

#### 2.7.4.2. Student Support

- Ethics training embedded in modules, especially at UG Level 3 and PGT level.
- **Delegated Assessment** used in modules with potential data collection:
  - Ethics applications handled quickly by module convenors and School Ethics Officers.
  - All students required to submit ethics forms, even if not collecting data.
- **Distance learners** in English have access to a full module on data collection and ethics.
- Ethics applications submitted to the Ethics Officer.

#### 2.7.4.3. Staff and PGR Support

- Access to central training and resources, with reminders via email.
- Ethics applications undergo a **two-tier review**:

#### 2.7.4.4. Expanded Delegated Assessment:

- All students on relevant modules must submit ethics forms.
- Enhances awareness and application of research integrity principles.

## 2.7.5. Faculty of Medicine and Health Sciences:

### 2.7.5.1. High Standards of Research Integrity (RI) and Positive Research Culture

- Training & Governance: Mandatory RI training during induction and annual development conversations.
- Compliance: Research aligns with UK strategic interests, and Trusted Research standards.
- Culture & Support: Zero tolerance for bullying/harassment. Bystander training, anonymous support form, and a Code of Community Values foster a respectful environment.
- Staff Development: Revised induction, promotion workshops, appraisal training, and workload equity via a predictive model. Flexible workload allocation supports career progression.
- Community Building: Informal social events and weekly online staff chats promote integration and open communication.

### 2.7.5.2. Training in Research Ethics and Integrity

- Grant Clubs: Researchers pitch proposals and receive detailed feedback including RI aspects.
- Career Support: One-on-one grant strategy sessions; increased grant submissions.
- Technician & Post-Doctoral Research Associate Development: Assistant Supervisor roles approved; increased transparency and representation.
- Events & Resources: Career-focused research conference, “Ask Anything” support system for ECRs.
- RI Awareness: “Doughnut Drop-in” sessions address RI risks. RI embedded in undergraduate and postgraduate teaching, including training on AI use in research.

### 2.7.5.3. Examples of the developments within FMHS

- **School of Veterinary Medicine and Science**
  - **UK Association of Veterinary Ethics Committees (AVEC)**
    - Established in 2023; chaired by **Professor Richard Lea** (2025–), with **Michael Clark** as a member.
    - Membership: Ethical Review Committee Chairs/representatives from 8 Veterinary Schools and 4 Corporate Veterinary groups.
    - **Objectives:**
      - Harmonise ethical review practices across establishments.
      - Produce guidance and training opportunities.
      - Confidential online forum for ethical case discussion.
      - Review ethical processes concerning animal use in teaching.
      - Open discussion on evolving ethical legislation.
  - **Leadership Roles in Ethics and Welfare (Professor Madeleine Campbell)**

Professor Campbell is an experienced leader in animal welfare and ethics, currently serving as Chair of the UK Government Animal Welfare Committee and the BVA Ethics and Welfare Advisory Panel, advising on policy development for animal health, welfare, and public health. Holds senior roles across multiple organizations, including Independent Director of the Greyhound Board of Great Britain—where they led the development of the welfare strategy “*A Good Life for Every Greyhound*”—and Chair of British Equestrian’s Equine Welfare and Ethics Advisory Group. Actively contributes to ethics panels for RCVS, British Horseracing Authority, and the FEI Equine Ethics and Well-Being Commission.

    - EBVS® European Veterinary Specialist in Animal Welfare Science, Ethics and Law.
    - Leading initiatives:
      - Ethical frameworks for animals in sport.
      - Project with **World Horse Welfare** to implement ethical frameworks for competitive horse sports.
      - Ongoing project to develop an ethical framework supporting veterinary animal care teams.
- **School of Life Sciences**
  - **Researcher Development Committee (Ed Bolt)**

- Launched career development opportunity for technicians and PDRAs to be recognised as **Assistant Supervisors for PGR supervision** (approved late 2024).
- Increased PDRA representation and transparency within the committee.
- Organises annual **career-focused research conference** with external speakers funded by societies/companies.
- Runs “**Ask Anything**”, an anonymised online support system for ECRs.
- **Research Integrity Initiatives**
  - “Doughnut Drop-in” sessions for PGRs, technicians, and PDRAs to promote data provenance and discourage poor practices (e.g., cherry-picking, salami slicing, p-hacking).
  - RI embedded in teaching:
    - First-year module **Core Skills** (Tom Reader).
    - Third-year module **Science & Society** (Sara Goodacre).
    - MSci/MSc modules on **Presentation of Research Data** and **Appropriate use of AI in research**.
- **External-facing Events (Ed Bolt)**
  - “Career Development” hosted by Merck.
  - “Beeston Tales Storytellers” for pitching skills.
  - “Royal Society Publishing” for writing skills.
  - Town Halls for researchers focused on external training and engagement.
- **School of Health Sciences**
  - **Research Culture and Environment Lead**
    - Leading project to collate and showcase professional development opportunities.
    - Oversees **Research Community of Practice (RCoP)**:
      - Sharing research, methodologies, and fostering collaboration.
      - Programme includes international speakers, PhD contributions, and engagement with new research groups.
  - **Research Staff Champion Initiatives**
    - Weekly “**Just a Social**” online drop-in for networking.
    - Regular hybrid meetings (from Dec 2025) for ECRs/research-only staff.
    - Teams site for communication and resource sharing.
    - One-to-one career development guidance.

