A Culture of Care

People, animals and communication

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Understanding ANIMAL RESEARCH

CONCORDAT ON OPENNESS ON ANIMAL RESEARCH IN THE UK

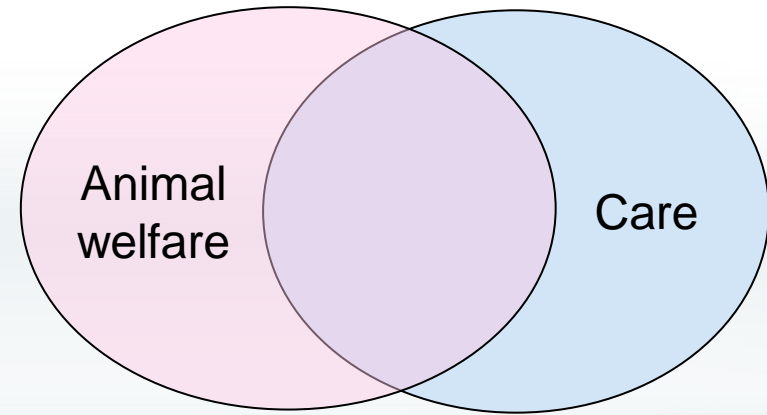# Care-work in many sectors

What is care?

- Lay understanding

- Caring for / caring about

- An absence of care is neglect

- Care is defined by outcomes

Care & animal welfare

A caring organisation is…

- **Attentive** (to the needs of others)

- **Responsible** (for their care)

- **Competent** (in the provision of care)

- **Responsive** (to the power dynamics and emotive conflicts generated by care-work)

Adapted from Tronto's ethic of care, 1998

What can we do?

- Attentiveness: communicate more and bridge the divide

- Responsibility: 3Rs are essential to high quality science

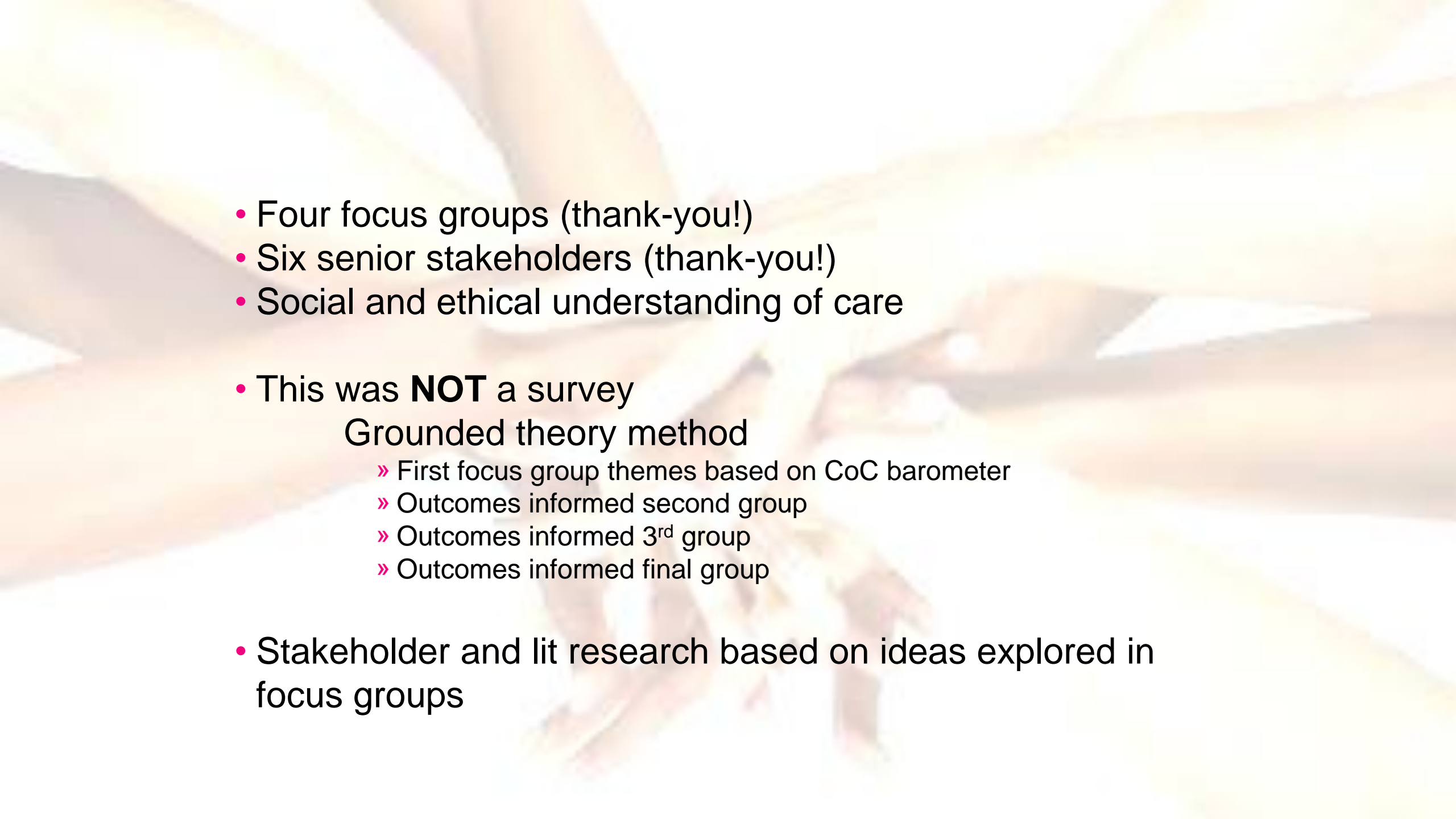# What can we do?

- Competence:
do we consistently deliver on outcomes?

- Responsiveness:
are you supported with emotional aspects of animal work?

- Four focus groups (thank-you!)
- Six senior stakeholders (thank-you!)
- Social and ethical understanding of care

- This was **NOT** a survey
  - Grounded theory method
    - » First focus group themes based on CoC barometer
    - » Outcomes informed second group
    - » Outcomes informed 3rd group
    - » Outcomes informed final group

- Stakeholder and lit research based on ideas explored in focus groups

A culture of care is one that recognises and values care-work, including emotional labour.

- A sociological and ethical framework for care

- An integrated approach to animal and staff well-being

- Care as an organisational value underpinning working practices

Limitations

- Not representative

- Focussed on academia

- Breadth rather than depth of organisations covered

This work was supported by: