



IAT ANNUAL REPORT 2021

INTRODUCTION

As Honorary Secretary, it gives me great pleasure in presenting this annual report for what has been again a challenging yet positive and productive year for the Institute.

COUNCIL MATTERS

I would like to thank members of Council for all their exceptional efforts during 2021, which was another very different and demanding year. Nevertheless their valued contributions allowed IAT business to continue and thrive, and I am sure the wider membership recognises their voluntary contribution; for many this takes place in their own time, outside their other professional activities.

Council met for 5 full Council meetings. Each meeting was held virtually through Zoom.

There have been 5 Branch and Branch Innovation and Networking Group (BING) meetings - two joint BING/Branch meetings, one BING and one Branch meetings, all of which were held virtually.

Election of Council Officers

Council welcomed Carmen Abela, Diane Hazlehurst & Robin Labesse. Nathan Hill and Matt Bilton both stood down from their roles on Council.

MEMBERSHIP

The Institute had 1995 members in 2021, compared to 1871 in 2020 an increase of 124.

Membership was distributed across the following grades in 2021:

	2020	2021	
Fellows (FIAT)*	94	98	(+4)
Members (MIAT)*	418	461	(+43)
Associates	128	137	(+9)
Affiliate	1231	1299	(+68)
Education	669	734	(+65)
Not included in Membership numbers			

***Of these 220 are Registered Animal Technologists (RAnTech), a decrease of 5 from 2020.**

LIFE MEMBERS

No award of Life Members was made in 2021

HONORARY FELLOW

No award of Honorary Fellowship was made in 2021

HONORARY MEMBERS

No award of Honorary Members was made in 2021

VICE PRESIDENTS

There were no new Vice Presidents during 2021.

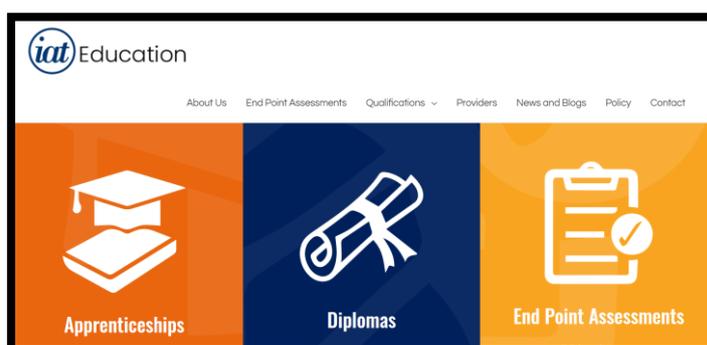
EDUCATIONAL MATTERS

The year that was 2021

If 2020 was “the year that was” then 2021 continued to present challenges for IAT education. Lessons learnt and solutions found meant that we have continued updating our systems. 2021 for all was a better year, in terms of delivering qualifications and assessing Apprentices, than the preceding year. Throughout the continuing pandemic we continued to work closely with our training providers to ensure any disruption students experienced was kept to a minimum.

Thanks have to go to everyone involved in delivering the qualifications, all those assessing End Point Assessments, the students themselves and their employers, for adapting so very quickly to on-line delivery and accommodating remote assessments. Everyone’s input allows the IAT as an awarding organisation to maintain its Ofqual status.

IAT Education, whose website www.iateducation.co.uk was successfully launched in early 2021, is responsible for all Ofqual-recognised qualifications awarded by the IAT, as well as for delivering the End Point Assessments for our Level 2 and 3 Apprentices. The IAT Education website has all the resources that members need when considering furthering their education through the IAT, whether they're considering a diploma or apprenticeship.



IAT members are now able to access and apply for these courses through the mySociety member page which launched in February 2021

The year in detail

Further Education

Following on from 2019 the Syllabus Review Group, (SRG), continued the development of Levels 2 and 3 in Q1 of 2020. Originally planned for launch in September 2020, Ofqual delayed registration of all new, (including revised), qualifications until 2021, meaning the new syllabuses would be delayed. The revised syllabuses were therefore introduced and taught from the start of the 2021 academic year.

The publication and teaching of the new syllabuses meet both our obligations to Ofqual and the IATs commitment to keep its syllabuses current and up to date, meeting the needs of our students and their employers

Higher Education (HE)

In 2021 The College of Laboratory Animal Science and Technology (CLAST) successfully worked towards updating and revising the Levels 4, 5 & 6 syllabuses into thirty seven separate units. This reflects the need for technicians to be able to select units pertinent to their role or specialty. It also satisfies the need for individual units to be used as stand-alone CPD and for the development of higher level apprenticeships. In 2022 this work will continue, rules of combination will be formulated and core units for the attainment of IAT Fellowship established

The individual HE units will be developed to ensure they stay relevant to the needs of both employers and students.

Ofqual

The IAT continues to be recognised by Ofqual as an Awarding Organisation, awarding diploma qualifications, and this year our scope of recognition was extended to include the End Point Assessments (EPA) for Level 2 and 3 apprentices.

Continuing throughout the ongoing pandemic, Ofqual has held many webinars to keep Awarding Organisations informed of “flexibilities” introduced this year. IAT Education has attended all of these. In addition to these meetings, we have had a Teams meeting with representatives of Ofqual to give them a better understanding of how the IAT delivers diplomas and assesses apprenticeships. This meeting was viewed as positive by all those in attendance.

IAT Education has updated its IT systems in 2021 to meet the Ofqual Cybersecurity requirements. Further changes will progress into 2022.

Moderation

To comply with various Covid-19 restrictions, all moderation this year, as in 2020, has been undertaken remotely, with providers submitting evidence for moderation via a secure SharePoint

site. No significant issues were identified from the evidence submitted, and we saw no drop in quality from those providers who had had to move to online delivery.

Ofqual moderation flexibilities were initially due to end in November 2020. However, these flexibilities remained in place into 2021. 2022 will see the return of face-to-face moderation where necessary, but the majority of moderation will remain virtual.

Apprenticeships

In 2021 IAT Education undertook twelve End Point assessments (EPA) consisting of ten Level 2 and two Level 3 assessments. There were twelve passes and no failures.

All EPAs were undertaken remotely in accordance with Covid-19 flexibilities.

EPAs cannot currently be carried out for some apprentices due to their employers not allowing video evidence due to security concerns, whilst also not allowing in-person visits due to Covid-19 concerns. This mainly affects the Level 2 apprentices. Steps are being taken to resolve this and these outstanding EPAs should be completed by February 2022.

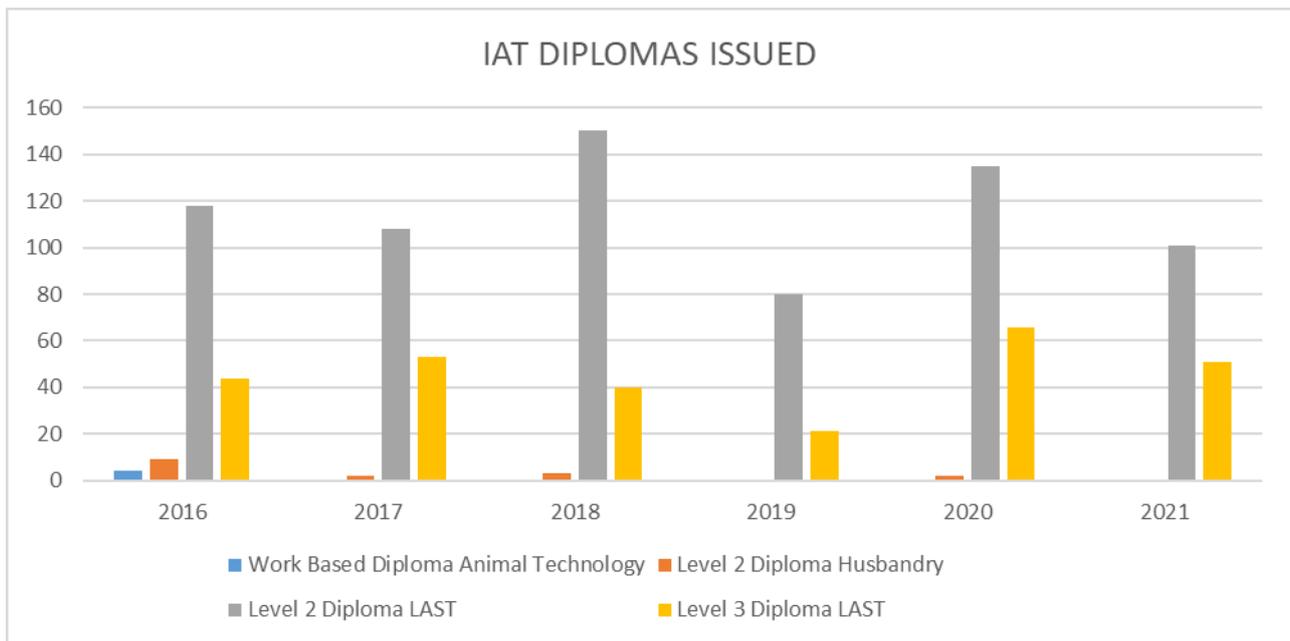
The pandemic had a drastic effect on apprentice recruitment in 2020, and this was reflected in reduced numbers of EPAs in 2021. However, recruitment numbers picked up in 2021 with over thirty apprentices scheduled for EPAs already in 2022.