## 2.8. Activities within University of Nottingham - Malaysia

### 2.8.1. Governance and Structure

- **RIREC** (Research Integrity and Research Ethics Committee): This committee modelled on the UK structure. It oversees research integrity and research ethics activities of the Faculty of Science and Engineering (FOSE) and Faculty of Arts and Social Sciences (FASS), and report to UNM’s Research and Knowledge Exchange (RKE) Committee and the UK’s URIEC
- Leadership transitioned from Dr Steve Stewart-Williams to Dr Sue-Mian Then in Dec 2024.
- Faculty committees renamed in Aug 2024:
  - FASS REC → **FASS FRIREC**
  - FOSE REC → **FOSE FRIREC**

### 2.8.2. Process Harmonisation

- RIREC developed **Standard Operating Procedures (SOPs)** for ethical approval involving human participants across both faculties.
- Ethics applications migrated to an **online platform** (April 2025).
- Positive feedback received; minor issues being addressed.

- Staff and students encouraged to self-enrol on the **Moodle page** for guidance, forms, and training on research ethics.
- Research Ethics integrated into:
  - Staff induction and handbooks
  - Module Moodle pages
  - Annual email reminders
  - Research grant applications

## 2.9. Activities within University of Nottingham - Ningbo/China

### 2.9.1. Governance and Oversight

- Research and Knowledge Exchange Committee oversees research and knowledge exchange activities.
- Research Integrity and Ethics Committee ensures compliance with academic standards, investigates misconduct, and promotes ethical awareness.
- Regular updates are provided to the Vice Provost and RKE Committee to support informed decision-making.

### 2.9.2. Faculty-Level Implementation

- Each faculty appoints **Research Ethics Officers** who:
  - Conduct pre-application reviews
  - Monitor compliance throughout research projects
  - Promote ethical standards and integrity
- A **Life Sciences and Medical Research Ethics Subcommittee** was established to ensure high ethical standards in expanding research areas.

### 2.9.3. Integration with UNUK and Chinese Regulations

- UNNC aligns with **University of Nottingham UK policies** and **Chinese national/provincial regulations**, including:
  - The Concordat to Support Research Integrity
  - Ministry of Education guidelines
  - National Natural Science Foundation standards
  - Local policies from Zhejiang Province and Ningbo City

### 2.9.4. Digital Transformation

- A comprehensive online ethics application and review platform was developed using the Business Process Management (BPM) system for staff and PGR students.
- Future plans: Extend platform access to undergraduate and master's students for full digital coverage.

### 2.9.5. Training and Awareness

- Annual **research integrity events** and regular training sessions for staff and students.
- Expert-led sessions from UK and Chinese institutions broaden global perspectives and address ethical dilemmas.
- Graduate School offers a **mandatory Research Integrity and Ethics course** for doctoral candidates, covering academic norms, misconduct, data management, authorship, conflicts of interest, and human/animal subject protection.

## Section 3: Addressing Research Misconduct

### 3.1. Reporting and Handling Allegations of Research Misconduct

The University has relevant policies and procedures to respond to research misconduct; namely The Code of Practice on Handling Allegations of Research Misconduct, Policy on academic misconduct<sup>14</sup> Regulations of Academic Misconduct, Staff Disciplinary Procedure<sup>15</sup>, Whistleblowing (Public Interest Disclosure) Code<sup>16</sup>, Grievance Procedure<sup>17</sup> and the University of Nottingham Ethical Framework<sup>18</sup>.

These procedures have appropriate principles and mechanisms to ensure that investigations are thorough and fair, carried out in a transparent and timely manner, and protected by appropriate confidentiality. As all these procedures and policies are reported into different administrative services, the University Research Integrity Officer (The Pro-Vice-Chancellor for Research and Knowledge Exchange) and the Head of Research Integrity, Governance and Compliance are the main points of contact for reporting allegations of research misconduct at an institution level and the University's Head of Research Integrity, Governance and Compliance ensures compliance with the Code of Practice on Handling Allegations of Research Misconduct and keeps a record of any investigations.

