



Queen Mary
University of London

Pay Gap Report 2025



Foreword from the President and Principal

Queen Mary University of London aims to be the most inclusive University of our kind, anywhere, by 2030.



Professor Colin Bailey CBE, FEng, BEng, PhD, CEng, FICE, FStructE, MIFireE, President and Principal

Strategy 2030 reflects our mission to create a truly inclusive environment, building on our cherished gender, socioeconomic, and cultural diversity, where students and staff flourish, reach their full potential and are proud to be part of the University community.

Our People, Culture, and Inclusion Enabling Plan outlines the Equality, Diversity, and Inclusion (EDI) initiatives that bring this commitment to life, ensuring that our values are embedded in everyday experiences of our staff and students and that everyone within our community can thrive.

We continue to go beyond statutory requirements of publishing gender pay gap data by publishing ethnicity, exploring intersectional pay gaps for gender and ethnicity and disability pay gaps. Aligned with our values, we are committed to transparency and driving progress. This year, we have introduced reporting by sexual orientation and are disaggregating data sets to provide us greater insight into the diversity of our workforce.

This year’s report details the pay gap data as of 31st March 2024 and, for bonus pay, the period of 1st April 2023 to 31st March 2024. This report explores an overview of actions being taken that will contribute to the closing our pay gaps during the reporting period, as well as our priorities moving forward.

Since our last report, we have made significant progress, including our first institutional application

for the AdvanceHE Race Equality Charter, continued delivery of our ambitious Gender Impact Plan with several schools recognised with AthenaSWAN awards. Additionally, we have introduced an enhanced equality analysis process and continued to develop foundational work that advances disability and LGBTQ+ inclusion. In alignment with our commitment to celebrating the breadth of diversity, we continue to recognise key dates in our annual awareness and inclusion calendar that are important to our community.

This year, mean gender pay gap has reduced, and our bonus gaps have remained at zero.

Our median gender pay gap has risen slightly (10.1%) though it remains smaller than the national average (12.8%). For ethnicity, our median and mean pay gaps have increased when compared to last year. I am disappointed by this shift, but we acknowledge that the factors contributing to widening pay gaps are multifaceted and complex. I am confident, however, that we remain deeply committed to understanding and supporting our workforce. This year’s revised approach has enabled us to better understand how different groups within our workforce contribute to these gaps. As an organisation, we are proud to offer employment opportunities to our students and recruit from our local community. Pay gaps are an insightful measure of our progress and we will continue to closely monitor trends in our data.

Our People, Culture and Inclusion Enabling Plan translates our Strategy, Vision, Mission and Values into a roadmap of how we can be an inclusive organisation and a place where people feel proud to work. Each of our Schools, Institutes and Directorates continue to deliver, evaluate and then revise accordingly locally designed and led EDI Action plans.

We also have key strategic priorities to increase staff diversity and have set Key Performance Indicators (KPIs) of 50:50:50 (+/-5%) representation by gender at junior: middle: senior grades; and 40:40:40 (+/-5%) representation of BAME staff at junior: middle: senior grades, as one of our key drivers to achieve this change in our workforce profile by 2030. We are making good progress against these aims but we acknowledge that more needs to be done.

Since our first pay gap report in 2018, we have seen positive changes in the representation of women and ethnic minority staff in senior roles which is movement in the right direction. I am proud of the commitments across our organisation to support colleagues to progress into more senior roles. We have low disclosure rates for disability and sexual orientation like many organisations and we are working to support colleagues to comfortably and confidently share their data to enhance our insight and better understand the experiences of all staff at Queen Mary.

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About us

Queen Mary University of London is a leading research-intensive university with a difference – one that opens the doors of opportunity to anyone with the potential to succeed.

Throughout our history, we've fostered social justice and improved lives through academic excellence. We continue to live and breathe today through our world-leading research, diversity, and inclusivity; Queen Mary is deeply connected to the communities it serves. Our four founding institutions were established with a focus on social justice, transforming society and improving lives – values that continue to define us today.

As a **Russell Group** university based in the heart of London's East End, Queen Mary is a truly global institution. We have over **31,000 students and 5,700 staff**, representing **more than 170 nationalities** across our campuses in London, Malta, Paris, Singapore, and China. We aspire to be “the most inclusive university of our kind, anywhere,” fostering an environment where everyone can thrive and reach their full potential.

Ranked among the top 10% of universities worldwide and **1st in England for social mobility**, our students, staff, and alumni are at the heart of the University and our vision for **2030**.

We have the best record of all Russell Group universities in England for recruiting domestic undergraduates from a wide variety of socio-economic backgrounds: more than 99% of our undergraduates are from state schools; 73% are from Black, Asian and Minority Ethnic (BAME) backgrounds, and 45% are first in family into higher education.

Our ongoing commitment to inclusion has been externally recognised, including by The Times and Sunday Times Good University Guide wrote of us in 2024, “Queen Mary continues its founding mission to improve lives through education. This Russell Group outlier in Tower Hamlets, east London, continues to do as well in our academic league and in our social inclusion table.”

Our founding mission remains at our core – not just because it's the right thing to do, but because it fuels innovation, unlocks new possibilities, and strengthens intellectual brilliance.

Executive Summary

Since 2019, we have been committed to going beyond the statutory pay gap reporting requirements, enabling us to more effectively identify and address structural disparities while gaining a deeper understanding of our workforce.

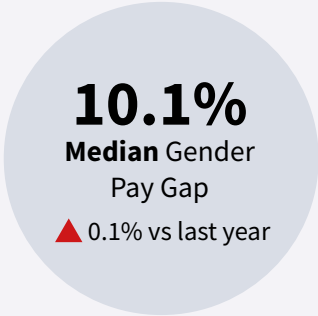
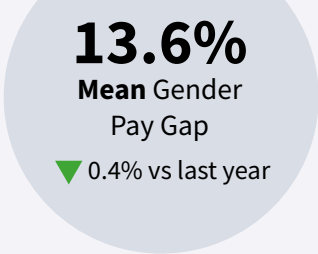
- As part of this commitment, we report on pay gaps across the following areas:
- Gender
 - Ethnicity (both grouped and disaggregated)
 - Intersections of gender and ethnicity
 - Disability
 - Sexual orientation.

We have also provided detailed insights, excluding specific groups – such as student ambassadors and junior colleagues in Estates and Facilities – to ensure a clearer and more accurate picture of our pay gaps.

Our reporting methodology, detailed on pages 12-14, outlines the approach we take.



Gender Pay Gap



Our mean gender pay gap is **13.6%**. With students removed the mean gender pay is 13.3%. With junior staff in our Estates and Facilities directorate removed, our mean gender pay gap is 13.4%. Our mean gender pay gap has continued to reduce from 21.7% in 2017 and is lower than the national average for Russell Group institutions (16.9%) and also when compared specifically to Russell Group institutions in London and the South-East (15.7%).

The mean gender pay gap continues to be higher than the median gap because of a higher number of men in senior positions such as Professors and Heads of Schools or Institutes.

We have seen positive increases in the representation of women in the upper pay quartile from 35.7% in 2017 to 41% in this year’s report. We also see a consistent over-representation of women in the lower and lower middle quartile which impacts our pay gaps. This has reduced from 64% in 2017 to 58% in this year’s report.

This is progress in the right direction; however, we would like to see a faster rate

of progress to close our gender pay gaps in the future.

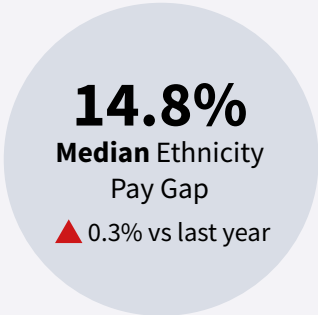
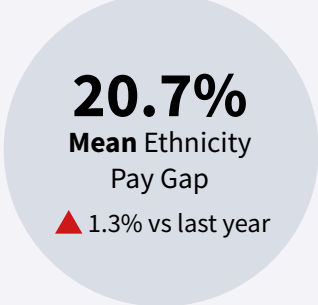
Our median gender pay gap is **10.1%**. With students removed from the data set, our median gender pay gap is 9.3%. With junior staff in our Estates and Facilities directorate removed from the data set, our median gender pay gap is 7.8%.

Our median gender pay gap has increased slightly from 10.0% in the previous year.

Our median gender pay gap is smaller than the national average (12.8%) but, this year, is slightly higher than the average in London and the South East (8.4%).

7.7% of men and 8.3% of women received a bonus in the 12-month period up to March 2024. Our median gender bonus gap is 0.0% and our mean gender bonus gap is 50.6%. Excluding Clinical Impact Awards (CIAs), 5.9% of men and 7.5% of women received a bonus in the 12-month period up to March 2024. The median gender bonus gap excluding CIAs is 0.0% and mean gender bonus gap excluding CIAs is 11.0%.

Ethnicity Pay Gap



Our mean ethnicity pay gap is **20.7%**. With students removed from the data set, the mean ethnicity pay gap is 19.3%. With junior staff in our Estates and Facilities directorate removed from the data set, our mean gender pay gap is 19.0%. Our mean ethnicity pay gap has reduced from 21.9% in 2018, our first year of ethnicity pay gap reporting.

The gap has increased from 19.5% last year. We see a slower rate of change in the ethnicity pay gap when compared to the gender pay gap. As with the mean gender pay gap, the mean ethnicity pay gap continues to be higher than the median

because of a higher number of staff from White backgrounds in senior positions. We have seen positive increases in the representation of BAME staff in the senior pay quartile from 21% in 2018 to 25% in this year’s report. Whilst this is movement in the right direction, we want to see a faster rate of progress to close our ethnicity pay gaps.

Our median ethnicity pay gap is **14.8%**. With students removed the median ethnicity pay gap is 14.5%. With junior staff in our Estates and Facilities directorate removed, our median gender pay gap is 16.1%.



The median ethnicity pay gap has reduced from 19.3% in 2018 but has increased slightly from 14.5% last year. This year, we have adopted a revised approach to provide greater insight into our ethnicity pay gaps and deepen our understanding of the diverse communities within our organisation.

We have observed pay gaps among different ethnic groups:

- Black staff: 23.3% median, 32.5% mean pay gap
- Asian staff: 14.3% median, 17.8% mean pay gap
- Mixed staff: 10.2% median, 14.4% mean pay gap
- ‘Other’ staff: 14.0% median, 20.4% mean pay gap

When comparing with Russell Group institutions, our ethnicity pay gaps are larger than the national average (**9.0% mean, 6.2% median**) as well as within London and South East (**15.9% mean, 11.9% median**). We have a significantly higher and broader representation of Black, Asian and Minority Ethnicity (BAME) staff across all pay quartiles than the Russell Group average both nationally and when comparing to institutions in London and the South East only.

A number of factors influence our ethnicity pay gaps, such as the consistent high proportion of BAME staff in we have in the lower pay quartile, which has increased by from 54% in 2018 to 61% this year. This quartile includes roles such as

catering, security and residential services which Queen Mary is proud to provide in-house. The higher increases at lower grades offset progress at senior levels, leading to fluctuations in closing our ethnicity pay gap.

A considerable proportion of these roles are held by BAME staff, many of whom are from the local community and who form a significant proportion of this occupational group in society more widely. In line with our Values, we are proud to pay the London Living Wage and provide full access to our staff benefits through our in-house Estates and Facilities function, which has a positive impact on our local East London communities.

The mean ethnicity pay gap is also influenced by Student Ambassador roles. In line with our student population (73% BAME) many of our Student Ambassadors come from a BAME background. Student Ambassador roles are situated within our lower pay quartile (at grade 1) and thus impact on our overall pay gap figures when included in our calculations.

9.6% of White staff and 6.6% of BAME staff received a bonus in the 12-month period up to March 2024. Our median ethnicity bonus gap is 0.0% and our mean ethnicity bonus gap is 29.3%. Excluding Clinical Impact Awards, 7.9% of White staff and 5.7% of BAME staff received a bonus. The median ethnicity bonus gap excluding CIAs is 0.0% and mean ethnicity bonus gap is 9.3%.

22.9%
Mean BAME Male
Pay Gap

▲ 1.5% vs last year

30.0%
Mean BAME Female
Pay Gap

▲ 0.8% vs last year

22.5%
Median BAME Male
Pay Gap

▲ 2.4% vs last year

27.7%
Median BAME Female
Pay Gap

▲ 1.0% vs last year

Intersectional Pay Gaps: Gender and Ethnicity

We are proud to have reported on intersectional pay gaps by gender and ethnicity since 2023.

Our analysis shows a **22.9%** mean pay gap for BAME men (compared to 21.4% in our previous report) and a **30.0%** pay gap for BAME women (compared to 29.2% in our previous report). These figures have increased since last year’s report.

Our analysis shows a **22.5%** median pay gap for BAME men (compared to 20.1% in our previous report) and a **27.7%** median pay gap for BAME women (compared to 26.7% in our previous report). In line with the trend we have seen for the median gender pay gap, median ethnicity pay gap and median gender pay gap.

When disaggregating this analysis further, the largest pay gaps are experienced by our Black staff, most significantly our female Black staff.

When comparing to other Russell Group institutions, our intersectional pay gaps are significantly higher; UCEA benchmarking data shows a 23.6% median pay gap for BAME men and a 31.8% median pay gap for BAME women. The same benchmarking data shows a 11.9% mean pay gap for BAME men and 23.8% mean pay gap for BAME women. For Russell Group institutions in London and the South East, the median pay gap for BAME men is 18.2% and for BAME women is 24.0%. The mean pay gap for BAME men is 20.5% and for BAME women is 27.8%

Our pay gaps are higher than these benchmarks however, as mentioned earlier in this report, these benchmarks are not entirely reflective of the sector as they do not enable comparisons specifically with institutions who do not outsource particular roles.

10.0%

**Mean Disability
Pay Gap**

▲ 0.1% vs last year

Disability Pay Gaps

This year is the second time we are reporting on disability pay gaps. Our median disability pay gap is **5.4%** and our mean disability pay gap is **10.0%**.

Last year, we reported a median disability pay gap of 5.1% and a mean disability pay gap of 9.9%.

With student ambassadors removed from the data set, our median disability pay gap is 7.7% and our mean disability pay gap is 9.8%. With our Estates and Facilities junior roles (1-4) removed from the data set, our median disability pay gap is 9.5% and our mean disability pay gap is 10.9%.

9.1% of disabled staff and 8.0% of non-disabled staff received a bonus in the 12-month period up to March 2024. Our median disability bonus gap is 0.0% and our mean disability bonus gap is 9.0%.

Excluding Clinical Impact Awards, 8.1% of disabled staff and 6.5% of non-disabled staff received a bonus in the 12-month period up to March 2024. The median disability bonus gap is 0.0% and mean disability bonus gap is 5.15%.

We recognise that we have a low disclosure rate for disability in our data (approximately 6%). National data indicates 24% of working age adults are disabled. We would therefore expect to see a higher rate of staff declaring a disability than the percentages we currently see. This impacts on our disability pay gap data reporting.

Further analysis of our pay gaps, including representation by pay quartile and grade are provided later in this report.

5.4%

**Median Disability
Pay Gap**

▲ 0.3% vs last year

Sexual Orientation Pay Gaps

This is the first year we have reported on pay gaps by sexual orientation. Lower disclosure rates impact our ability to fully understand sexual orientation pay gaps.

Our median sexual orientation pay gap is **5.2%** and our mean sexual orientation pay gap is **4.2%**.

With student ambassadors removed from the data set, our median sexual orientation pay gap is 5.2% and our mean sexual orientation pay gap is 4.5%. With our Estates and Facilities junior roles (1-4) removed from the data set, our median sexual orientation pay gap is 6.1% and our mean sexual orientation pay gap is 5.3%.

6.5% of Heterosexual staff and 5.9% of LGBQA+ staff received a bonus in the 12-month period up to March 2024. Our median sexual orientation bonus gap is 0.0% and our mean sexual orientation bonus gap is 56.4%.

Excluding Clinical Impact Awards, 5.7% of Heterosexual staff and 5.7% of LGBQA+ staff received a bonus in the 12-month period up to March 2024. The median LGBQA+ bonus gap is 0.0% and mean LGBQA+ bonus gap is 4.3%.

Further analysis of our pay gaps, including representation by pay quartile and grade are provided later in this report.

4.2%

**Mean Sexual
Orientation Pay Gap**

5.2%

**Median Sexual
Orientation Pay Gap**



Methods

The data presented throughout this report is drawn from March 2024 snapshot data as required by reporting regulations; hence references to ‘current’ or ‘2025’ data will refer to this snapshot date. For these reasons, actions that have been taken to address the pay gap since March 2024 are not captured in our metrics but will be reported in our next pay gap report.

Similarly, where we have made references to benchmarking data, these refer to the mostly recently available data collated by the University and

Colleges Employee Association (UCEA) benchmarking exercise in which 108 member institutions shared pay gap data for academic year 2022-23¹.

Pay Gaps and Equal Pay: The Differences Explained

Pay gaps are often confused with equal pay. In this section, we explain the difference between them and the fact that they are very different concepts which are not interchangeable and measure quite separate and distinct aspects of pay.

Equal pay is the right for staff to receive equal pay for work of equal value, as set out in the Equality Act 2010. Equal pay refers to staff being paid the same for the same work within the workforce. At Queen Mary, we do not have an equal pay gap at any level. The University uses a job evaluation scheme to determine the relative value of roles in order to ensure equal pay for like work.

Pay gaps are the percentage difference between the average hourly pay between different groups of staff, for example between men and women. While there may be different average pay figures for different groups (such as, women and men) across an organisation, there may also be differences between the average pay of women and men within specific roles in an organisation².

¹ Source: **Universities and Colleges Employers Association (UCEA) benchmarking data** (Russell Group institutions, 2022-23)
² Source: **Examining the gender pay gap in HE** (ucea.ac.uk)

Method for calculations

The gender pay gap is calculated using the approach required by the Government’s reporting regulations, outlined below. We use the same approach to calculate the ethnicity, disability, and intersectional, disability and sexual orientation pay gaps in the interests of ensuring consistency in our reporting. Our approach to intersectional pay gap calculations corresponds with how UCEA produce their figures.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017³ requires that we publish the six

metrics below, which are based on all ‘full pay relevant employees’ (defined as employees paid their usual pay in full during the period in which the snapshot date falls).

- Mean pay gap
- Median pay gap
- Mean bonus gap
- Median bonus gap
- Proportion of men/women receiving a bonus*
- Proportion of men and women in pay quartiles*

* For ethnicity pay gap reporting, the analysis considers the proportion of BAME/White staff receiving a bonus and the proportion of BAME and White staff in pay quartiles. We have included Black, White, Asian, Mixed and Other staff receiving a bonus and the proportion of Black, White, Asian, Mixed and Other staff in pay quartiles. For disability pay gap reporting, the analysis considers the proportion of disabled/non-disabled staff receiving a bonus and the proportion of disabled/non-disabled staff in pay quartiles. For sexual orientation reporting, the analysis considers the proportion of LGBQA+/Heterosexual staff receiving a bonus and the proportion of LGBQA+/Heterosexual in pay quartiles.

³ Source: **Equality Act 2010**



Gender pay gap calculations

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017⁴ all percentage pay gaps are expressed as the difference between women and men’s pay as a percentage of men’s pay using the following calculation.

A positive percentage indicates that men overall are paid more than women; zero means there is no pay gap; and a negative percentage indicates that women overall are paid more than men.

$$\frac{(\text{Men's average hourly rate} - \text{Women's average hourly rate})}{\text{Men's average hourly rate}}$$

Ethnicity pay gap calculations

The method for the calculations of ethnicity pay gaps in these reports are the same as those used to calculate the gender pay gap which means all percentage pay

gaps are expressed as the difference between BAME and White staff’s pay as a percentage of White staff’s pay using the following calculation:

$$\frac{(\text{White staff's average hourly rate} - \text{BAME staff's average hourly rate})}{\text{White staff's average hourly rate}}$$

Ethnicity (detailed) pay gap calculations

A similar calculation is being applied to analyse specific ethnic communities in this report. This includes Black, Asian, Mixed, and ‘Other’ ethnic groups. For the purpose of this analysis, we use the term ‘ethnic group’ to refer to the methodology applied in calculating pay gaps for our diverse communities.

A positive percentage indicates White staff are paid more than BAME staff, zero means there is no pay gap, and a negative percentage indicates BAME staff are paid more than White staff.

$$\frac{(\text{White staff's average hourly rate} - \text{average hourly rate of an ethnic group})}{\text{White staff's average hourly rate}}$$

Intersectional pay gap calculations

For intersectional pay gap calculations, pay gaps are expressed as the difference from white male staff hourly rate using the following calculation. A positive percentage indicates that White male staff are paid more

than staff in the specified intersectional categories, zero means there is no pay gap, and a negative percentage indicates that staff in the intersectional categories are paid more than White male staff.

$$\frac{(\text{White male average hourly rate} - \text{Intersectional average hourly rate})}{\text{White male average hourly rate}}$$

⁴ Source: Equality Act 2010

Disability pay gap calculations

For disability pay gap calculations, pay gaps are expressed as the difference from the hourly rate for staff who have not disclosed a disability using the following calculation. A positive percentage indicates that staff who have not disclosed a disability are paid more than

staff who have disclosed a disability, zero means there is no pay gap, and a negative percentage indicates that staff who have disclosed a disability are paid more than those who have not disclosed a disability.

$$\frac{(\text{Average hourly rate for not disclosed disability status} - \text{Average hourly rate for disclosed disability status})}{\text{Average hourly rate for not disclosed disability status}}$$

Sexual orientation pay gap calculations

For sexual orientation pay gap calculations, pay gaps are expressed as the difference from the hourly rate for staff who heterosexual staff using the following calculation.

significantly more than the lowest paid, the mean pay can be skewed by a small number of very high (or very low) earning individuals compared to the median pay.

A positive percentage indicates that heterosexual staff are paid more than LGBQA+ staff, zero means there is no pay gap, and a negative percentage indicates that LGBQA+ staff are paid more than heterosexual staff.

For example, since there are more men in higher-paying roles than women, the mean pay for men tends to be pulled upwards more than mean pay for women, so that the gender pay gap measured by mean earnings tends to be higher than for median earnings.

Due to the way the mean and median are calculated, and because the highest paid employees tend to earn

$$\frac{(\text{Average hourly rate for heterosexual staff} - \text{Average hourly rate for LGBQA+ staff})}{\text{Average hourly rate for heterosexual staff}}$$

Removing characteristics from our data

Many junior-grade roles within our Estates and Facilities Directorate – primarily in cleaning, catering, and residential services – are employed in-house, a practice we are proud of. However, as these roles are predominantly held by women⁵ and individuals from Black, Asian and Minority Ethnic (BAME) backgrounds⁶, disaggregating this data allows for a more accurate

analysis of disparities across the wider workforce. Similarly, we offer part-time employment to students through part-time student ambassador roles. Given their high numbers, student ambassadors have a considerable impact on our data. By separating out these roles, we can better identify and address structural disparities among permanent staff.

⁵ For more on terminology, please refer to page 18.

⁶ For more on terminology, please refer to page 23.

The Gender Pay Gap

The gender pay gap is the difference between the average hourly pay of male and the average hourly pay of female staff.

The **mean** gender pay gap is calculates the percentage difference between average (mean) male and female hourly pay.

The **median** gender pay gap calculates the percentage difference between the midpoint of male and female hourly pay when both are listed from highest to lowest value.

Gender pay gap across all staff

When referring to the gender pay gap legislation or the calculations required by the legislation, the terminology used within the legislation is “female” and “male.” The legislation does not account for individuals who identify as a third category (or with none/neither).

We recognise the limitations of the gender terminology prescribed by the legislation. However, to ensure we meet our legal obligations, this report will use language consistent with the legislation, ie, “female/male” or “women/men.” The data used in this report reflects the sex of our employees.

The median hourly pay rate for men is £25.62 and for women it is £23.04, which represents a 10.1% median gender pay gap. The mean average hourly pay rate for men is £29.94 and for women it is £25.86, which represents a 13.6% mean gender pay gap.

The mean gender pay gap continues to be higher than the median gap because of a higher number of men in senior academic positions such as Professors and Heads of Schools or Institutes.

Our mean gender pay gap has continued to reduce from 14.0% in our previous report and from 21.7% in 2017. Our median gender pay gap however has increased slightly from 10.0% in the previous year. With student ambassadors removed from the data set⁷, our median gender pay gap is 9.3% and our

mean gender pay gap is 13.3%. These figures are only slightly lower than those with student ambassadors included, which suggests we have a relatively gender balanced representation of students employed in temporary roles such as student ambassadors.

With our Estates and Facilities junior roles (1-4) removed from the data set⁷, our median gender pay gap is 7.8% and our mean gender pay gap is 13.4%. Both figures are lower than those with EAF Grades 1-4 included, which suggests there may be a higher representation of women compared to men in these roles, and we can now see a clearer picture of where our gender pay gaps are more pronounced.

Our gender pay gaps are smaller when compared with other Russell Group institutions where the average gender median pay gap is 12.8% and average gender mean pay gap is 16.9%. When comparing specifically against Russell Group institutions in London and the South East, our mean gender pay gap is again lower than the average which is 15.7%. Our median gender pay gap is higher than other institutions in this group, where the average is 8.4%.

The targeted actions outlined in this report are designed to enable us to close our pay gaps further over the coming years. These actions are set out in the sections of this report headed ‘Actions to Date and Priorities for driving forward change’.

Quartile positioning by gender

At Queen Mary, as is similarly observed in other large organisations across the UK, men are more likely to hold senior positions, while women are more often represented in junior and therefore lower-paid roles.

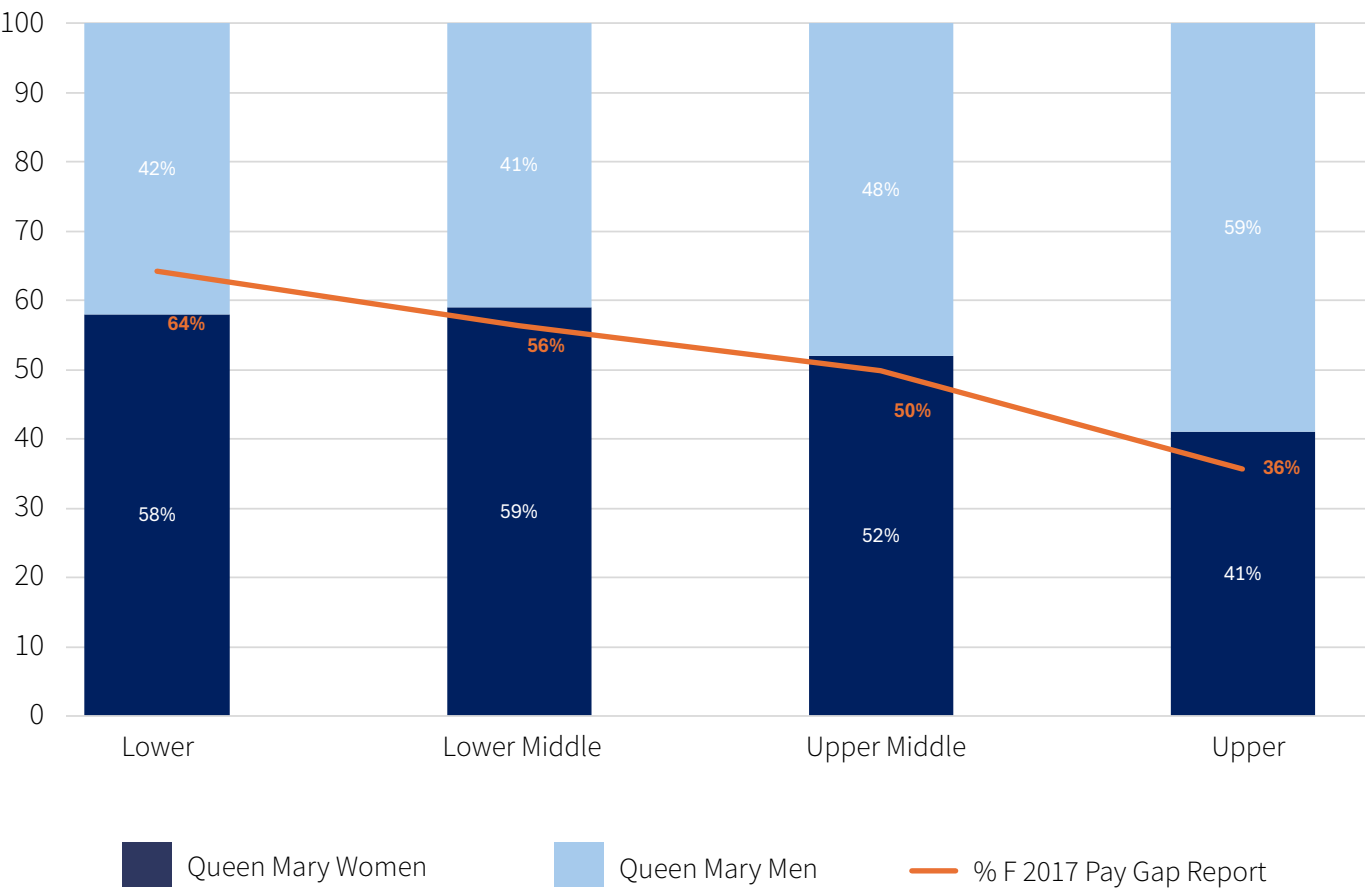
These are the main factors contributing to the gender pay gap. This is demonstrated when reviewing our pay gaps by pay quartile and gender. Low staff turnover rate means representation across these quartiles only changes slightly year-on-year.

The balance of men and women by quartile illustrates the challenge we have in making faster progress on the pay gap. The data highlights an over-representation of women in the lower and lower middle quartiles and an underrepresentation in the upper quartile. We have seen positive increases in the representation in the

upper middle quartile (+2%) and upper quartile (+5%) since 2017’s report. Whilst we continue to move in the right direction, we want to see a faster rate of progress. Since last year, there has been no significant change in the percentage representation by gender, but we have seen a small decrease in the representation of women in the upper middle quartile (-1%) and a small increase in the representation of men (+15%).

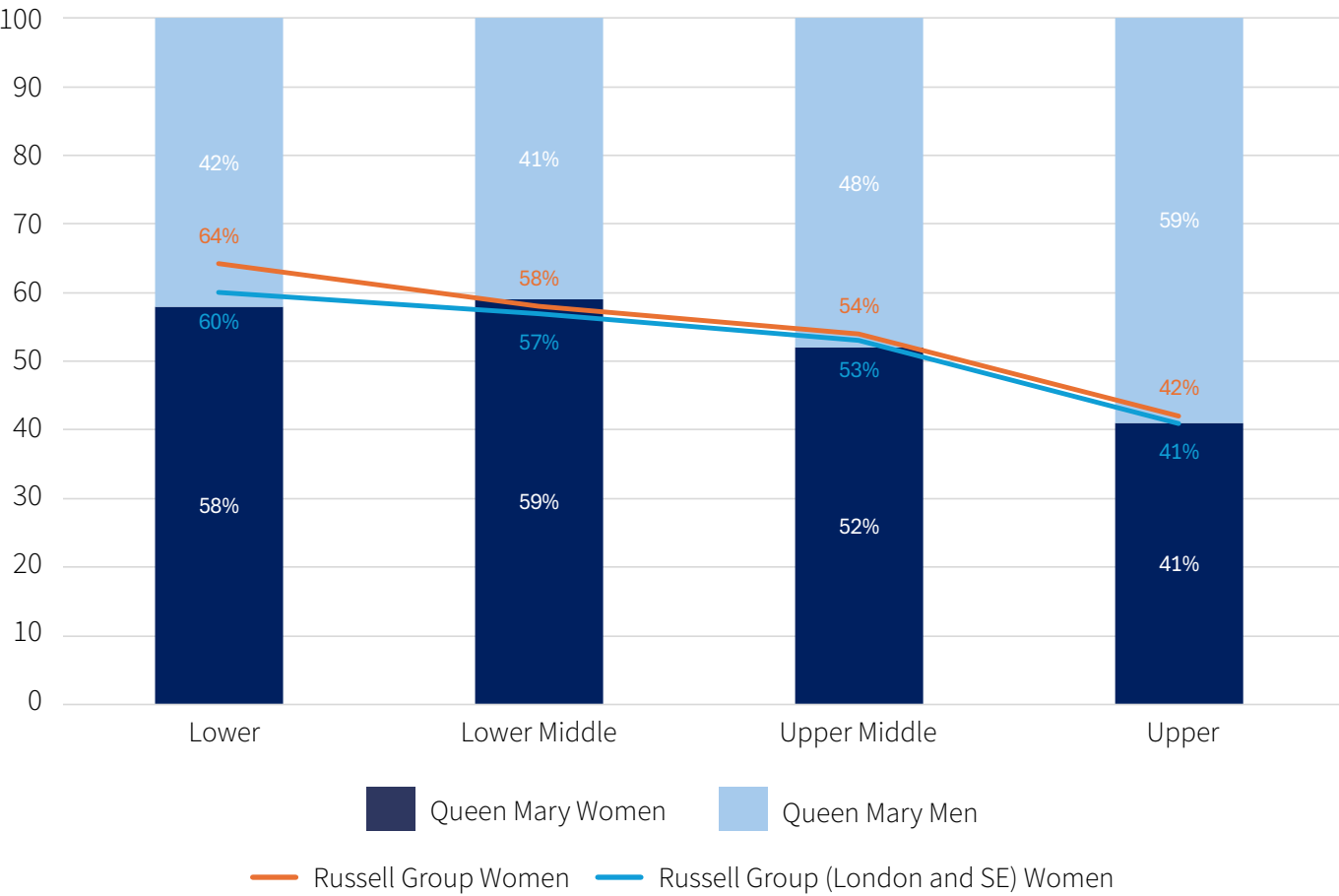
Our representation by gender across quartiles is largely in line with other Russell Group institutions, as indicated in the graph below. In the lower quartile, we have a more balanced gender distribution compared to the Russell Group average. When looking specifically at Russell Group institutions in London and the South East, we notice that we have closely matching representation.

Staff by gender in each hourly pay quartile, %



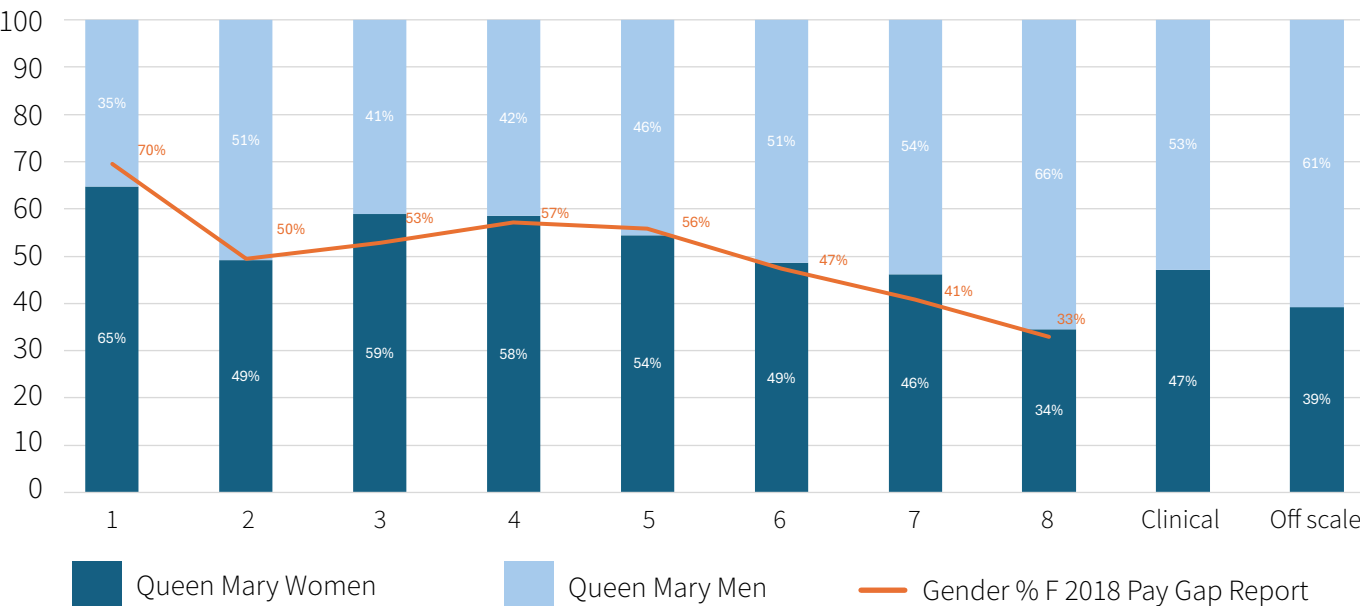
⁷ For more information on why certain characteristics are removed from the data set, see page 17.

Gender Quartile Representation, %, Benchmarked



Proportion of men and women staff by grade

Gender Distribution by Grade, %



The data in the chart *Gender Distribution by Grade* highlights the reason there is a disparity between men and women across the quartiles. Men make up a majority of the senior roles at grade 7, 8 and off-scale roles. Women make up the majority of junior and middle grades.

Many of the roles in the junior grades are in cleaning, catering and residential services, which we are proud to employ in-house, are held by women, who form a significant proportion of this occupational group in society more widely. In line with our Values, we are proud to pay the London Living Wage, which has a positive impact on our local East London communities.

The number of grade 2 roles is substantially smaller compared to all other grades at only around 3% of

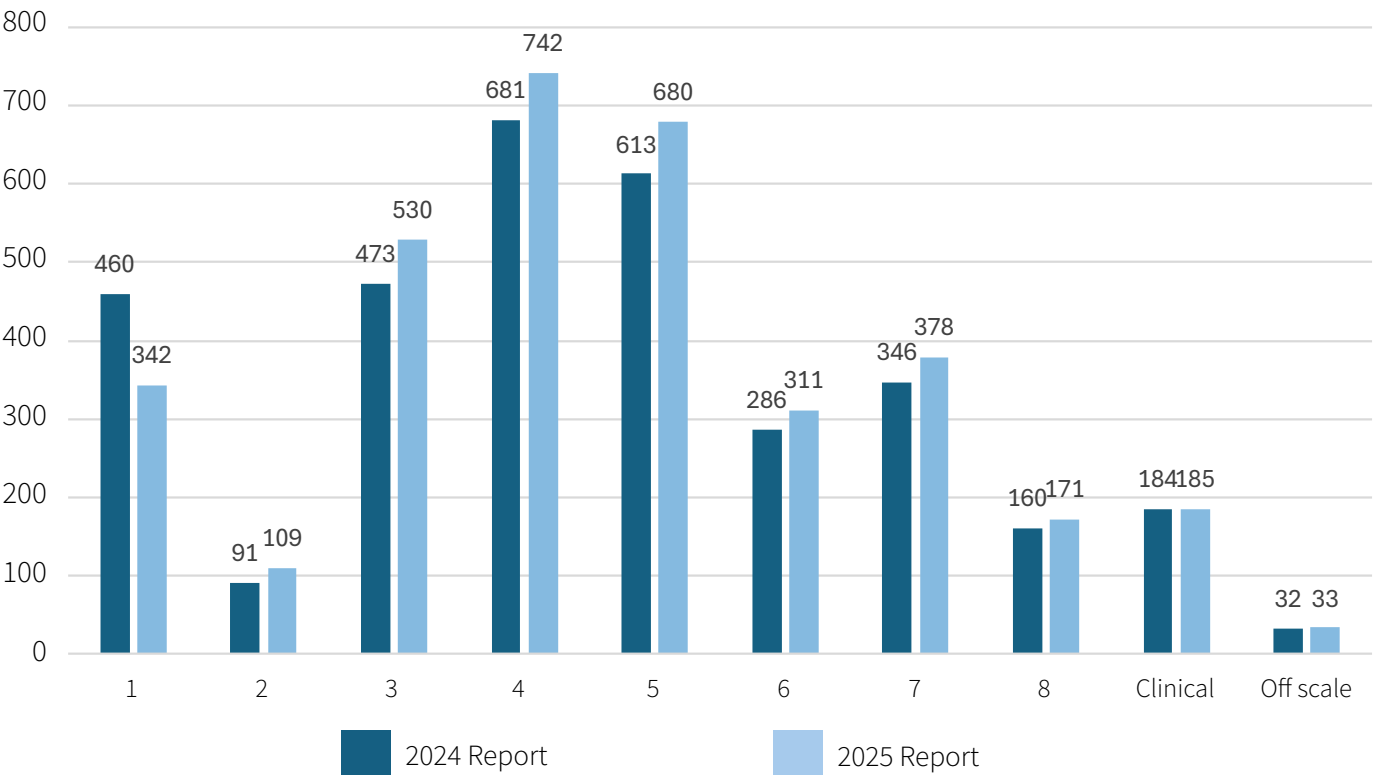
overall roles, meaning roles in this grade does not have a significant impact on our gender pay gaps.

As indicated in the 'representation of women by grade' chart, we have seen positive increases in the representation of women in senior grades 7,8 since 2018.

Since our previous report, we have also seen significant increases in the representation of women in our middle and senior roles.

- Middle roles: +11% (+67 women) increase in Grade 5, +9% (+25 women) increase in Grade 6.
- Senior roles: +9% (+32 women) increase in Grade 7, 7% (+11 women) increase in Grade 8.

Representation of Women by Grade



Bonus Pay

7.7% of men and 8.3% of women received a bonus in the 12-month period up to March 2024. Our median gender bonus gap is 0.0% and our mean gender bonus gap is 50.6%.

Our mean gender bonus gap has reduced from 52.4% in this previous year. However, it is important to note that there has been an overall reduction in the total number of bonus awards since the previous year where 9.7% of men and 8.0% of women received a bonus.

Excluding Clinical Impact Awards 5.9% of men and 7.5% of women received a bonus in the 12-month period up to March 2024. The median gender bonus gap is 0.0% and mean gender bonus gap is 11.0%.

The majority of bonuses are distributed through the Staff Bonus Scheme, where all recipients receive the

same financial reward. During the reporting period, a small number of bonuses were awarded outside of this scheme, which has influenced our mean bonus pay gaps. Additionally, Clinical Impact Awards (formerly known as Clinical Excellence Awards) are bonus payments funded by the NHS, awarded in recognition of significant national-level impact in clinical work. Queen Mary has no control over these payments.

We are committed to recognising and celebrating the hard work of our communities by ensuring consistency and transparency in our internal bonus processes. We are proud to report a zero median gender bonus gap once again (both including and excluding CIAs), reflecting our dedication to equity and fairness.



The Ethnicity Pay Gap

The ethnicity pay gap is the difference in pay between the average hourly earnings of Black, Asian and Minority Ethnic (BAME) staff and those of White staff. In this report, we will disaggregate BAME into Black, Asian, Mixed, Other, and White staff for more detailed analysis.

The **mean** ethnicity pay gap is calculated as the percentage difference between average (mean) hourly pay for White staff and BAME staff, as well as further disaggregated groups.

The **median** ethnicity pay gap calculates the percentage difference between the midpoint of hourly pay for White staff and BAME staff, as well as further disaggregated groups, when their pay is listed from highest to lowest value.

Staff who have chosen ‘prefer not to say’ when disclosing their ethnicity/ethnic background will not be reflected in these calculations. Our current disclosure rate for ethnicity data is approximately 96%.

In this report, we use the term ‘BAME’ to ensure we are consistent with data reporting used by other organisations, including the Government and adhere to the Office for National Statistics’

definition. BAME stands for Black, Asian and Minority Ethnic and is defined as all ethnic groups except White ethnic groups.

At Queen Mary, we acknowledge that the term ‘BAME’ is widely regarded as problematic and unrepresentative of the diverse communities it seeks to describe. As such, we limit its use to data reporting and monitoring purposes, reflecting the way student and staff data is collected and stored, in line with practices across the Higher Education sector.

Our Race Equality Action Group continues to lead meaningful discussions on race equality and has developed resources, including the **Short Guide to Understanding Race and Ethnicity Language and Terminology**, to support our community in navigating the complexities of race and ethnicity-related language.

Ethnicity pay gap across all staff

The median hourly pay rate for White staff is £25.62, compared to £21.82 for BAME staff, resulting in a 14.8% median ethnicity pay gap. The mean hourly pay rate for White staff is £30.56, while for BAME staff it is £24.25, representing a 20.7% mean ethnicity pay gap.

The median ethnicity pay gap has shown a steady reduction over time, decreasing from 19.3% in 2018 to 15.6% in 2022, and further to 14.5% last year. Similarly, the mean ethnicity pay gap has also narrowed, declining from 21.9% in 2018 to 20.2% in 2022, and to 19.5% last year.

While there are small increases in our ethnicity pay gaps, these figures may also reflect the progress made in increasing the representation of BAME staff in middle and senior grades (grades 6 and above) across Queen Mary. The slower pace of change in reducing the gaps is influenced by the consistently high and increasing proportion of BAME staff in the lower pay quartile, which is explored in further detail below.

This year, we have adopted a revised approach to provide greater insight into our ethnicity pay gaps and deepen our understanding of the diverse communities within our organisation.

Using White staff as a baseline, with a median hourly pay rate of £25.62 and a mean hourly pay rate of £30.56, the following ethnicity pay gaps are observed:

- Our Black staff have a median hourly pay rate of £19.64, reflecting a 23.3% median pay gap, and a mean hourly pay rate of £20.64, resulting in a 32.5% mean ethnicity pay gap compared to White staff.
- For Asian staff, the median hourly pay rate is £21.96, representing a 14.3% median pay gap, while the mean hourly pay rate is £25.11, equating to a 17.8% mean ethnicity pay gap.
- Mixed staff have a median hourly pay rate of £23.02, indicating a 10.2% median pay gap, and a mean hourly pay rate of £26.16, leading to a 14.4% mean ethnicity pay gap.
- Staff identifying as ‘Other’ have a median hourly pay rate of £22.04, reflecting a 14.0% median pay gap, and a mean hourly pay rate of £24.32, which corresponds to a 20.4% mean ethnicity pay gap compared to White staff.

Our Black staff experience the most significant pay disparities, as reflected in both the mean and median pay gaps. Asian and ‘Other’ staff also face notable pay gaps, while Mixed staff have the smallest gaps compared to White staff. The larger mean pay gaps observed across

all groups indicate a disproportionate representation of White staff in senior role, and thus higher-paying roles.

In reporting on our ethnicity pay gap, we have also provided calculations with students and colleagues in junior roles (1-4) within our Estates and Facilities Directorate (EAF) removed from the data set. This approach helps us better understand the pay gaps specifically within our staff population, as we recognise the intersectional diversity these groups contribute.

Removing our most junior roles (grades 1–4) within the Estates and Facilities (EAF) directorate from the data set provides a clearer perspective on pay gaps for BAME staff because these roles are predominantly occupied by BAME colleagues. Including them in the analysis skews the overall figures, obscuring the disparities in pay at middle and senior grades.

By focusing on grades with more equal job scopes, this analysis reveals a median ethnicity pay gap of 16.1% and a mean ethnicity pay gap of 19.0%. These figures underscore the disproportionate representation of BAME colleagues in junior roles and their underrepresentation in middle and senior positions.