Diplomas awarded during 2021

We would like to congratulate all our students who passed in 2021; the numbers are -

IAT Level 2 Diploma in Work Based Animal Technology - 600/8401/7	= 0
IAT Level 2 Diploma in Laboratory Animal Husbandry - 600/0558/0	= 0
IAT Level 2 Diploma in Laboratory Animal Science and Technology -600/0559/2	= 101
IAT Level 3 Diploma in Laboratory Animal Science and Technology -600/0560/9	= 51
IAT Level 4 Diploma in Laboratory Animal Science and Technology 601/4151/7	= 0*
IAT Level 5 Diploma in Laboratory Animal Science and Technology 601/4156/6	= 0*
IAT Level 6 Diploma in Laboratory Animal Science and Technology 601/4157/8	= 0*

*HE certificates for 2021 will be issued Q1 2022



Apprenticeships

IAT Level 2 = 10

IAT Level 3 = 2

2022 Looking Forward

In 2022 we have a number of major objectives

No #	Objective	Content/ How it covers lessons learned	Lead	Quarter
1	Review of FE L4, 5 & 6. To look at rules of combination and administration)	Look at rules of combination and mandatory units for fellowship. How to achieve effective management of units/ invoicing/ CPD. Development of Career Pathway	BoEP	1
2	Apprenticeships	Appointing more assessors to do EPAs on time. More defined roles to facilitate better organisation of infrastructure/ improve communication. Access to ACE360	BoM	1
3	Develop service technician qualification	Wait for outcome/ lessons learned from FE exercise (management of individual units) prior to development.	SRG	4
4	Translation of textbook	Deciding which languages to translate	BoEP	2-3

5	Scottish Apprenticeship	Currently on track to assist & a qualification mapping exercise has been completed.	BoEP	1-2
6	FELASA	FELASA presentation	BoEP, BoM	1
7	Business Plan	Ties in with Objective 2 in terms of EPAs. IQA qualification to be gained for governance. We have identified with Providers areas for improvement in new systems that we rolled out in 2021. We plan to action these early in 2022.	BoEP, BoM BoEP, BoM	3 1

REGISTRATION & ACCREDITATION BOARD

The Board has been reviewing the Introductory NACWO training course with input from providers. The review was necessary following comments from ASRU that the course had to be brought in line with the training requirements as stated in the EU training document. This has been delayed due to the pandemic and the changes within the organisation of ASRU. It is hoped this will now be completed and introduced by Mid-2022.

