

Diamond Light Source 2025 annual statement on research integrity



Organisation information

Name of organisation	Diamond Light Source Ltd
Type of organisation:	Diamond Light Source Ltd (“Diamond”), is the UK’s national synchrotron facility and is a not-for-profit limited company funded as a joint venture by the UK Government as part of UK Research and Innovation (UKRI) through the Science & Technology Facilities Council (STFC) in collaboration with the Wellcome Trust.
Date statement approved by governing body	4 th of November 2025
Web address of organisation’s research integrity page (if applicable)	http://www.diamond.ac.uk/Home/Company/Research-Culture-and-Integrity.html
Named senior member of staff to oversee research integrity	Name: Professor Adrian Mancuso
	Email address: research.Integrity@diamond.ac.uk
Named member of staff who will act as a first point of contact for anyone wanting more information on matters of research integrity	Name: Dr S P Collins
	Email address: steve.collins@diamond.ac.uk research.integrity@diamond.ac.uk

Promoting high standards of research integrity and positive research culture

Research Culture and Integrity at Diamond

Diamond Light Source is a distinguished centre of excellence and is internationally recognised as a world-class facility in synchrotron science and electron microscopy. We continue to support facility users, lead pioneering research, and are committed to nurturing an environment for our staff who make this possible.

Led by our Science Directors, Diamond is committed to up-hold our high standards in research integrity where it is at the centre of our operations. Our ten-year plan promises to provide a focus on, an appropriate vision and strategy; effective mechanisms for assurance and accountability; a culture of openness and integrity; clear leadership and stewardship.

All Diamond employees, students and Diamond users are expected to observe the highest standards of conduct in their research, where they,

- a) Take steps to acquaint themselves with available guidance as to ‘best practice’ in relation to matters of research policy, finance and safety relevant to their area of research;
- b) Observe legal and ethical requirements stated by Diamond Light Source or such other properly appointed bodies as are involved in their field of research;
- c) Remain objective and ensure that the conclusions are the most likely result of the evidence regardless of the desired outcome;
- d) Take steps to ensure the safety of those associated with the research and its vicinity;
- e) Report any conflict of interest, whether actual or prospective, to the appropriate authority;
- f) Observe fairness, equality of opportunity and equity in the conduct of their research.

Policies and procedures

Our Core Values and Behaviours (Respect, Excellence, Collaboration, Integrity, and Innovation) serve as the founding principles that guide our communication, collaboration and overall appreciation of our staff and the wider scientific community. These Values and Behaviours are reinforced by our comprehensive policies and procedures, which establish the expectations for fostering a responsible, equitable, and open environment that promotes the highest standard of conduct, research integrity and continues to enhance Diamond's reputation.

Specifically, Diamond's Code of Best Practice in the Conduct of Scientific Research defines research misconduct and outlines the organisation's expectations. The code includes a formal procedure that Diamond will follow should a case of research misconduct arise, including those accountable at each stage. Any potential cases of research misconduct must be reported to the Research Integrity Working Group assessment.

Our policies, procedures and guidance openly available to all Diamond staff, students and users. A list of these policies can be found in Appendix A.

Governance and communication

- *Boards and Committees*

Research integrity is a standing agenda item on many of Diamond's boards and committees, where Diamond staff are often asked to contribute to research culture expectations, staff development and support documents, and research-related policies. Attendees are invited to foster a positive research culture, encourage transparency and co-ordinate openness through several interconnected forums which include,

- Research Integrity Working Group
- Diamond's Executive Board
- Beamline Operations Coordination Committee
- Technical Division Coordination Committee
- Organisational Development Working Group
- Scientific Training Advisory Group
- Research Support Working Group
- Post Doc Committee
- Safety, Health and Environment Committee
- Biological Safety Committee

- *Disseminating information and resources*

Communications on research integrity, including the importance of engagement of all staff, originate from Diamond Science Directors, Professor Adrian Mancuso (Physical Sciences) and Dr Martin Walsh (Interim Director for Life Sciences). Professor Mancuso acts as the named senior member of staff to oversee research integrity.

All resources associated with Diamond's Research Integrity and Culture are readily available on the organisation's intranet pages which includes,

- How to report a case of research misconduct to the Research Integrity Working Group.
- Diamond's Code of Best Practice in the Conduct of Scientific Research which defines research misconduct, and the procedures associated with formal allegations.
- Research Integrity related policies.
- Research Integrity related procedures.