Regular training for academic misconduct officers in all schools and departments is provided by the Investigations and Resolution team. This is generic training relating to the provisions of the Academic Misconduct policy and procedure, but its scope does include research students. Further bespoke training is being provided to faculty PGR teams, upon request.

### 3.2. Anonymised Summary on Investigations into Allegations of Research Misconduct

The University's Code of Practice on Handling Allegations of Research Misconduct process provides clear definition of Research Misconduct and the procedures to be followed in line with guidance from UKRIO, UKRI, and the Advisory, Conciliation and Arbitration Service (ACAS). The University's proficiency in promoting and raising awareness of research integrity has increased, and it is deemed consequently the number of cases on research misconduct investigated have decreased compared to the number of cases reported in previous years.

The Faculty Research Integrity Advisors and School Research Integrity and Ethics Champions roles have substantially supported the promotion of Research Integrity and excellence in research across the schools and raised awareness of ethical procedures, providing basic guidance to all researchers within the University. They have utilised the resources made available by UKRIO<sup>19</sup> and the support provided centrally, to engage and raise awareness in this area.

**The details of investigations into allegations of research misconduct reported this year are as below:**

- **Between 1 July 2023 and 30 June 2024:**
  - Several potential cases were received and the majority of which were resolved by mediation before any research misconduct taking place.
  - Many disputes were around authorship, similar to previous years. These were concerns and disputes rather than Research Misconduct.
  - All the complaints received by the Head of Research Integrity, Governance and Compliance did not fall within the research misconduct remit, as defined in the Code of Practice on

<sup>14</sup> <https://www.nottingham.ac.uk/qualitymanual/assessment-awards-and-deg-classification/pol-academic-misconduct.aspx>

<sup>15</sup> <https://www.nottingham.ac.uk/hr/guidesandsupport/performanceatwork/disciplinaryprocedures/index.aspx>

<sup>16</sup> <https://www.nottingham.ac.uk/governance/otherregulations/whistleblowing/index.aspx>

<sup>17</sup> <https://www.nottingham.ac.uk/hr/guidesandsupport/complaintsgrievanceanddignity/grievance/index.aspx>

<sup>18</sup> <https://www.nottingham.ac.uk/governance/otherregulations/ethical-framework.aspx>

<sup>19</sup> <https://ukrio.org/research-integrity-resources/authorship/>

## Handling Allegations of Research Misconduct and the Concordat to Support Research Integrity.

- Complainants were discussed with the complainants and then redirected to the appropriate procedures, relevant institutions or advised on the best course of action.
- Between **1 July 2024 and 30 June 2025**, only 7 student cases that fell under the remit of academic misconduct were investigated for **academic misconduct**. The below table provides a summary of these cases. None of these cases were staff or funder related

Reference No.	Staff	Student/course	Funder	Type of misconduct	Allegations upheld
n/a	n/a	DForenPsy	n/a	<b>False Authorship</b>	Yes
n/a	n/a	PhD Human Factors	n/a	<b>False Authorship</b>	Yes
n/a	n/a	PhD Oncology	n/a	<b>False Authorship</b>	Yes
n/a	n/a	PhD Health Studies	n/a	<b>Poor academic scholarship</b>	Partial
n/a	n/a	DForenPsy Foren	n/a	<b>False Authorship</b>	Yes
n/a	n/a	DClinPsy(r)Clin Psychology	n/a	<b>Plagiarism</b>	Yes
n/a	n/a	PhD Electrical & Elec Eng	n/a	<b>Plagiarism</b>	Yes

### ***Formal Investigations between 1 July 2024 and 30 June 2025***

## 3.3. Lessons Learned

### Lessons Learned and Continuous Improvement

Following every complaint, a lessons learned assessment is conducted to:

- Record and share insights.
- Identify and avoid shortfalls.
- Improve current standards and good practices.
- Contribute to organisational growth and maturity by embedding and sharing best practices for long-term improvement.

### Key Actions and Progress

- **Awareness and Communication:** We have continued to raise awareness and provide clearer communications for researchers at all levels.
- **Local Empowerment:** Further work is needed to empower and emphasise the role of Research Integrity and Ethics Champions and Advisors at the local level, ensuring they can offer confidential advice and signpost researchers to appropriate training, guidance, and policies.

- **Support and Engagement:** The Research Integrity, Governance and Compliance Team will continue to handle and support Research Integrity and Ethics queries from researchers, Research Ethics Committees, Clinical Research Teams, and professional services across the university.

## Section 4: Case Studies

### 4.1. Case Study 1: FELASA-Accredited Ethics & Experimental Design Training (School of Biosciences)

- **What:** An annual 3-day European-level training on experimental design, ethics, and the 3Rs.
- **Who:** Developed by University of Nottingham with UK and Norwegian partners supported by Replacement Animal Research; accredited by FELASA.
- **Where/When:** Dublin, Ireland (10–13 June 2025).
- **Features:** Interactive sessions, group work, case studies; open to all career stages.
- **Impact:**
  - Annual access opportunity for Nottingham staff and students.
  - Led to new PGR training provision.
  - Highly rated by participants.