The board certificated 130 NACWO in 2021

ANIMAL TECHNOLOGY and WELFARE (ATW) CHAIR of EDITORIAL BOARD

Unfortunately, due to the continued restrictions on face-to-face meetings and the impact of Coronavirus on working practices, the number of papers and posters authored by technicians were still in short supply. We were however able to publish most of the posters exhibited at the 2021 IAT Virtual Congress although no papers were forthcoming which is unfortunate. The Editorial Board would be grateful if employers would encourage technical staff to submit manuscripts including Higher Education projects. Help is available for first time authors and a workshop, including a paper published in the December issue on writing about science was presented at the 2021 Virtual Congress. The workshop will be repeated at the 2022 Congress.

The changes made to the Journal in 2020 including the move to electronic publishing, have continued to encourage submissions from international contributors. To accommodate submissions on unusual subjects and species in the laboratory but which still involve Animal Welfare and related technology, a Special Interest section has been introduced.

All issues have contained a minimum of three formal papers/reports totalling ten in all, nine Tech-2-Tech articles, twelve posters and two book reviews have also been published as well as guidelines and reports issued by other organisations.

To raise the profile of ATW I am pleased to announce that the IAT Chief Executive Officer, Linda Horan, has signed an agreement with EBSCO which allows them to include ATW on their listings. EBSCO are the leading provider of research databases, e-journals, magazine subscriptions, e-books and discovery services to libraries of all kinds. They provide libraries, health care and medical institutions, corporations and government agencies with access to content and resources to serve the information and workflow needs of their users and organisations.

We also now have a publisher's portal with the Web of Science and a submission to include ATW to be included on the index is in progress. It is hoped that inclusion in these two indexes will raise the profile of ATW leading to more author submissions and thus securing the future of the Journal. I wish to reassure members that submissions from Animal Technologists will always be given priority in ATW with the usual caveat that submissions relate to Animal Technology/Animal Welfare or related topics such as management etc. and that they comply with all the general criteria for articles.

From its initial issue seventy-one years ago, The Journal has been the medium for Animal Technologists and all those concerned with the care and welfare of animals used for research purposes to communicate 'good practice'. ATW especially aims to promote and develop the 3Rs particularly in respect of Refinement. More importantly, ATW promotes the generally accepted 4th R, Responsibility. The responsibility that all Animal Technologists have in ensuring dissemination of 'good practice' to every institution using animals in research.

As in previous years the Editorial Board would like to record its thanks to Sue Ojakowa at PRC Associates for her continuing support and guidance in the production of ATW and for securing advertising revenue throughout 2021. The Editorial Board would also like to thank Allan Young at Warwick Printing, for the professional typesetting of ATW despite the problems associated with COVID-19. The Chair of the Editorial Board would like to thank IAT Council members and all the Editorial Board members for their advice and support.

BULLETIN EDITOR

This has been another difficult year. The COVID-19 situation and general restrictions have made getting usual copy very difficult. Twelve monthly Bulletins were published during 2021. The Bulletin continues to run behind its publishing dates, appearing to be caused by advertising commitments. Carole Wilson continued as the editor and Paul Barwood as deputy editor.

The mean average number of pages was thirty-four, with a mode average of thirty-five in 2021 which is a decrease in mean from thirty-six and mode average of thirty-eight in 2020, showing a decrease in page numbers two years in a row.

Advertising accounted for an average of 7.2 pages, an increase from 5.9 in 2020, but still not as high as 9.4 pages in 2019 and the spread of advertising had been more stable at six to nine pages per issue, than wider range seen in 2020. As a percentage of content advertising increased to 24% in 2021 from 16% in 2020, perhaps showing signs of recovery and confidence in the year 2021 compare to the months of full lockdown in 2020.

Branch News has been steadily reported on throughout the year, all of which is currently virtual and had ranged from home wine tasting to more traditional AGMs and seminars. The BING group have carried on their sterling work and have produced articles for half the Bulletin editions including crossword competitions and fitness challenges. Five Council meetings and the Annual General Meeting were covered over the year. The Bulletin has also covered two papers and animal welfare related reports which were not meeting dependent, as well as two articles covering IAT Milestones and the work of the Council Groups.