When disaggregating the data further, we observe the following:

- Asian staff, with EAF roles excluded, experience a median pay gap of 17.5% and a mean pay gap of 18.1%.
- Black staff in this context have a median pay gap of 16.1% and a mean pay gap of 25.4%.
- Mixed staff experience a median pay gap of 11.4% and a mean pay gap of 13.4%.
- Meanwhile, staff identifying as ‘Other’ have a median pay gap of 15.7% and a mean pay gap of 20.1%.

The analysis above suggests that, even after removing EAF staff from the data set, ethnic minority groups – particularly Black staff – continue to experience pay inequality.

We are proud to offer employment opportunities for students through part-time student ambassador roles. In line with our student demographics (73% BAME), the majority of student ambassadors are from BAME backgrounds meaning these roles, situated in the lower pay quartile, have an impact on our overall ethnicity pay gap.

Given the high number of student ambassadors, their volume has a considerable impact on our data, making it important to disaggregate these roles to provide a clearer picture of pay disparities among permanent staff. By separating out the student ambassador roles, we can better identify and address structural disparities affecting permanent BAME staff in other roles across the organisation.

With student ambassador roles removed from the data set, our pay gaps are lower. The median ethnicity pay gap for BAME staff, with students excluded, is 14.5%. Specifically in this context, the median pay gap is as follows:

- The Median pay gap for Asian staff it is 13.1%.
- Median pay gap For Black staff it is 23.8%.
- Median pay gap for Mixed staff it is 8.4%.
- For staff who identify as ‘Other’, the median gap is 11.2%.

We also observe lower mean ethnicity pay gaps. The mean ethnicity pay gap for BAME staff, with students

excluded, is 19.3%. Specifically in this context, the mean pay gap for Asian staff is 16.0%, for Black staff it is 32.2%, for Mixed staff it is 13.7%, and for staff who identify as ‘Other’, the mean pay gap is 18.0%.

When student roles are removed from the data set⁹, both the median and mean ethnicity pay gaps for all groups decrease, highlighting the significant influence of student ambassador positions, often associated with lower pay rates, on overall figures. However, the minimal reduction in pay gaps for Black staff indicates persistent challenges that require focused attention. This underscores the need for targeted interventions to address inequities at middle and senior levels.

When compared to other Russell Group institutions across the UK, our ethnicity pay gaps are higher. The mean ethnicity pay gap across the Russell Group is 9.0%, and the median ethnicity pay gap is 6.2% (BAME/White). Looking at Russell Group institutions in London and the South East, the mean ethnicity pay gap is 15.9% and the median ethnicity pay gap is 11.9%.

⁹ For more information on why certain characteristics are removed from the data set, see page 14.





Whilst these benchmarks provide us with helpful comparisons, it is important to note that this data only reflects the information that universities have voluntarily shared with Universities and Colleges Employer Association (UCEA); at present this is a total of 108 institutions, representing approximately only 64% of UCEA member universities. Firstly, unlike gender pay gap data, which is a statutory reporting requirement,

ethnicity pay gap data is provided voluntarily; secondly, the UCEA benchmarking does not enable us to measure specifically against other universities who have an in-house estates and facilities function. Rather, these benchmarks reflect all universities, some of which outsource these roles meaning they are not included in their pay gap reporting data.

Ethnicity	Mean % - Queen Mary	Mean % - Russell Group	Mean % - Russell Group (London & SE)	Median % - Queen Mary	Median % - Russell Group	Median % - Russell Group (London & SE)
Black	32.5%	21.0%	29.2%	23.3%	15.6%	22.0%
Asian	17.8%	7.1%	14.4%	14.3%	5.2%	12.3%
Mixed	14.4%	10.7%	14.3%	10.2%	8.4%	11.0%
Other	20.4%	6.1%	19.6%	14.0%	1.3%	13.8%

When disaggregating our ethnicity pay gaps, we note that while our gaps are wider than those observed across the Russell Group nationally and Russell Group institutions in London and the South East, similar trends emerge. Black staff continue to experience the highest pay disparities in the sector. Institutions in London and the South East tend to have higher pay gaps than the overall Russell Group, which may reflect the greater diversity of populations in this region – particularly in London.

Our analysis also highlights significantly higher pay gaps for Black and Asian staff at our institution. While the causes of pay disparities are multifaceted, we recognize that Black staff are underrepresented in our overall university population while being disproportionately concentrated in our most junior grades. Similarly, we have a high representation of Asian colleagues, which may also contribute to the observed trends.

Quartile positioning by ethnicity

The representation of BAME staff in the upper quartile has increased from 21% (+4%) and from 28% (+6%) in the upper middle quartile since our 2019 report which shows positive progress. We aim to see ongoing progress in the future, acknowledging the importance of sustained investment and targeted interventions, like those outlined in this report, to accelerate the increase of diversity at senior levels.

We have also observed an increase in the representation of BAME staff in the lower quartiles, where their representation is already high. This trend may present challenges to our efforts to close our ethnicity pay gap, even when sustained progress is made at middle and senior levels.

The lower quartile comprises roles such as catering, cleaning, security and residential services which Queen Mary provides in-house rather than outsourcing. A considerable proportion of these roles are held by BAME staff, many of whom are from the local community reflecting the broader societal composition of this occupational group in society more widely. In line with our Values, we are proud to pay the London Living Wage and provide full access to our staff benefits through bringing these roles in-house, which has a positive impact on our local East London communities.

In addition, student ambassadors are also represented in this quartile, a large proportion of whom are from BAME backgrounds as outlined above. The lower quartile also has the highest proportion of staff for which we do not have ethnicity data, demonstrating a need to encourage disclosure particularly in these grades to better understand representation by ethnicity.

Our Asian and Black colleagues have the highest representation in the lower and lower middle

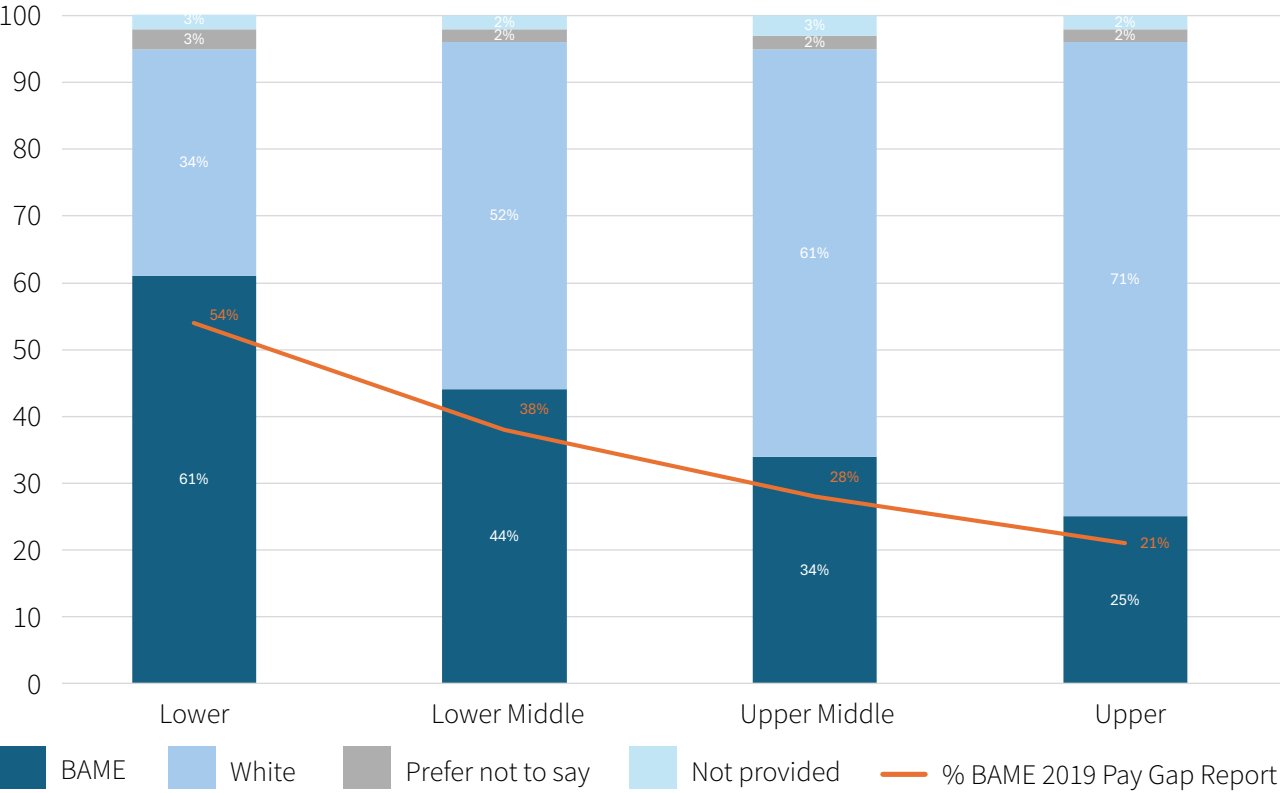
quartiles but are underrepresented in the upper middle and upper quartiles. Among these groups, Asian colleagues are the most represented across all pay quartiles. However, Mixed ethnicity staff have consistently low representation across all quartiles, highlighting a broader challenge in ensuring equitable representation for this group.

When comparing Queen Mary to both Russell Group institutions nationally and those within London and the South East, it is evident that Queen Mary has a substantially more ethnically diverse staff composition, with broader and higher representation across all pay quartiles. This is particularly noticeable in the higher representation of Asian and Black staff in each quartile.

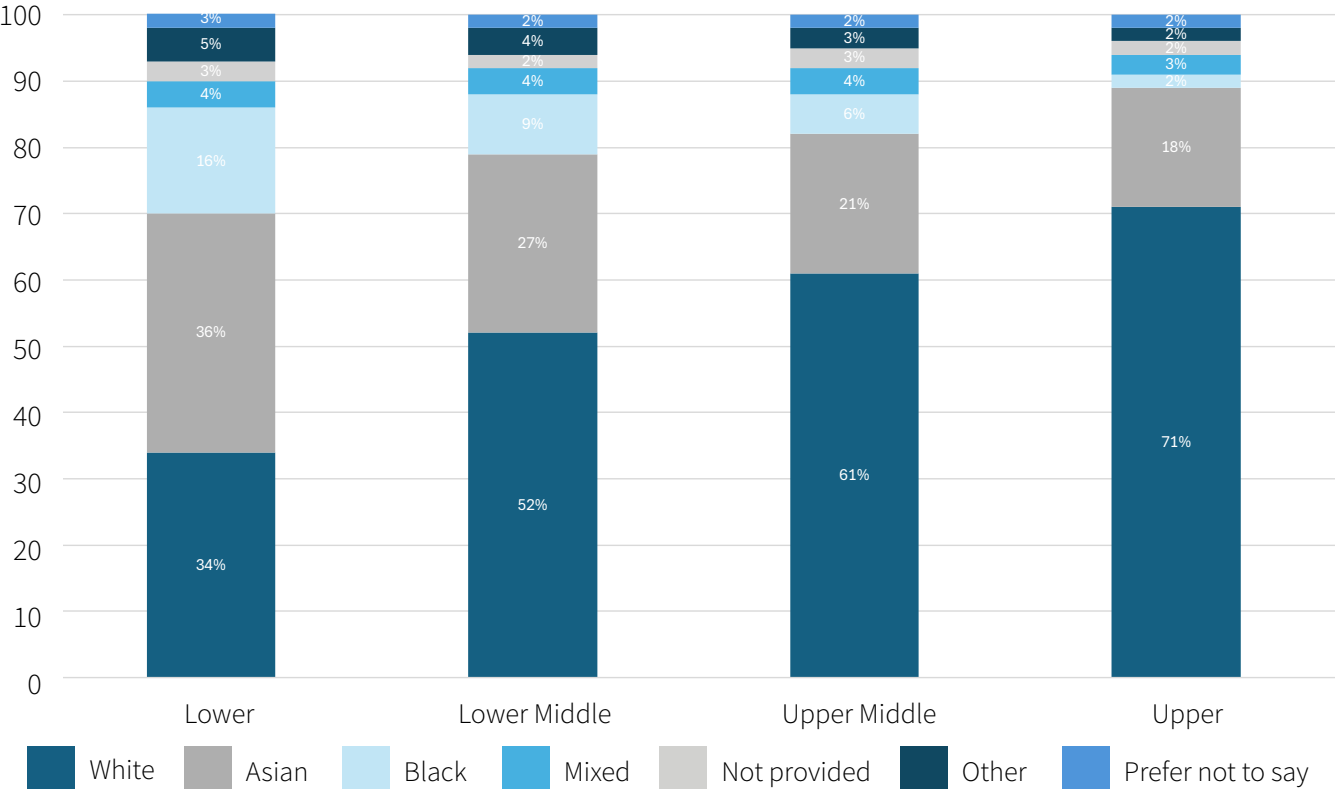
In the broader Russell Group, BAME representation remains under 22% in every pay quartile, with only 14% representation in the highest pay quartile. For Russell Group institutions in London and the South East, BAME staff representation in the highest pay quartile averages 17%, while across the remaining quartiles, it stays below 40%. These trends mirror those seen in Russell Group London and South East institutions, which also demonstrate a more diverse workforce compared to the broader Russell Group. However, Queen Mary’s representation of Asian and Black staff in the Lower and Lower Middle quartiles surpasses the regional and national averages.

This provides important context in understanding the factors contributing to Queen Mary experiencing higher ethnicity pay gaps than other institutions. The higher representation of BAME staff across lower quartiles impacts on the pay gaps we are seeing. This is in addition to the fact that we choose to have an in-house estates and facilities function.