### 4.2. Case Study 2: Responsible Human–Robot Creative Interaction (School of Computer Science)

- **What:** “Thingamabobas” project—robots designed for playful, co-creative experiences with children.
- **Ethical Approach:**
  - **Ethics-by-design:** Safety envelopes, slow-motion behaviours, transparent cues.
  - **Safeguarding and Consent:** Child-friendly info, opt-in consent, non-participation options.
  - **Data Practices:** Minimal recording, secure storage, reproducibility.
  - **Interdisciplinary Review:** Combined CS, arts, HRI, and child safeguarding expertise.
- **Impact:**
  - Model for ethically robust creative robotics research.
  - Demonstrated responsible innovation and interdisciplinary integrity.

## Section 5: Closing statement

This annual statement reflects the University of Nottingham’s ongoing commitment to embedding research integrity as a cornerstone of our academic mission.

During the 2024–2025 academic year, we have strengthened governance, expanded training, and promoted a culture where transparency, accountability, and ethical conduct underpin all research activities. The University is further developing its platform of policies, activities and talented staff to support the institution’s commitment to the “Concordat to Support Research Integrity” and to enhance its endeavours.

### Key Themes Across Faculties and Schools

- **Training:** Mandatory and role-specific, often refreshed annually.
- **Communication:** Forums, meetings, SharePoint, and targeted emails.
- **Culture:** Inclusive, supportive, and proactive in addressing integrity concerns.
- **Monitoring:** Annual reporting, oversight forms, and ethics committee reviews.

This is a journey in an ever-evolving environment. Looking forward, we aim to position the University as a global leader in responsible research and innovation. Our focus will be on:

- **Driving Excellence:** Advancing best practices that go beyond compliance, ensuring integrity is integral to every stage of research.
- **Empowering People:** further equipping researchers, students, and professional services with the tools, knowledge, and confidence to uphold the highest standards.
- **Building Partnerships:** Collaborating nationally and internationally to share expertise and influence global standards for research integrity.
- **Innovating Responsibly:** Embedding integrity into emerging research areas, ensuring that innovation aligns with societal values and ethical principles.

**Our Vision is clear:** to create an environment where integrity is not only safeguarded, but celebrated as a driver of trust, impact, and excellence. Through continuous improvement and collective responsibility, we will ensure that the University of Nottingham remains at the forefront of ethical research for the benefit of society and future generations.

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**This report has been reviewed by the Pro-Vice-Chancellor for Research and Knowledge Exchange, the Chair of the University Research Integrity and Research Ethics Committee, and approved by the latter Committee and Council.**

For further information or confidential advice on research integrity matters, please contact:

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## List of Acronyms

<b>Acronym</b>	<b>Full Form / Description</b>
UoN	University of Nottingham
URIEC	University Research Integrity and Research Ethics Committee
UKRIO	UK Research Integrity Office
UKRI	UK Research and Innovation
NIHR	National Institute for Health and Care Research
MHRA	Medicines and Healthcare products Regulatory Agency
HRA	Health Research Authority
REC	Research Ethics Committee
RECs	Research Ethics Committees
CoPREC	Code of Practice for Research Ethics Committees
DPA	Data Protection Act
ASPA	Animals (Scientific Procedures) Act 1986
AWERB	Animal Welfare and Ethical Review Body
CARE	Committee for Animal Research and Ethics
RDN	Research Delivery Network
NPSA	National Protective Security Authority
FIRS	Foreign Influence Registration Scheme
R&I	Research and Innovation
PGR	Postgraduate Research
PGT	Postgraduate Taught
UG	Undergraduate
RLAP	Researcher Leadership Programme
ECR	Early Career Researcher
DTP	Doctoral Training Partnership
EPSRC	Engineering and Physical Sciences Research Council
ESRC	Economic and Social Research Council
NERC	Natural Environment Research Council
AHRC	Arts and Humanities Research Council
UNM	University of Nottingham Malaysia
UNNC	University of Nottingham Ningbo China
FOSE	Faculty of Science and Engineering (Malaysia campus)
FASS	Faculty of Arts and Social Sciences (Malaysia campus)
FRIREC	Faculty Research Integrity and Research Ethics Committee
BPM	Business Process Management
EAP	Employee Assistance Programme
EDI	Equality, Diversity and Inclusion
REF	Research Excellence Framework
DMP	Data Management Plan
DMPonline	Online platform for Data Management Plans
DForenPsy	Doctorate in Forensic Psychology
DClinPsy	Doctorate in Clinical Psychology