Regular features continue – articles by the Equality and Diversity group editorial ran almost every month, Animals in Science Education Trust (AS-ET) news ran every month as did Dear Readers and Diary Dates.

The Bulletin front cover has, to some extent reflected lead articles covered in that edition and we still welcome good quality images of a least 2MB for the front cover and even more so if they also accompany a story! Contributions to the Bulletin are lower than they were pre-pandemic, but we have still managed to feature submissions from new writers and much continued and appreciated support for regular contributors. We look forward to 2022, with anticipation and we encourage contributions from everyone involved in the IAT, after all many of us enjoy seeing their words and thoughts in print!

In the first six months of 2022, the Editor is to research the needs and expectations of both the Bulletin readership and advertisers, to determine if adjustments are required to keep the Bulletin and its contents relevant.

Carole, as the Bulletin editor, is immensely grateful to all those who have supported the Bulletin, which only exists through its submitted material, advertising and those who bring it to publication. She extends special thanks to the advertising manager, Sue Ojakowa and our printer Allan Young, for their endless patience and support and also wishes to thank Paul Barwood for his contribution as deputy editor.

COMMUNICATIONS GROUP

The Communications Group consists of eight members creating a conduit between the IAT Council, its members and member organisations. I would like to take the opportunity to say thank you to Tara Mclaughlin for all her help and input to the Communications group over the last couple of years. Also, we are preparing to welcome Toby Sanders who will no doubt provide valuable help for the group moving forward.

This year has again been a very different year for everyone, and this has affected us all. With this in mind and all the restrictions that were put in place we decided to run Tech month as a virtual event. It proved to be very popular with many people joining in the yearly quiz and also a few people partaking in the Technician bingo.

Communications with our members has been paramount during this pandemic and the Communications Group has been instrumental in helping to produce a monthly newsletter that goes out to all members. We have finalised the update of the Careers Brochure which will be published

for Congress 2022 and have received many pictures which we can use for future advertising. Look out for the new IAT post cards soon to be printed.

We saw the close of the IAT's 70th year celebrations by taking a look at how far Council and the various Council groups have come over the last few years by publishing an article in the Bulletin.

Throughout 2021 the Communications Group liaised closely with our colleagues on IAT Council, Branch Secretaries, BING Coordinator and the IAT Website Administrator to review opportunities to communicate more effectively. We continue to have representatives from the Communications group and Council sitting on the Science Councils Marketing and Communications forum and regularly attends these meetings.

As you can imagine it has been a relatively quiet year regarding events, but the Communications Group got the opportunity to attend the Research Institute Technicians Symposium held at MRC Harwell. I am hoping, as I am sure we all are, that the Communications group get the opportunity to attend more meetings and events this year.

EUROPEAN FEDERATION OF ANIMAL TECHNOLOGISTS (EFAT)

The links with FELASA were maintained for the harmonisation of training course in Europe. EFAT have representatives on the joint FELASA-EFAT working group entitled: the Harmonisation of Education, training and CPD for laboratory animal caretakers and technicians. In 2021 the group sent a questionnaire out to several organisations in all member states of FELASA. From the responses of the questionnaire, a report is being produced jointly between FELASA & EFAT, and it is hoped to be published in early 2022.

Following an EFAT meeting, a group (which includes some of the IAT Vice Presidents) has been set up to look more closely at some ideas. These ideas include activity to broaden the representation of European technicians via EFAT with the organisation of a meeting during FELASA 2022, and reviewing International Branch rules and considering how best to use them.

The meeting also formed a subgroup to look at the translation of IAT's "Introduction to Laboratory Animal Science, Technology and Welfare" book into several European languages.

ANIMAL SCIENCE GROUP (ASG) AND UK BIOSCIENCES UPDATE

The IAT continues to be represented on the Royal Society of Biology (RSB) Animals in Science Group and the UK Biosciences Coalition (UKBSC), with representation at quarterly ASG meetings and monthly UKBSC teleconferences.