Training and development

As part of Diamond's Learning and Professional Development Policy, all staff have access to Diamond's internal Learning Management System (GEM). The system provides learning and development activities in one place for easy visibility and management. The examples below demonstrate the breadth of courses,

workshops and e-learning that contribute to Diamond's training and development programme. Many of the resources map to, or couple with Diamond's existing policies and procedures.

- *Safety, health and environment* – e.g. Biological Safety, Radiation Safety
- *Wellbeing* – e.g. Mental health first aid, Equality, Diversity & Inclusion, Unconscious Bias: A Spotter's Guide
- *Management Development* – e.g. Training and Facilitation Skills, Team Development, Mentoring
- *Communication and presentation* – e.g. Science Communication Workshop, Presenting Data to Your Audience, Conflict of interest

As a mandatory action, all Diamond staff are required to complete an annual on-line training exercise in research integrity and confirm they acknowledge Diamond's Code of Best Practice in the Conduct of Scientific Research.

Monitoring and reporting

Matters relating to Research Integrity are monitored on various boards and committees at Diamond. The organisation's internal Learning Management System (GEM) automatically keeps a track record of individual's training from start to completion.

In addition, staff are expected to partake in a Performance Development Review (PDR) which provides a structured two-way discussion between staff and line managers. Within the PDR framework, an assessment will be made on the previous years' work, training and future expectations. Line Managers have a responsibility to ensure that their staff act according to Diamond's Values & Behaviours, and are requested to provide feedback on behaviours that demonstrate Respect, Excellence, Collaboration, Innovation, Integrity.

Diamond's Research Integrity and Culture intranet pages clearly outline the procedure for identifying, reporting and managing research misconduct. Diamond staff, students and Users are encouraged to report concerns and allegations of research misconduct to the Diamond's Research Integrity Working Group via research.integrity@diamond.ac.uk.

Latest developments for research integrity at Diamond

Diamond has provided a statement on *Best Practice in Research* for many years. To reinforce our commitment to the organisation's research culture, all staff are now required to complete the Code of Best Practice in the Conduct of Scientific Research module on the organisation's internal Learning Management System (GEM) on an annual basis. Participants are expected to understand the importance of research culture and research integrity, how their actions affect the organisation, and how fostering a positive environment benefits their research and the wider research landscape.

In 2024, Diamond's commitments to the Concordat to Support Research Integrity were expanded by providing a named senior member of staff to oversee research integrity, and creating a Research Integrity Working Group. The working group has played a leading role in the publication of research culture statements, Diamond's first completion of an Annual Statement on Research Integrity, review of reporting research misconduct procedures, communication of research integrity processes, and a functional research integrity email account.

Furthermore, Diamond has significantly invested in the Vitae HR Excellence in Research (HREiR) Award, which signifies a long-term commitment to the career development of its researchers. The award aligns with the Principles of the Researcher Development Concordat for UK institutions and represents the only peer-reviewed recognition process for implementing the Concordat Principles in the UK. In early 2025, Diamond was successful in the renewal of our [HREiR Award](#). Reviewed by an international panel, Diamond has been recognised in its pledge to creating and maintaining a supportive environment for all staff, ensuring the development of their professional career and contribute to open and transparent processes.

Future developments

Diamond continues to review its policies and processes to ensure its alignment with the Concordat to support Research Integrity. Future developments include improved organisation oversight of research publications by Diamond staff, as described in Diamond's internal [HR Excellence in Research Action Plan](#).