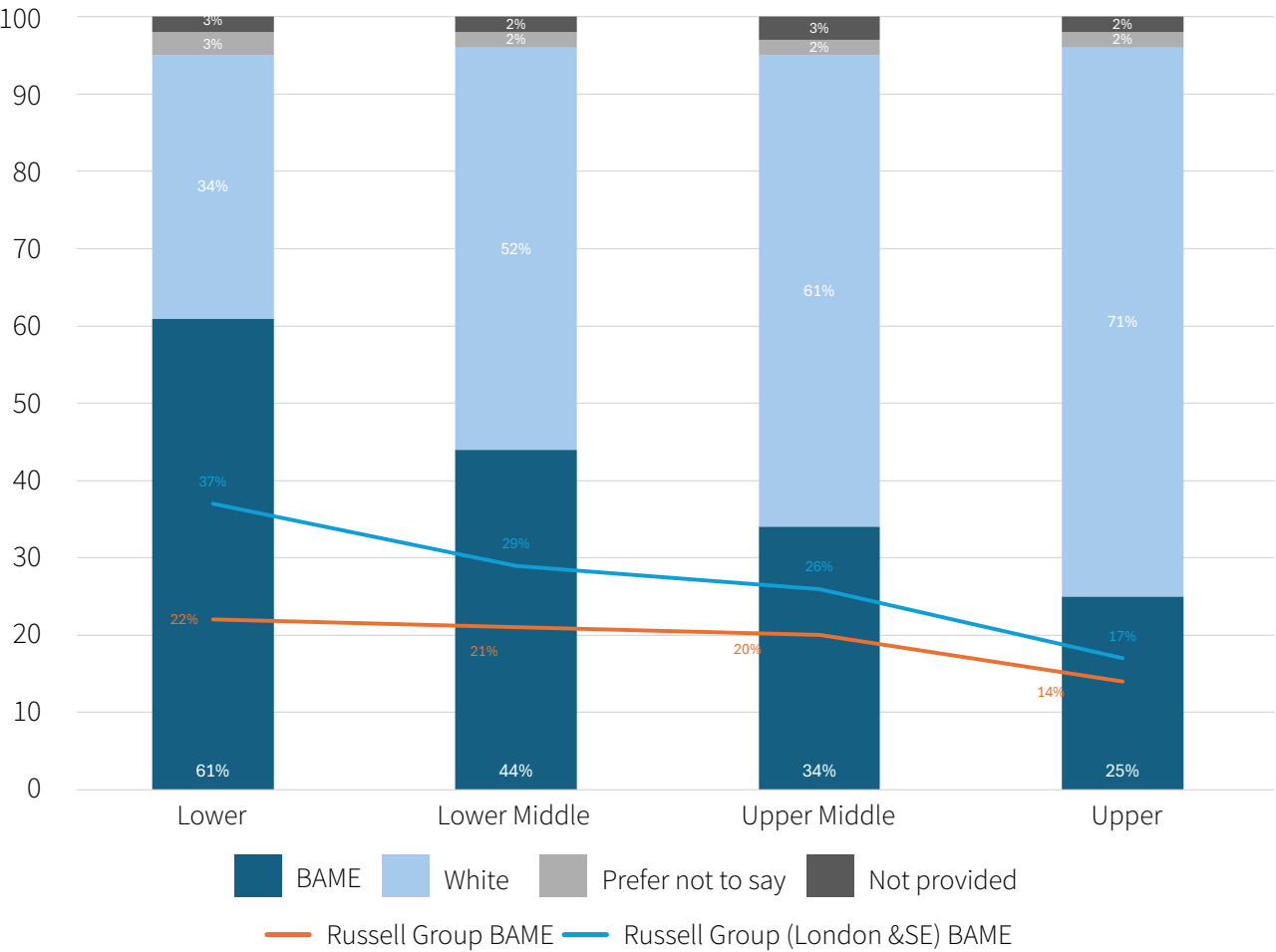
Staff by ethnicity in each hourly pay quartile, %



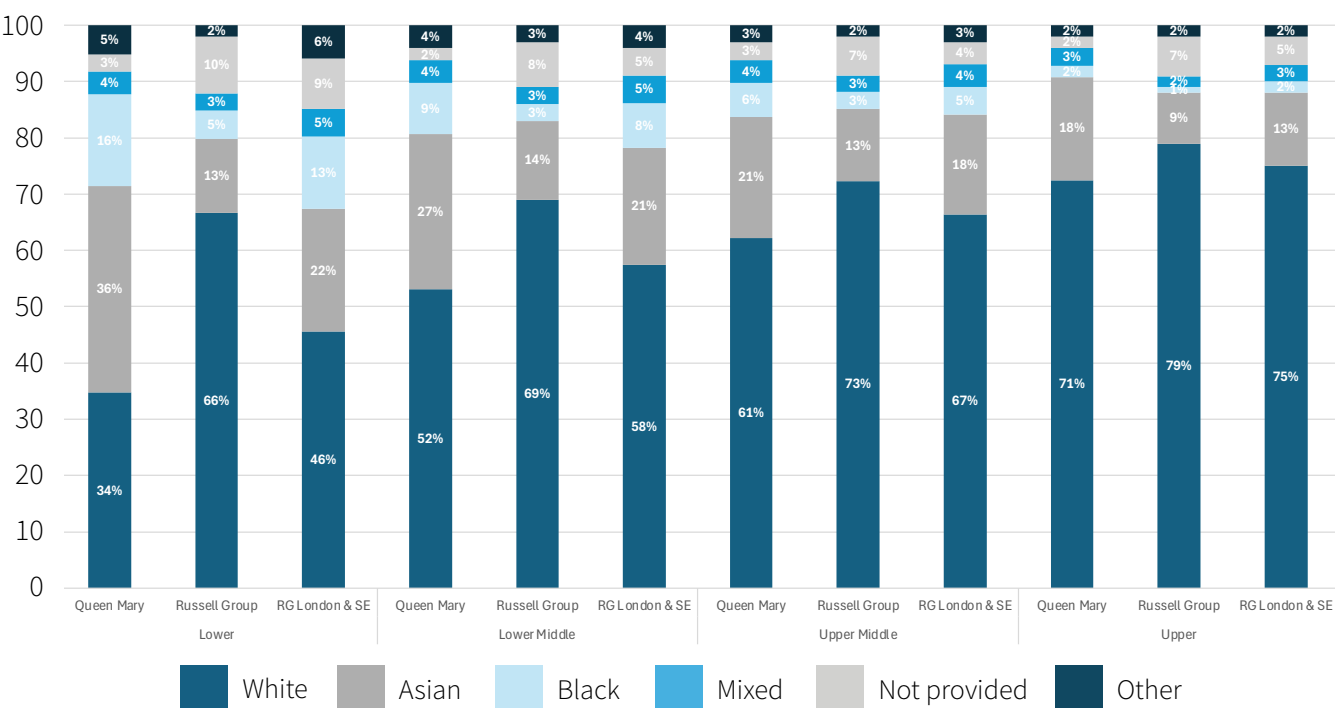
Staff by ethnicity in each hourly pay quartile (detailed), %



Ethnicity Quartile Representation, %, Benchmarked



Ethnicity Quartile Representation, %, Benchmarked



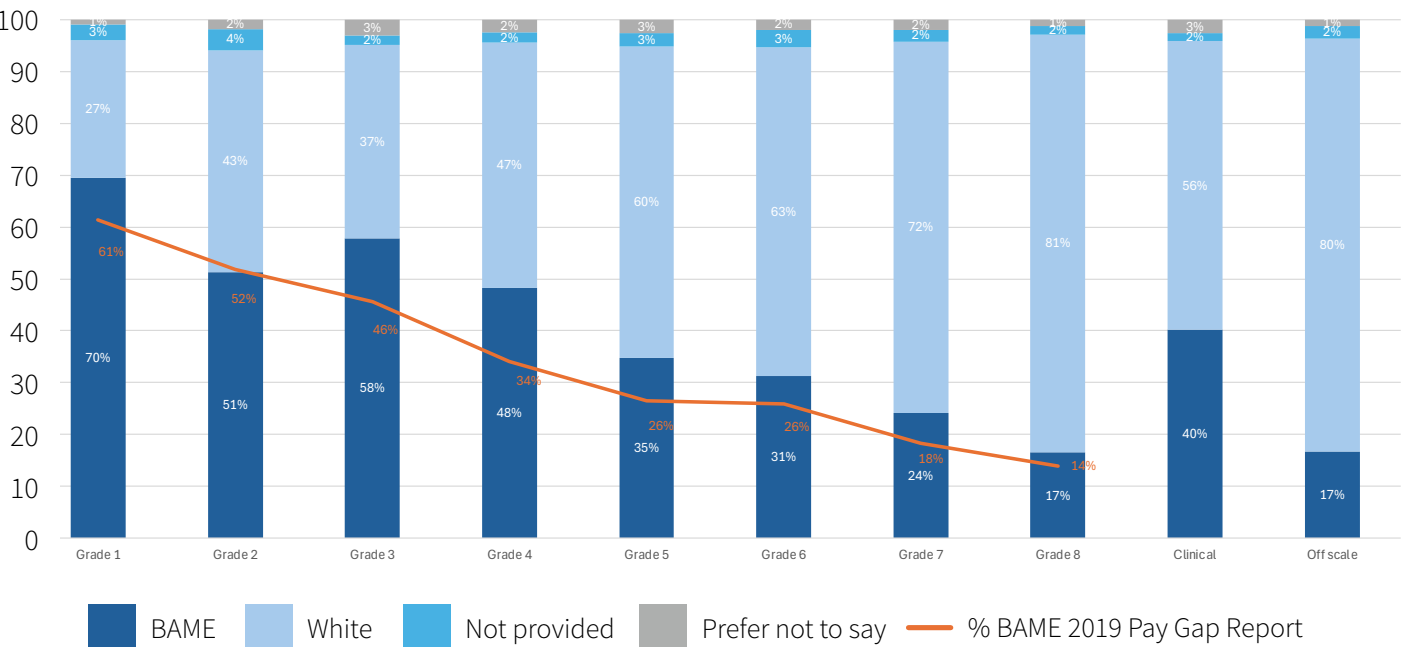
Proportion of White and BAME staff by grade

The data in the chart ‘ethnicity (grouped) distribution by grade’ highlights the reason there is a disparity between BAME staff and White staff across the quartiles.

BAME staff make up the majority of our junior grades (1-4) and our White staff make up the majority of our middle (5-6) and senior grades (7-8 and above).

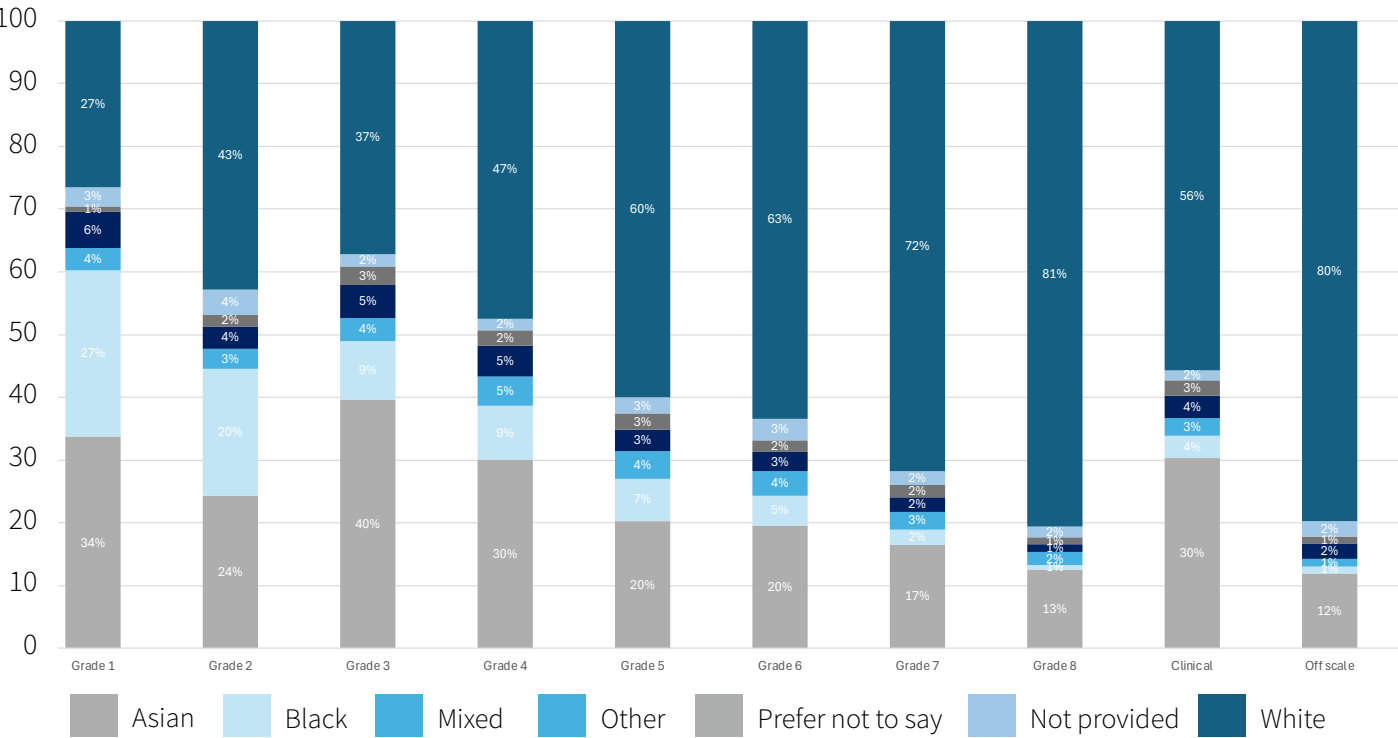
Since 2019, we have seen positive increases of BAME staff in our middle grades (+14%) and our senior grades (+9%). These increases at the senior level represent encouraging progress toward our aim of achieving 40:40:40 percentage ethnicity representation across junior, middle, and senior grades by 2030, to reflect the diversity of Greater London.

Ethnicity (Grouped) Distribution by Grade, %



Proportion of Black, Asian, Mixed, Other and White staff by grade

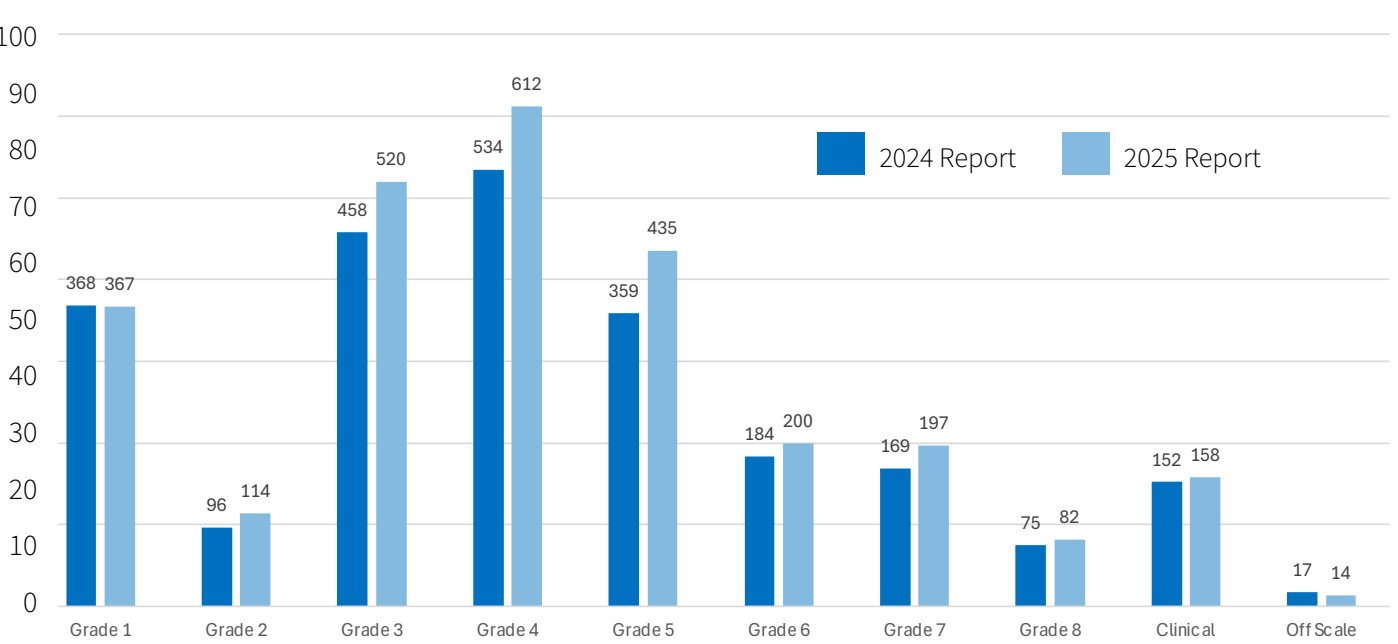
Ethnicity (Detailed) Distribution by Grade, %



To better understand and support the diversity within our organisation, we have analysed the distribution of ethnicities by grade. The ‘Ethnicity (Detailed) distribution by grade’ graph underscores areas where progress is needed. Asian staff show strong representation at across junior grades, while Black

staff have notable representation in Grade 1 (27%) and Grade 2 (20%), but this significantly decreases in more senior grades. However, Mixed ethnicity staff have consistently low representation across all grades. This highlights key areas for targeted initiatives to improve representation within our organisation.

Ethnicity (Detailed) Distribution by Grade, %



Regarding our pay gaps, the higher increases at lower grades offset progress at senior levels, leading to fluctuations in closing our ethnicity pay gap. Examining this gap challenges us to continuously assess whether we are making the right decisions. While the higher representation of BAME staff in lower grades impacts the pay gap, we remain guided by our Values and are committed to fostering an inclusive

Bonus Pay

9.6% of White staff and 6.6% of BAME staff received a bonus in the 12-month period up to March 2024.