WEBSITE

All Websites managed by the IAT continue to develop and are under constant review. The two website coordinators are now maintaining five websites with additional minimal maintenance of the CLAST website.

The IAT continues to use social media pages on Facebook for both the IAT and AS-ET, on LinkedIn and on Twitter. News items and snippets of information are posted to all three media sites on a regular basis. Our e-Newsletters are proving popular with members and will continue to provide current news items via email.

The Website Coordinator is also involved in the management of the online registration platform from Aventri. This is used for Congress registrations and in 2021 the virtual Congress. The platform can also be used for registration for smaller events if required. The Congress website is also developed via the Aventri platform.

ANIMAL WELFARE GROUP (AWG)

The group have had a changeable year and can report that we have had some successes with projects and some not so successful cooperation with other welfare organisations.

In April there was a change in the chair with Matt Bilton stepping down. The Group hoped to build on Matt's successes with the incoming chair John Waters. John was able to have the group meet more frequently and discuss branching out to other welfare groups, bringing his wider contact within the industry to the Group with subjects being raised within the membership.

John has introduced us to co-opting for specialist species welfare and we have started work on the following areas

- Fish welfare "The feeding and development of young fish"
- Remote welfare reporting Tele Medicine
- Standard Operating Procedure "templates for use"
 - Reporting sick animals
 - Breeding of GA and maintenance of

John was also able to expand the group from the original five members to include Sam Jameson, Carmen Abela and Steve Owen.

We were invited to attend a joint meeting with the NC3R's to discuss how the two organisations could co-badge events and meetings, welfare topics and what the membership might be interested in.

Later during 2021 John's commitments to other council positions called on his attention, and he stood down from the role of Chair, making way for Nicky Gent to take over this post.

An article on the use of Green Clay as an aid to wound healing was submitted and posted to the IAT membership site and the advert submitted to the Bulletin Editor with plans to run in the New Year.

CONGRESS COMMITTEE

Being our first attempt at a virtual conference it was decided to run Congress 2021 over Tech Month in March. Afternoon sessions were thought preferable, to hopefully allow technicians the time to attend.

Registrations were as follows:

- 422 delegates (which is about the norm) this did also include:

- 68 trade representatives
- 61 contributors

There were eighteen speakers, thirty-two trade exhibitors and sixteen workshop presenters. There were also thirty-two posters submitted and available to view online throughout the month and after the meeting. Congress 2021 was a success, and the Congress Committee were able to adapt the booking system to include the on-line facilities needed for the remote meeting. We secured an income of £14,370 via non-member registrations and sponsorship of sessions. The Congress Committee wish to thank the trade exhibitors and industry partners for their huge support and contributions to the success of Congress 2021. The number of exhibiting companies was lower than usual, but many of our regular trade partners did attend. Responses to the feedback survey were disappointingly low, with only sixteen trade respondents and sixty two delegates.

The call for Papers, Posters and Workshops went out as usual in the June Bulletin to give technicians plenty of time for preparation. The Congress Committee will look at streaming the 2022 AGM via zoom to enable attendance from members not able to attend Congress. It is not possible to hold a totally hybrid meeting without it incurring significant costs. Having previously recorded sessions to be available on the website afterwards, uptake was very low for the cost involved.

The lack of a captive audience was a hindrance to attendance, as it was very easy for delegates to be distracted whilst at work. This was the main reason for non-attendance on the day according to the feedback survey sent out post meeting. Lectures were all recorded and available to view by those who were registered, until the end of June.

International attendance was increased with the virtual event and fifty-one delegates from fourteen countries had registered.

We are all looking forward to getting back to the face-to-face meetings we are used to, and venues have been booked and dates secured for the next few years. (2023-2026).

BRANCH LIAISON OFFICER

BING ran a virtual fitness challenge with sixty seven participants from all over the UK. The event was to raise money for AS-ET. Prizes donated from Branches included £100 worth of vouchers for the individual who got the furthest distances and vouchers for the Branch that gained the greatest distance over a three month period. £522 was raised for AS-ET which Council kindly rounded up to £600. The event on the whole was very well received and run fantastically. The individual winner was Jason Farrand, with the winning Branch being the West of Scotland - well done you both.