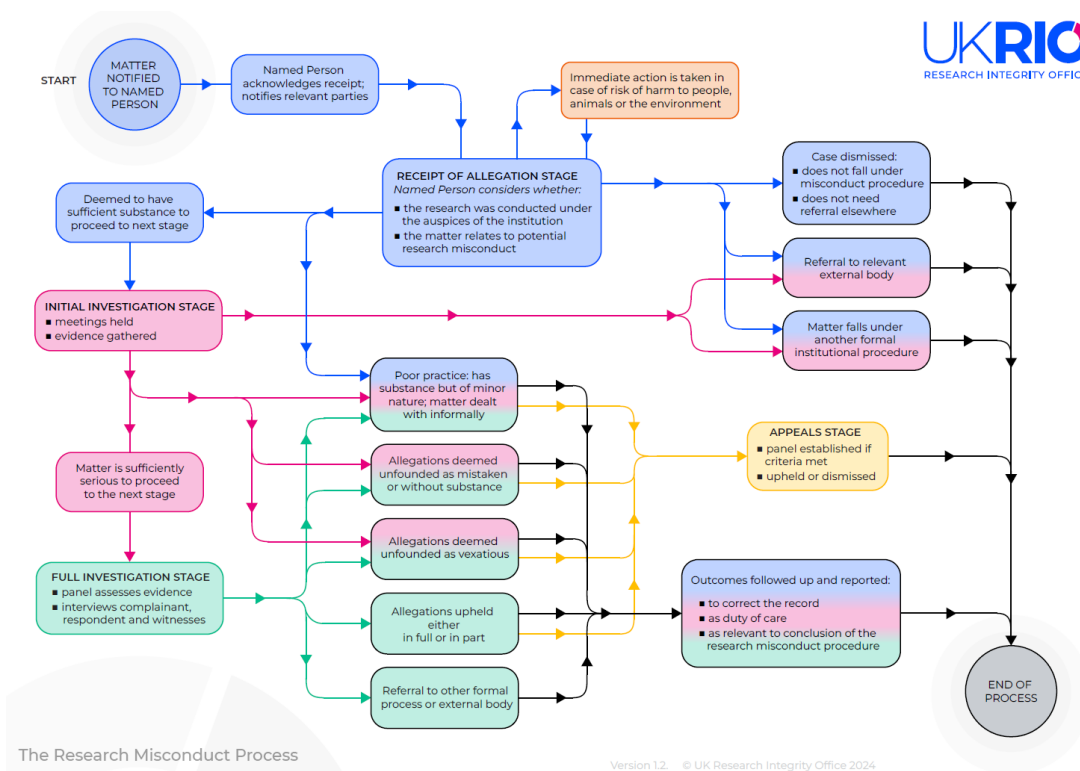
In addition to existing procedures in place, Diamond will:

- Continue to promote a positive research culture and embed research integrity in all operations
- Improve Diamond's process the curation of Diamond outputs for improved oversight.
- Publish further guidance on trusted research, including signposting Diamond's policies and procedures on sanctions, due diligence and export control.
- Thoroughly review the outcomes from Vitae's Culture, Employment and Development in Academic Research Survey (CEDARS) and implement appropriate actions.
- Consider the implementation of research integrity related questions into Diamond's next Employee Opinion Survey.
- Look to subscribe to UKRIO membership.

Addressing research misconduct

Diamond recognises the sensitivities in the handling and sharing of research integrity allegations. Any data related to allegations of research misconduct will be managed confidentially and in compliance with GDPR protocols (Diamond's [Data Classification Policy](#) and Diamond's [Privacy Notice](#) and Diamond's [Data Protection Policy](#)), whilst balancing the requirements within Diamond's Research Integrity reporting procedure.

Diamond's *Procedure for the Investigation of suspected research misconduct* has been reviewed in this reporting period and closely aligns with the UKRIO Procedure for the Investigation of Research Misconduct.



Flowchart showing the UKRIO Procedure for the Investigation of Research Misconduct

Diamond's Research Integrity reporting procedure and was last updated in early 2025 and will be subject to review in 2028 (or earlier as appropriate). This procedure complements the following policies and guidelines,

- Diamond Light Source – [Anti-corruption and Anti-bribery Policy](#)
- Diamond Light Source – [Code of Best Practice in the Conduct of Scientific Research](#)
- Diamond Light Source – [Conflict of Interest Guidelines](#)
- Diamond Light Source – [Data Classification Policy](#)
- Diamond Light Source – [Data Privacy Notice](#)
- Diamond Light Source – [Data Protection Policy](#)
- Diamond Light Source – [Disciplinary policy and procedure.](#)
- Diamond Light Source – [Experimental Data Management Policy](#)
- Diamond Light Source – [Fraud policy](#)
- Diamond Light Source – [Information Security Policy](#)
- Diamond Light Source – [Publications and Open Access Policy](#)
- Diamond Light Source – [Trusted Research](#)
- Diamond Light Source – [Whistleblowing policy](#)

Information on investigations of research misconduct that have been undertaken

This is Diamond's first annual report (2025). No reports of research misconduct have been received in the current reporting period, however, the formation of the Research Integrity Working Group and updated procedures for reporting research misconduct allows for additional avenues for allegations to be made. In addition, Diamond's Speak Up service allows confidential, and anonymous, reporting ensures that issues which may not currently be voiced can be brought to Diamond's attention.