Our median ethnicity bonus gap is 0.0% and our mean ethnicity bonus gap is 29.3%. Excluding Clinical Impact Awards (CIAs), 7.9% of White staff and 5.7% of BAME staff received a bonus in the 12-month period up to March 2024. The median ethnicity bonus gap excluding CIAs is 0.0% and mean ethnicity bonus gap excluding CIAs is 9.3%.

The vast majority of bonuses are awarded through the Staff Bonus Scheme, all recipients of this scheme are awarded the same financial reward. Over the reportable period, a very small number of bonuses were awarded outside of this scheme, which has influenced our mean bonus pay gaps. Clinical Impact Awards (previously Clinical Excellence Awards) are bonus payments awarded and funded by the NHS in recognition of achieving impact at a national level in the field of clinical work. Queen Mary has no control over these payments.

environment that supports career progression for all. We take pride in engaging with the local community, offering in-house estates and facilities services, paying the London Living Wage, and providing full access to staff benefits. However, we acknowledge the need to accelerate progress at senior levels, and the initiatives outlined in this report are critical to driving that change.

Whilst we observed consistent decreases in our mean ethnicity bonus pay gap over the past two years, with 22.5% reported last year and 41.5% in 2023, this reporting year has seen an increase in the ethnicity bonus gap.

However, as with the gender bonus pay gap, when excluding CIAs, we have seen an increase in the mean ethnicity bonus pay gap this year. Bonuses are awarded to a very small proportion of employees, and because these are paid on an annual basis it is possible for there to be a large impact on the bonus gap from one year to the next.

We are pleased to have reported once again a zero median ethnicity bonus gap (both including and excluding CIAs). This reflects significant work carried out in recent years to ensure consistency and transparency in our internal bonus processes.



Gender and Ethnicity (Intersectional) Pay Gaps

We are proud to have included intersectional pay gaps between gender and ethnicity in our reporting since 2023. We recognise that these two characteristics often intersect in public life, and it is important to consider intersectionality in our analysis.

Advancing both gender and race equality are strategic priorities at Queen Mary, aligned with our Key Performance Indicators on staff diversity and our broader People, Culture, and Inclusion Enabling Plan. In support of these commitments, we consistently publish gender, ethnicity, and intersectional pay gap data.

Our intersectional pay gap analysis shows a 22.5% median gap for BAME male staff, and a 27.7% median pay gap for BAME female staff. The mean pay gap for BAME male staff is 22.9% and for women is 30.0%.

These findings highlight higher pay gaps for BAME women compared to BAME men, reflecting broader trends observed in this year’s gender and ethnicity pay gaps. Both mean and median pay gaps have increased compared to our previous report.

When comparing to other Russell Group institutions nationally, our intersectional pay gaps are significantly higher; UCEA benchmarking data shows a 23.6% median pay gap for BAME men and a 31.8% median pay gap for BAME women. The same benchmarking data shows a 11.9% mean pay gap for BAME men and 23.8% mean pay gap for BAME women.

For Russell Group institutions in London and the South East, the median pay gap for BAME men is 18.2% and for BAME women is 24.0%. The mean pay gap for BAME men is 20.5% and for BAME women is 27.8%

Our pay gaps are higher than these benchmarks however, as mentioned earlier in this report, these

benchmarks are not entirely reflective of the sector as they do not enable comparisons specifically with institutions who do not outsource particular roles.

We acknowledge that intersectional barriers may have contributed to these increases. To address this, we remain committed to supporting the career progression of BAME staff and women within our organisation through our gender-focused development program and the broader initiatives delivered by our Organisational and Professional Development (OPD) team.

When disaggregating further, the largest pay gaps are experienced by our Black staff, specifically our Black female staff. This remains the same as the previous report and reflects the higher proportion of women and Black staff in roles situated in our lower pay quartiles.

This trend is consistent with other Russell Group institutions nationally, where the median pay gap is highest for Black male staff (32.0%) and Black female staff (38.7%). Similarly, in Russell Group institutions in London and the South East, the mean pay gap is 26.0% for Black male staff and 30.7% for Black female staff.

We are committed to addressing this issue and, as outlined in this report, will be using the Race Equality Charter action plan and the Gender Impact Plan to support a strategic approach to progressing race and gender equality.

Mean intersectional pay gaps

Gender		Men		Women	
Ethnic Group	Ethnic Group	Average Hourly rate	Pay gap vs White men	Average Hourly rate	Pay gap vs White men
BAME	Total	£25.55	22.9%	£23.19	30.0%
	Asian	£26.16	21.0%	£24.17	27.0%
	Black	£20.95	36.8%	£20.46	38.2%
	Mixed	£28.64	13.5%	£24.29	26.7%
	Other	£26.48	20.1%	£22.49	32.1%
Not provided	Total	£27.90	15.8%	£24.96	24.6%
Prefer not to say	Total	£28.24	14.7%	£23.92	27.8%
White	White	£33.12	0.0%	£28.12	15.1%

Median intersectional pay gaps

Gender		Men		Women	
Ethnic Group	Ethnic Group	Median Hourly rate	Pay gap vs White men	Median Hourly rate	Pay gap vs White men
BAME	Total	£22.41	22.5%	£20.91	27.7%
	Asian	£22.73	21.4%	£21.47	25.7%
	Black	£19.88	31.2%	£19.15	33.8%
	Mixed	£24.28	16.0%	£22.53	22.1%
	Other	£23.63	18.3%	£21.19	26.7%
Not provided	Total	£23.63	18.3%	£23.01	20.4%
Prefer not to say	Total	£24.94	13.7%	£21.82	24.5%
White	White	£28.91	0.0%	£25.17	12.9%

The Disability Pay Gap

This year is the second time we are reporting on disability pay gaps.

Our **median** disability pay gap is 5.4% and our **mean** disability pay gap is 10.0%.

We recognise that disability disclosure in our data remains low, at approximately 6%. While there has been a small increase since last year (+1%), this is still significantly below expectations, given that 24%¹⁰ of working-age adults nationally are disabled.

Underreporting limits the depth of our disability pay gap analysis and hinders our ability to effectively identify and address disparities. To improve disclosure rates, we have implemented initiatives to better enable staff to update their information foster an

environment where staff feel safe and confident in sharing their data.

Removing characteristics such as those of our student ambassadors and junior staff in the Estates and Facilities Directorate will provide a clearer understanding of our pay disparities.

With student ambassadors removed from the data set¹¹, our median disability pay gap is 7.7% and our mean disability pay gap is 9.8%. With our Estates and Facilities junior roles (1-4) removed from the data set¹², our median disability pay gap is 9.5% and our mean disability pay gap is 10.9%.

¹⁰ Source: **Parliamentary Research Briefing**. (2024). Disabled People in employment. House of Commons Library.

¹¹ For more information on why certain characteristics are removed from the data set, see page 17.

¹² For more information on why certain characteristics are removed from the data set, see page 17.

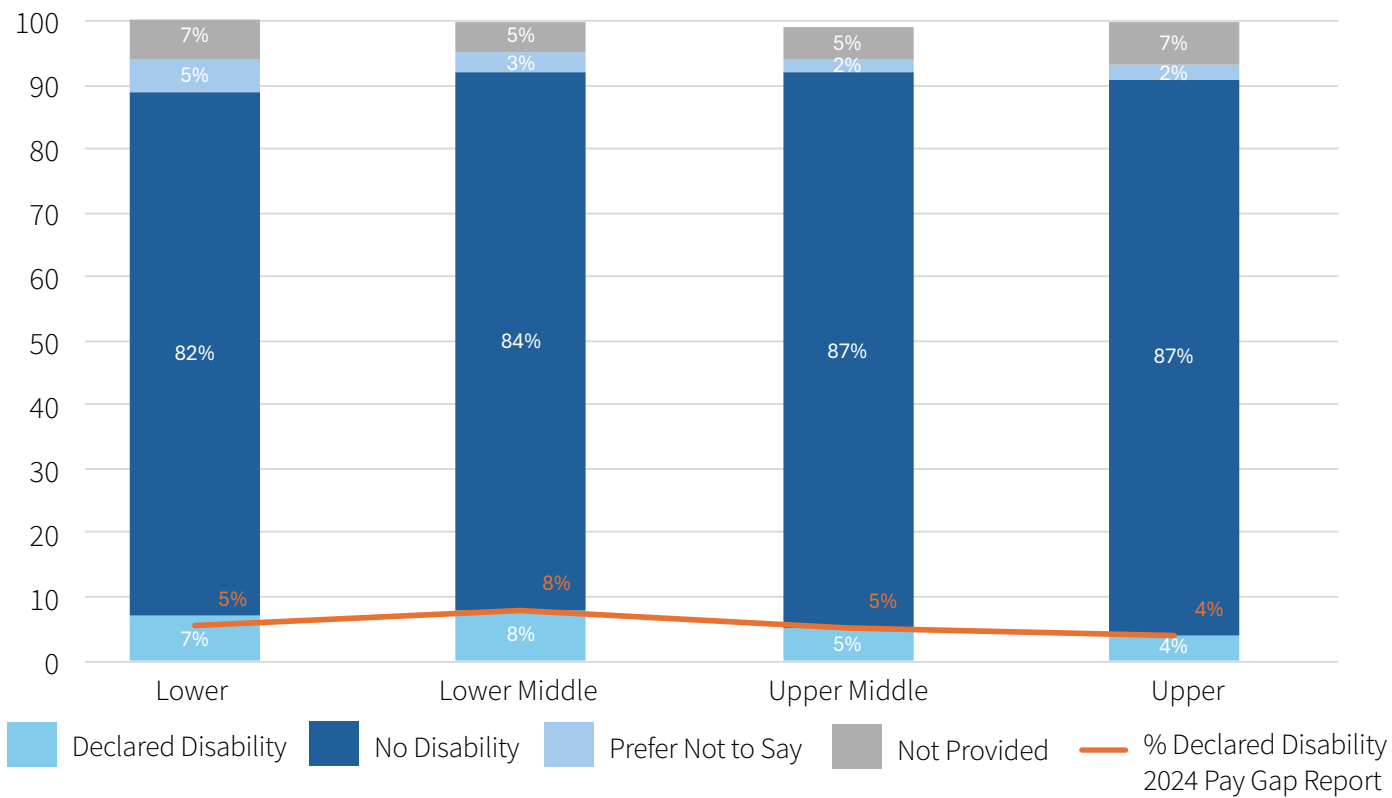


Quartile positioning by disability

Our data demonstrates a relatively balanced representation of disabled staff across each of the four quartiles. The highest representation is in the lower middle quartile and the lowest in the upper quartile. This trend is consistent with the conclusions

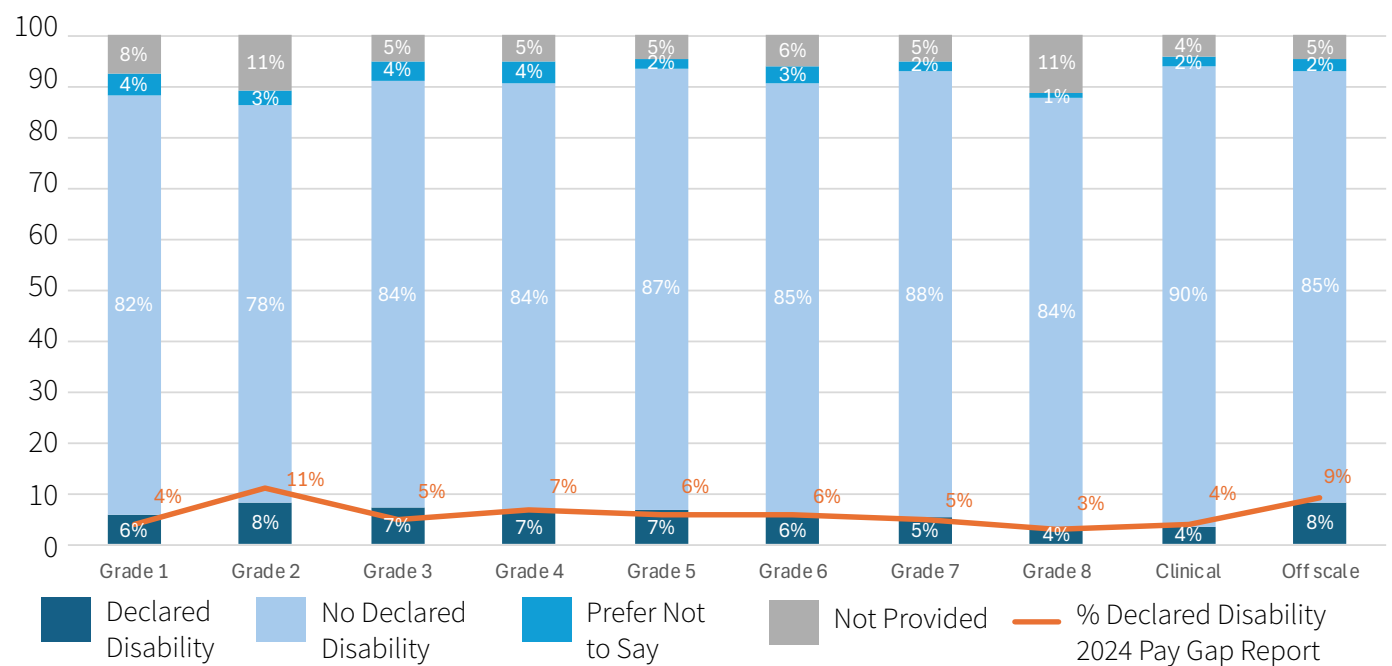
drawn in our 2024 pay gap report. As noted earlier, we acknowledge a low disclosure rate of disability across our data. As this is only our second year of reporting, we anticipate that both the data and insights will continue to evolve and improve.

Quartile Positioning by Disability, %



Proportion of disabled and non-disabled staff by grade

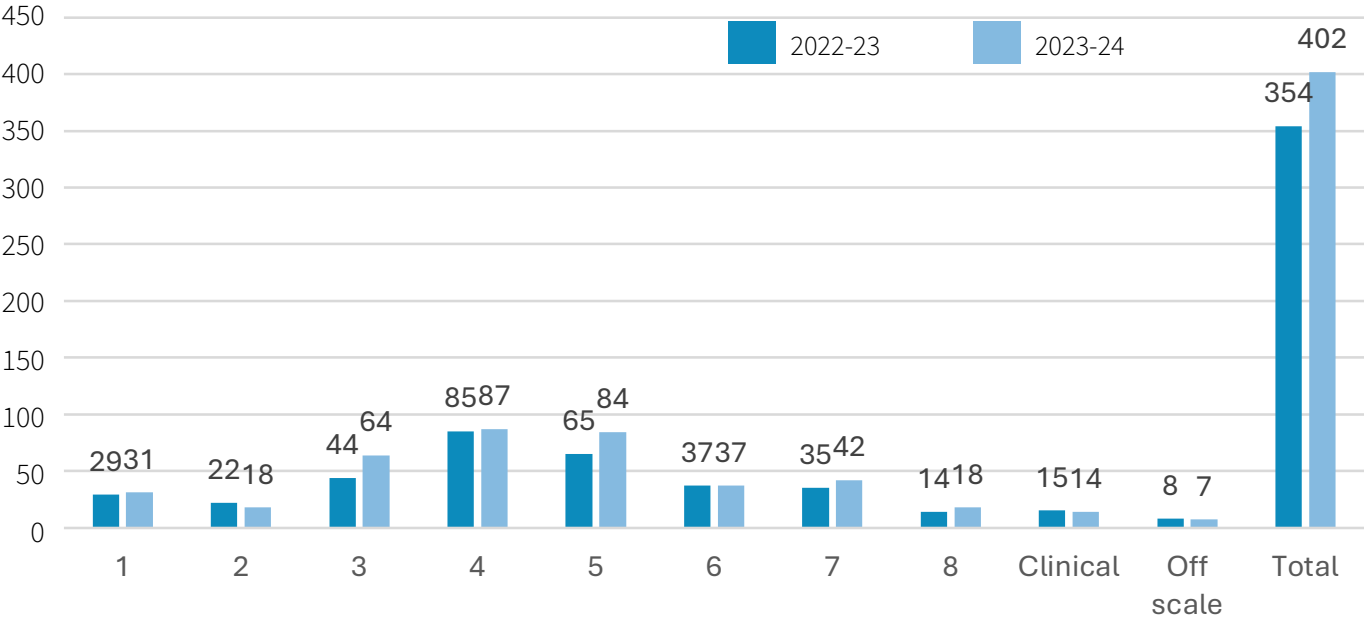
Disability distribution by grade, %



The data in the chart ‘disability distribution by grade’ highlights the distribution of disabled staff across the grades. The representation of staff with a declared disability is relatively balanced and low, ranging between 4% and 8%. The highest representation of disabled staff

is at Grade 2 (8%) and in Off-scale roles (8%) and this is consistent with the data reported in 2024. These grades are those with the smallest numbers. This may explain the highest representation we see at these grades.