Tech month 2021 went ahead with technician bingo and online quizzes. Due to the Covid-19 situation at the time most facilities provided cakes or sweets, but no face to face events happened.

The branch raffle for 2022 will be run by the North East Branch.

All AGMs in 2021 were held, with some Branches stating their attendance was higher due to them being held virtually.

EQUALITY & DIVERSITY (E&D)

A number of articles published on protect characteristics throughout 2021 on topics below:

- Let's Talk Disability
- Let's Talk Racism
- Let's Talk Compassion Fatigue

Additionally the E&D Group have supported the membership by:

- Arranging Cuppa and Chat support group during COVID-19 virtual support network
- Attended Royal Society of Biology Diversity and Inclusion Working Group meetings
- Attended three meeting for the Science Council EDI Steering Group
- Presented at one establishment on IAT EDI work/Mental Health/IAT engagement
- Attended the IAT Technician commitment signatory event in November 2021
- Held various one to one meetings/chats with technicians across the industry who have required individual support during the past year.
- E&D survey circulated during November 2021, due to close end of January 2022

ASRU CHANGE PROGRAMME

ASRU announced a 'Bridging ways of Working' programme in the middle of 2021, the changes were substantial and communication with ASRU was now to be via stakeholder meetings. Linda Horan has written to Minister, Baroness Wilkinson, who was overseeing this ASRU Change Programme outlining the risk to the role of the NACWO through the change in the process of regulating ASPA. The details of ASPA remains the same. The Head of ASRU has confirmed that both he and Baroness Wilkinson will respond to the communication.

Council will continue to monitor and review in reality how the Change Programme follows through and attend regular UK Bioscience Sector Coalition (UKBSC) meetings where the Change Programme is included on the agenda.

EXTERNAL PARTNERS

The IAT continues to work closely with **The College of Laboratory Animal Science and Technology (CLAST)** www.clast.org.uk, a Charitable Incorporated Organisation providing tuition to students undertaking the Institute of Animal Technology Higher Education qualifications and associated CPD units. This has allowed the IAT to continue to act as the awarding organisation without any conflict of interest. In its first two years of operation, CLAST has seen over 100 students register to do HE qualifications and we understand that CLAST is now financially sustainable.

Please see the CLAST www.clast.org.uk website for details.

The IAT continues to support the charity **Animals in Science Education Trust (AS-ET)** www.animalsinscienceeducationtrust.org.uk which award Bursaries to individuals and sponsors

events to further training and education primarily for animal care staff engaged in Laboratory Animal Science and Technology.

The IAT continue to work on several initiatives with a number of other external organisations including, AALAS, AAALAC, AS-ET, CLAST, LASA, LAVA, NC3Rs, RSPCA, SAALAS, Science Council and UAR.

TECHNICIAN COMMITMENT

The IAT became an official supporter of the Technician commitment. The IAT join an increasing list of supporting organisations pledging their support through this commitment including the Royal Society of Chemistry, the Royal Society of Biology and the Institute of Physics.

The daily work undertaken by technicians is critical in the fulfilment for the enhancement of professional care and welfare of animals in science including the promotion of the 3Rs (Refinement, Reduction & Replacement). The IAT are proud and look forward to further supporting their members in this way within numerous institutions throughout the UK. The IAT's formal action plan demonstrates the backing of the Technician Commitment in the 4 key areas of the commitment, visibility, recognition, career development and sustainability.

The IAT Technician Commitment Action Plan may be viewed at [Careers | instanimaltech \(iat.org.uk\)](https://www.iat.org.uk/careers)

PRESIDENT and VICE-PRESIDENTS

The IAT wishes to Thanks Robin Lovell-Badge and all the IAT Vice Presidents for all their invaluable insights during 2021.

Simon Cumming, IAT Hon Secretary.