Ethnicity (Detailed) Distribution by Grade, %



The data shows a growth of 48 staff with a declared disability across all grades. However, we acknowledge that due to low disclosure rates in previous years, it is difficult to determine whether this increase reflects a genuine rise in staff with disabilities or simply a greater willingness to disclose.

- Key insights from the data include:
- Grade 3: The most significant growth occurred here (+20 more staff)

- Grade 5: There was also notable growth in this grade (+19 more staff).

While the data shows encouraging growth, it also highlights the need for continued focus on encouraging disability disclosure to better understand the full extent of disability representation within the organisation.

Bonus Pay

9.1% of disabled staff and 8.0% of non-disabled staff received a bonus in the 12-month period up to March 2024.

Our median disability bonus gap is 0.0% and our mean disability bonus gap is 9.0%. Last year, we reported a mean disability bonus gap of 3.0%.

This increase is likely due to a combination of factors. Firstly, there has been a rise in the number of disabled staff receiving bonuses. Additionally, alongside an increase in disclosure rates, more disabled staff are now represented in our data.

We are continuing to monitor these figures and are committed to addressing any disparities in the distribution of pay across our staff.

Excluding Clinical Impact Awards, 8.1% of disabled staff and 6.5% of non-disabled staff received a bonus in the 12-month period up to March 2024. The median disability bonus gap is 0.0% and mean disability bonus gap is 5.2%. This is a reduction from the 8.6% bonus pay gap reported last year.

Each year, bonuses are awarded to a relatively small proportion of employees, and as a result there can be a large impact on the bonus gap from year to year. Clinical Impact Awards (previously Clinical Excellence Awards) are bonus payments awarded and funded by the NHS in recognition of achieving impact at a national level in the field of clinical work. annual basis it is possible for there to be a large impact on the bonus gap from one year to the next. Queen Mary has no control over these payments.



The Sexual Orientation Pay Gap

In this year’s reporting we are including sexual orientation pay gaps for the first time.

Our **median** sexual orientation pay gap is 5.2% and our **mean** sexual orientation pay gap is 4.2%.

With student ambassadors removed from the data set¹³, our median sexual orientation pay gap is 5.2% and our mean sexual orientation pay gap is 4.5%. With our Estates and Facilities junior roles (1-4) removed from the data set¹⁴, our median sexual orientation pay

gap is 6.1% and our mean sexual orientation pay gap is 5.3%.

As with our disability pay gaps, we observe noticeably lower pay gaps in sexual orientation due to lower disclosure rates. Our current disclosure rate is approximately 7%.

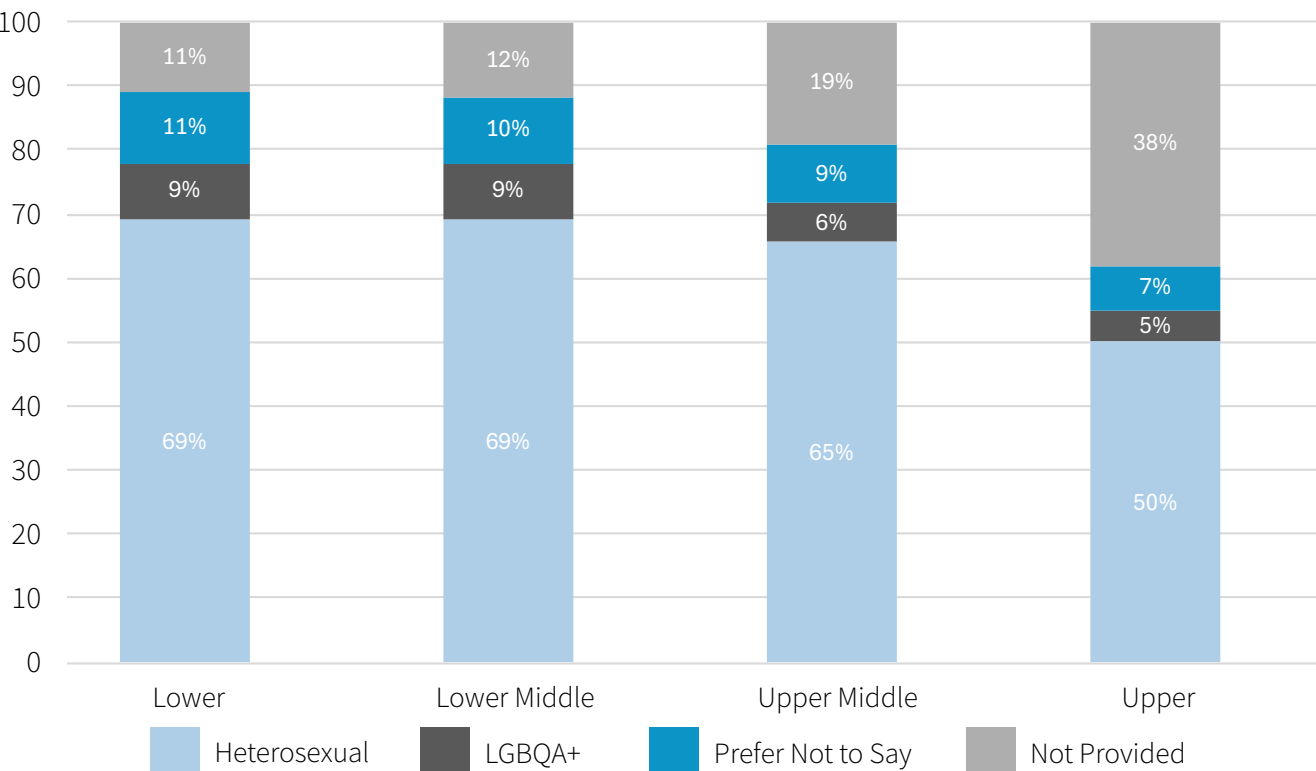
¹³ For more information on why certain characteristics are removed from the data set, see page 17.
¹⁴ For more information on why certain characteristics are removed from the data set, see page 17.



Quartile positioning by sexual orientation

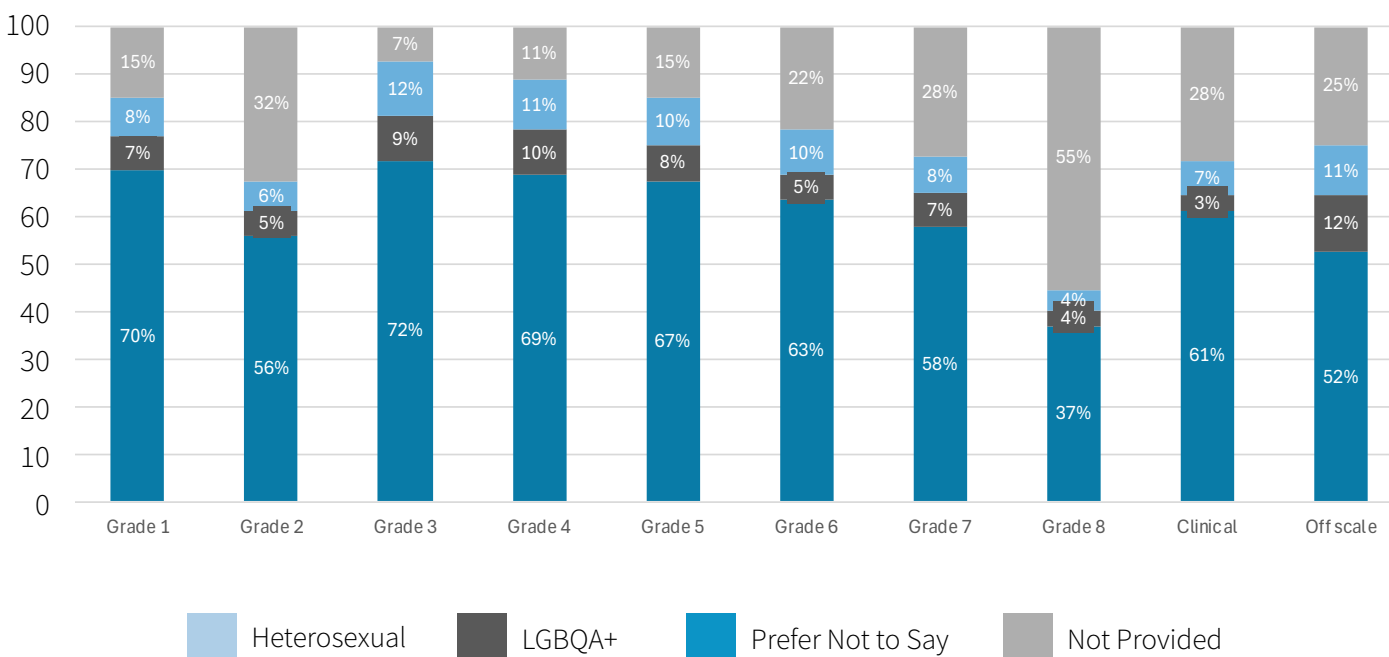
Our data demonstrates a relatively balanced representation of LGBQA+ staff across each of the four quartiles (ranging between 5% and 9%) with the highest representation in the lower and lower middle quartiles (9%) and the lowest (5%) in the upper quartile.

Staff by sexual orientation in each hourly pay quartile, %



Sexual orientation distribution by grade

Sexual orientation distribution by grade, %



Proportion of heterosexual and LGBQA+ staff by grade

The representation of LGBQA+ staff by grade is relatively balanced. The highest representation of LGBQA+ staff is in Off-scale roles (12%) and Grade 4 (10%).

The consistent presence of “Not Provided” and “Prefer not to say” across all grades reflects low disclosure

rates related to sexual orientation. This trend is particularly pronounced at higher grades, where “Not Provided” percentages increase significantly. Encouraging greater disclosure, with a particular focus on these levels, will be key to improving data accuracy and understanding.

Bonus Pay

6.5% of Heterosexual staff and 5.9% of LGBQA+ staff received a bonus in the 12-month period up to March 2024.

Our median sexual orientation bonus gap is 0.0% and our mean sexual orientation bonus gap is 56.4%.

Excluding Clinical Impact Awards, 5.7% of Heterosexual staff and 5.7% of LGBQA+ staff received a bonus in the 12-month period up to March 2024. The median LGBQA+ bonus gap is 0.0% and mean LGBQA+ bonus gap is 4.3%.

Each year, bonuses are awarded to a relatively small proportion of employees, and as a result there can be a large impact on the bonus gap from year to year. Clinical Impact Awards (previously Clinical Excellence Awards) are bonus payments awarded and funded by the NHS in recognition of achieving impact at a national level in the field of clinical work. Queen Mary has no control over these payments. We recognise that disclosure rates for sexual orientation are lower for clinical staff (4% LGBQA+ and 35% not provided) than clinical staff (7% LGBQA+ and 29% not provided), and this may be affecting the data.

Key Actions and Interventions to Date

Since our last report, we have continued to introduce a wide range of initiatives and actions that support our ambitions to meet our Key Performance Indicators, aiming for **50:50:50** representation of women and **40:40:40** representation of Black, Asian, and Minority Ethnic (BAME) staff across junior, middle, and senior roles. Our ambition is to reflect the diversity of Greater London. We recognise the impact these initiatives have on reducing our gender, ethnicity, intersectional, disability, and sexual orientation pay gaps.

The EDI Team continues to lead work across portfolios of strategic importance including Race Equality, Gender Equality, LGBTQIA+, and Disability Inclusion as well as to support faculties and local areas to progress their EDI Action Plans. This reporting period covers activity from March 2023 to March 2024.

For further details on our broader work in Equality, Diversity, and Inclusion, please refer to our Equality, Diversity, and Inclusion Annual Report.



Race Equality

The **Race Equality Action Group** (REAG) has been leading race equality initiatives at Queen Mary since 2020, playing a pivotal role in advancing race equality across the institution.

As part of our self-assessment for our first institutional application for the **AdvanceHE Race Equality Charter**, REAG has conducted a comprehensive data analysis, including staff records, student data, and surveys of both our student and staff communities.

As part of our institutional application, we surveyed both our student and staff communities. The **REC Pulse Survey** and **REC Student Survey** has helped us gain

valuable insights into the experiences of our staff and students, informing our understanding of race equality at Queen Mary.

The **Race Equality Charter** offers a framework and evidence-based approach to help institutions address barriers and enhance representation, progression, and success for Black, Asian, and Minority Ethnic staff and students.

The upcoming five-year action plan, developed as part of Queen Mary’s Race Equality Charter application, will outline our strategic priorities and support our efforts in addressing key areas for development.



Awareness and Inclusion Calendar

At Queen Mary, we celebrate a diverse range of dates and occasions through our **annual Awareness and Inclusion Calendar**. This calendar highlights significant events that are meaningful to our diverse communities, fostering a sense of belonging for everyone at the university. It aims to celebrate our diversity, offering

opportunities to learn more about one another and build connections within our community. These dates are carefully selected, reflecting the broad interests of our growing **Staff Affinity Networks**, **Queen Mary Students’ Union**, and the **Equality, Diversity and Inclusion Steering Group**.

Gender Equality

Our **Gender Impact Plan** (2022-2027) serves as our roadmap for advancing gender equality at Queen Mary. Two years into its implementation, we are proud to report that **75% of actions** have been achieved or are on track to be completed within the agreed timescales, demonstrating our ongoing commitment to gender equality.

The **Gender Equality Action Group** (GEAG) continues to provide oversight and accountability for the plan’s successful delivery.

Key achievements over the past year include the establishment of a new **Student Parents and Carers Working Group**, aimed at enhancing support for students who are also parents or carers. We also launched the **Carers Career Development Fund**, providing funding to support staff with caring responsibilities in attending career development events outside their normal working hours.

Additionally, we expanded our **menopause inclusion** efforts, introducing a **suite of online resources** and

our largest **Menopause Awareness Day** programme to date, held annually in October.

During this reporting period, three academic schools successfully renewed their **Athena Swan** accreditation. The **School of Geography** and the **School of Engineering and Materials Sciences** both renewed their **Bronze** awards, while the **Faculty of Medicine**, which includes Barts Cancer Institute, Blizard Institute, Institute of Health Sciences Education, William Harvey Research Institute, and Wolfson Institute of Preventive Medicine, achieved the university’s first **Gold** level accreditation. This recognition highlights the significant progress made across these institutes.

Furthermore, our **IT Services Directorate** has committed to undertaking the first **Athena Swan** submission within Professional Services at Queen Mary. The directorate has launched a **Self-Assessment Team** and begun foundational work on their self-assessment.

Enhanced Equality Analysis

Over the past year, we have revised and enhanced our approach to **equality analysis** at Queen Mary, introducing updated guidance and resources. In collaboration with key stakeholders, we have embedded the framework into strategic decision-making, including our **policy approval process**.

Our revised approach emphasizes not only the process of conducting equality analysis but also the value this framework brings in guiding leaders and managers to make informed decisions that align with our **aims** and **values**. We are currently finalising a **scenario-based e-module** to support leaders and managers in conducting their own equality analysis.

Disability Inclusion

The Disability Inclusion Action Group was established in early 2023 to provide **strategic oversight of disability inclusion** work at Queen Mary. This group brings together staff, students and other key stakeholders to enable a **whole University approach** to this workstream. Chaired by the Chief Governance Officer, the group’s initial focus includes developing a draft Strategy Statement and understanding disability inclusion for students, staff, and carers.

Over the past year, Queen Mary has made significant strides in advancing disability inclusion. Key achievements include:

- Joining the **Business Disability Forum** in August 2023.
- Achieving **Disability Confident Committed Employer (Level 1)** status in September 2023.
- Formally marking **UK Disability History Month** (November–December 2023).
- Holding the first election of **two co-chairs for the Staff Disability Network**.
- Publishing the institution’s first **disability pay gap report** in March 2024.

These milestones reflect Queen Mary’s continued commitment to creating an inclusive environment for all staff.

LGBTQIA+ Inclusion

Building on the interim **LGBTQIA+ Inclusion Strategy**, which focused on enhancing visibility, raising awareness, and strengthening support for the LGBTQIA+ Staff Network (QMOut), we have implemented several initiatives over the year.

We formally observed key dates on the **LGBTQIA+ EDI calendar**, including **LGBTQIA+ History Month, Trans Day of Visibility, International Day Against Homophobia, Biphobia, and Transphobia (IDAHoBiT), Pride Month, Pride in London, Black Pride, Bi Visibility Day, Trans Awareness Week, and Transgender Day of Remembrance**.

In June 2023, Queen Mary staff participated in Pride in London, joining University of London colleagues to represent the institution. Additionally, March 2024 saw the successful delivery of Queen Mary’s **largest and most collaborative LGBTQIA+ History Month to date**, reflecting our commitment to inclusivity and celebrating community diversity.

In **December 2023**, as part of the EDI Team’s coordination of staff network Co-Chair elections, two new staff members were elected as Co-Chairs of **QMOut**.

Career Development with an intersectional lens

We continue to fund and support staff to attend a range of career development programmes and initiatives aligned with our strategic aims.

The **Aurora** programme continues to receive considerable interest and has proven successful in helping women progress into leadership roles. In **2023**, we received **64 applications** from both academic and professional services staff and sponsored **20 women** to attend, doubling the number from the previous year.

We also funded places on the **Springboard Women’s Development Programme**, offering a cohort of **20**

women the opportunity to participate. This award-winning international programme supports women at various stages of their careers and personal lives, helping them reflect on their goals, develop key strengths like assertiveness, and practice workplace coaching.

Participation in the **South-East Action Learning Sets (SEALs)** continues to offer women a space to voice their career challenges alongside peers from other institutions. Queen Mary provides a designated facilitator to guide one of the action-learning groups throughout the programme.

Our commitment to the **B-Mentor programme** remains strong. This cross-institutional, London-wide mentoring scheme for **Black, Asian, and Minority Ethnic** (BAME) staff has funded **10 places** in **2023-24**. It offers invaluable mentoring opportunities, fostering career progression and professional development while strengthening collaborative networks.

Pathways to Leadership is a suite of programmes developed to support colleagues at each stage of their management career. These consist of five levels of core leadership programmes, from Aspiring to senior management, with ‘elective’ modules so that individuals can focus their learning on the specific areas they need to develop. This year, we’ve seen both increased provision and explicit encouragement for Schools, Institutes, and Professional Services Departments to support participation from underrepresented groups. Of the **165 participants, 105 (63%)** were women, and **37% of those women** were from **BAME backgrounds**. In programmes aimed at senior roles, **52%** of participants were women, with **15 women** in ‘**Established Managers, Emerging Leaders**’ and **7 women** in ‘**Transition to Organisational Leadership**.’

With the recent implementation of the new **learning management system** and the development of a new **PowerBI dashboard**, we will be better able to monitor participation and identify underrepresented groups. Our focus will be on improving gender and ethnicity balance, particularly in senior programmes, to ensure **BAME staff** have equal access to these opportunities.

In addition to our core programmes, we’ve expanded our offering of subject-specific ‘elective’ management workshops, such as ‘**Finance for Non-Financial Managers**’ and ‘**Coaching as a Manager**.’ These workshops, alongside self-directed learning resources like **case studies, toolkits, and interactive online modules** (including **LinkedIn Learning**), aim to support staff in enhancing the skills and confidence needed for career progression.

Finally, we’ve introduced twice-yearly reporting on **gender** and **ethnicity** participation in our **apprenticeship** programmes. While the numbers are small, this reporting provides valuable insights into the development of our diverse communities.





Academic Promotions

In the academic promotion round that immediately preceded this report, we are pleased to report that **female applicants** were more successful in achieving academic promotion than **male applicants** at all academic levels – **senior lecturer, reader, and professor**.

This reflects a longer-term trend in which, for the preceding 7 years, **women** were at least as likely to be promoted as **men**. This trend is positive in the context of Queen Mary's aims and work to diversify our staff.

Since the last report, we have been continuing to embed and strengthen the enhancements made to our **promotions processes**. This includes continuing to embed **Citizenship** and **inclusion** within promotions

criteria and reward processes, supporting applicants and reviewers with enhanced guidance and workshops including clearer definitions around criteria and expectations. We are also continuing to strengthen the availability and use of **data** to inform action and interventions.

A total of **222 academic staff** applied for promotion in the **2023** round. This represents **24%** of the total eligible population (ie, **Lecturers, Senior Lecturers, and Readers** with a minimum one year's service).

The number of female applicants this year is 57% higher and male applicants 3% higher. The number of BAME applicants is 35% higher; whereas white applicants increased by 28%.

This year, **female applicants had a higher application support rate** than male applicants (87% compared to 80%). Women also have a higher overall promotion rate (as a percentage of the overall eligible population) at 24.6% (compared to 15.9% for men). This reflects the situation that has been seen in the promotion rounds for the previous 3 years 2019-2022. Indeed, the success of women in this promotion round significantly outstripped the success of men across all faculties and academic levels.

BAME applicants however had a lower support rate – 74% of BAME applicants have been supported this year compared to 88% of white applicants. The overall BAME promotion rate is slightly lower at 18.6% (compared to 20.8% for white staff). This is a similar situation to the 2022 promotion round, although in 2021 the overall BAME promotion rate was slightly higher at 16.7% (against 15.8% for white staff).

Rewards and benefits

Queen Mary pays one-off bonus payments via its three main reward processes, the Staff Bonus Scheme, Professorial Review and Professional Services Grade 8 Review. Most colleagues receiving a one-off bonus payment received the same level of bonus, which explains why Queen Mary is able to report a zero median Bonus Gap, however larger bonuses are available through the Professorial Review and Professional Services Grade 8 Review, contributing to a mean average Bonus Gap.

All staff are eligible to receive the agreed 'cost of living' pay awards and staff at Grades 1-7 are also eligible for automatic incremental pay progression up to a certain point in their grade, with discretionary pay progression beyond that point for those that have shown an exceptional contribution. Professorial and Professional Services staff at Grade 8 are not entitled to any automatic incremental pay progression. Their pay progression is subject to review and consideration via the Professorial Review and Professional Services Grade 8 Review processes.

In the Professorial Review and Professional Services Grade 8 Review processes that immediately preceded this report, we are able to report that female and BAME

At Reader level across the university, the overall promotion rate for BAME staff is however higher than for white academic staff at 20.6% and 16.3% respectively.

It is also noteworthy that there are greater numbers of BAME academics entering the in-scope eligible population (those with at least one year's service); for example, the BAME in-scope population increased by 13% since the last year, whereas the White in-scope population increased by 4%. We should therefore expect to see this feed through into higher promotion numbers in the coming years.

We will continue to support and advise the academic promotions process to ensure that it is contributing positively to **increasing representation for race and gender by 2030 across our junior, middle, and senior grades**.

colleagues were more successful in achieving a reward (either bonus or pay increase) than male and white colleagues.

Notable findings from the Staff Bonus Scheme for 2023 were that:

- **Women are more likely to be supported for a reward than men** (12.0% support and 8.6% respectively). This was also the case in the previous year (with the figures being 8.0% women supported compared to 6.7% of men).
- Black and White staff are this year slightly more likely to be supported for a bonus than those from other minority ethnic backgrounds (11.8% and 11.5% respectively), with Asian staff just under the overall average. In the previous year, the strongest support for rewards were for Black and Asian staff (10.1% and 7.8% respectively), with White staff supported in line with the overall average last year of 7.6%.
- **LGBTQIA+ staff are more likely to be supported for a reward this year than Heterosexual staff**, however about one-third of staff have not declared their sexuality. In the previous year there was little discernible difference in the support rate for LGBTQIA+ staff and Heterosexual staff (6.6% and 6.7% support rates respectively).

Staff Engagement and Networks

Since 2022, Queen Mary has committed to an annual cycle of **Staff Surveys**, with the first survey held in May 2022 after a gap since 2019. The survey covers themes such as Queen Mary's strategy, leadership, support for staff, career development, recognition, wellbeing, work-life balance, sense of belonging, equality, diversity, inclusion, and communication. We are pleased to see continued growth in participation, from **63%** in 2022 to **69%** in 2024.

The **Staff Survey Steering Group** provides strategic oversight of the survey outcomes and action plans. We have maintained a three-tiered approach to action planning – **Institutional, Faculty, and School/Institute/Department levels** – to ensure broad engagement and accountability. This approach has yielded positive results, with **62 out of 65 survey questions** showing increased favourable responses since 2022.

In 2024, we launched the **EDI Forum** to provide a platform for two-way discussions on EDI-related ideas, challenges, good practices, and concerns. Open to all staff and students, the Forum offers a safe space for sharing recommendations. The inaugural session in March 2024 focused on **Disability Inclusion**, discussing ways to encourage disclosure and improve campus accessibility.

Additionally, we continue to collaborate with our five staff affinity networks, including the newly formalized **Gender Equality** and **Race Equality Networks**. The **EDI Team** works closely with the Co-Chairs of these networks to ensure they are well-supported and integrated into the university's wider EDI governance framework.



Future priorities for driving forward change

This section outlines the activities undertaken since March 2024 and highlights our key priorities moving forward.

The factors behind our pay gaps and the barriers that exist for our diverse colleagues are complex. Whilst they are nuanced, intersectional, and systemic, we remain committed to understanding the differential experiences that our communities face because no one solution will deliver the equity we strive for.

We will continue to deliver and embed the objectives from our Culture and Inclusion Enabling Plan and our Strategy, year on year learning from our pay gap reports and wider analysis to catalyse our impact. Our ambition will allow us to expand and enhance this work to allow real positive change for our communities here at Queen Mary.



Race Equality

We are proud to have received a **Bronze award** from **AdvanceHE** for their **Race Equality Charter** in August **2024**. This achievement recognises the University's work in progressing race equality as an institutional priority.

This framework has provided us with independent scrutiny of the University's efforts to improve equality, and aligns with its values and people, culture, and inclusion work.

We remain committed to listening to the voices of our diverse community of students and staff.

Our institutional **Race Equality Action Plan** will be delivered over the next five years (**2024-2029**) in alignment with our strategy, providing us with a roadmap on how we will progress race equality as an institutional priority.

Gender Impact Plan

We will continue delivering our **Gender Impact Plan** as we enter the third year of its lifecycle. This will include a stronger focus on evaluating the impact of our actions and reviewing the plan to ensure it remains ambitious and evolves alongside our changing context. A key priority will be continuing efforts to increase the representation of women in senior grades, in line with our **2030 strategic aims**.

We also plan to introduce **Athena Swan Peer Group** meetings to enhance support for Athena Swan Leads across Queen Mary, facilitating valuable networking and sharing of best practices. Over the next year, we will build on our menopause inclusion work, expanding engagement with managers and exploring the creation of a **staff menopause network**.

Staff Engagement and Networks

The **Staff Survey Steering Group** will continue to oversee the Institutional Staff Survey Action Plan, ensuring actions are delivered effectively. All Staff Survey Action Plans are considered 'live' documents, evolving as work progresses. Recent iterations reflect new themes identified in the Staff Survey 2024 results and progress made on previously existing actions.

The Steering Group will also oversee planning for the next staff survey in **May 2025**, aiming to maintain a high participation rate. Efforts will continue to target areas and staff groups with lower participation compared to the University average. Additionally, we will hold individual Staff Survey Results sessions with our Staff Networks, focusing on differences in results across EDI demographics. These sessions will offer network members the opportunity to share ideas and

suggestions on improving the experience of colleagues from under-represented and diverse backgrounds.

Building on the successful introduction of the **Gender** and **Race Equality Networks**, we aim to formalize a **Staff Menopause Network**. This will involve holding co-creation sessions with colleagues across the university who have expressed interest in such a network.

The **EDI Team** will continue to lead the EDI Forum initiative, holding three sessions during the 2024-25 academic year. Forum sessions will focus on **Race Equality** and **Gender Equality**, providing opportunities for both staff and students to share ideas and suggestions.

Academic Promotions

We will continue to support our academics through the academic promotions process, implementing target interventions where applicable to support our diverse

academic community. During this period, **female applicants** have a higher application support rate than male applicants (82% compared to 75%). Women have

also achieved a higher overall promotion rate (as a percentage of the overall eligible population) at 20.7% (compared to 18.9% for men). This reflects the situation that has been seen in the promotion rounds for the previous 4 years (2019-2023).

BAME applicants in this period have a higher application rate (28% of the eligible pool) than White applicants (24%) and have a similar overall support rate compared white applicants, 78% against 79% (table 1).

Disability Inclusion

The priority for Disability Inclusion at Queen Mary, overseen by the Disability Inclusion Action Group, is the development of an ambitious **Institutional Disability Inclusion Impact Plan**. This plan will focus on the following key commitments:

- **Understanding:** Building a nuanced picture of the experiences and needs of our disabled staff, students, and those with caring responsibilities.

LGBTQIA+ Inclusion

Looking forward, our priorities for the LGBTQIA+ Inclusion portfolio will focus on continuing the delivery of collaborative and co-created LGBTQIA+ EDI calendar

The overall BAME promotion rate (against the eligible pool) is therefore higher this year at 22% compared to White staff (18.9%).

It is also worth noting that the eligible pool of BAME academics (those with at least one year's service) continues to rise faster than for White Staff (ie 13% increase for BAME population compared to 6% for the White population).

- **Supporting:** Creating an accessible university by improving physical and digital spaces, and streamlining the processes for support and adjustments.
- **Educating:** Providing continuous education to inform our community about disability-related topics and issues.

events, as well as reviewing the frameworks for measuring and advancing LGBTQIA+ Inclusion.

Supporting career development at Queen Mary

We will continue to offer staff opportunities to engage in development programmes with a positive action focus, aligned with our strategic aims. Our ongoing participation in initiatives such as B-MEntor, Aurora, Springboard, and the South East Action Learning Programme (SEALS) will remain a key part of this. These development programmes will be supported by a cohort-focused approach, helping staff build networks and relationships that support their continued progression.

We are committed to regularly reviewing the effectiveness of these programmes to ensure they remain relevant and impactful for our staff communities and aligned with our strategic objectives.

Since March 2024, we've seen a 3% increase in the number of Black staff accessing apprenticeships and a 50% reduction in the number of withdrawals from the programme. Additionally, the number of women participating in apprenticeships has risen by 15%, with women now representing 54% of all apprenticeship participants. We will continue to monitor apprenticeship uptake, in alignment with our strategic objectives.

Our apprenticeship team is currently developing targeted interventions to support middle-grade BAME staff. This is a positive step forward, in line with the focus areas outlined in our pay gap report.



The information given in this publication is correct at the time of going to press. The University reserves the right to modify or cancel any statement in it and accepts no responsibility for the consequences of any such changes.

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