



**Senate**

<b>Paper Title</b>	Vice-Principals' reports.
<b>Outcome requested</b>	Senate is asked to <b>note</b> the Vice-Principal's reports.
<b>Points for Senate members to note and further information</b>	N/A
<b>Questions for Senate to consider</b>	N/A
<b>Regulatory/statutory reference points</b>	N/A
<b>Strategy and risk</b>	N/A
<b>Reporting/consideration route for the paper</b>	N/A
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## FACULTY OF MEDICINE AND DENTISTRY – REPORT TO SENATE –October 2024

### Faculty Budget

The faculty generated £47.0m for the financial year 2023/24, £4.4m higher than budget due predominantly to higher tuition fee, OFS teaching funding, research overhead income and the reduction in pension contribution rates.

#### Key factors to note.

- Full year tuition fees were £80.7m, £2.9m higher than budgeted.
- Research overheads for the financial year 2023/24 were £11.1m, £1.5m higher than budgeted.
- FMD full year pay was £73.7m, £1.1m higher than budget. The small overspend is due to the under delivery to date of the 5% vacancy savings target included within the budget.
- FMD non-pay costs for the financial year 2023/24 were £10m, in line with budget.

### Education Update

#### Undergraduate Enrolment position as of 30-9-2024

The faculty currently have 688 new UG enrolments for this academic year, with a further 14 potential enrolments to be confirmed. Despite considerable efforts, the faculty will be approximately 163 students short of target by end of October.

Institute	Target	Potential Enrolments	Enrolments	Enrolments to target
William Harvey Institute	117	50	45	72
Institute of Health Sciences Education	504	439	433	71
Blizard	114	96	94	20
Dentistry	116	117	116	0
<b>Total</b>	<b>851</b>	<b>702</b>	<b>688</b>	<b>163</b>

#### Postgraduate Enrolment position as of 30-9-2024

The faculty currently have 1,215 new PGT enrolments for this academic year, with a further 200 potential students to be confirmed. All efforts are being made to convert this group through regular institute communication. Extended deadlines for all PGT applications and enrolment have been agreed for this year, to maximise September intake. A final enrolment deadline of 31<sup>st</sup> October has been implemented for all FMD PGT programmes.

Institute	Target	Potential Enrolments	Current Enrolments	Enrolments to target
Barts Cancer Institute	197	170	151	46
Blizard	420	406	345	75
Dentistry	102	88	63	39
Institute of Health Sciences Education	120	116	101	19
William Harvey Institute	352	282	241	111
Wolfson Institute of Population Health	386	353	314	72
<b>Total</b>	<b>1,577</b>	<b>1,415</b>	<b>1,215</b>	<b>362</b>

Work is currently underway to develop additional January 2025 intake points for existing programmes. It is estimated that 120 students will be recruited in January 2025, including existing January entry points.

#### International Partnerships and QMICA

QMICA continues to make progress in developing the Clinical Doctorate awards in conjunction with our International partners and approvals for both January and September intakes for the DCLin (Med) and DCLin (Surg) are imminent and overseas partners are in place. QMUL Partnerships Board in Jan 2024 approved the partnership with GEMS Middle East Holdings FZ LLC to support student recruitment and a contract has been drafted; links with MAHSA University in Malaysia are also being explored. Senate approved the new award title of Clinical Doctorate (DCLin) in October 2023.

The first PGT students have started to come through from our new partnership with OC Academy in India, with five already enrolled. We will then focus on additional recruitment for January starts.

Finally, the faculty welcomed 5 British Council Scholars this year as part of the Women in Stem initiative from India, Pakistan, Bangladesh, and Nepal, wishing to study STEM subjects at postgraduate level in the UK. This is the largest postgraduate taught scholarship award ever given to the faculty.

### Digital Education Studio Development

DES 'Roadshow' welcomed 430 academic and PS staff across 6 FMD Institutes and Malta to shape "Discovery towards Strategy – co-creating the FMD digital education strategy" (Sept 2022-April 2023), [the review report](#) circulated, pointing toward the new DE innovation projects.

The DES launched an Innovation Project Series (tackling KPI 1 student satisfaction, KPI 6 enrolment expansion):

- The [CARE agenda programme development](#) – 13 DL modules.
- [MOOC Digital Health](#), funded by British Council's grant, with Ain Shams University. 3,037 global learners enrolled; 194 certificated (136 free for QM/ASU/Ukrainian students & staff; 58 paid)
- [Digital assessment and feedback – Cadmus pilot. 2023/23 pilot saw 20 modules, 31 assessment tasks](#), using Cadmus within FMD and HSS, with 1,435 students. Improving authentic assessment design and student experience. Extended pilot 2024/25 in progress with 60 modules coming on board across all 3 Faculties.
- [FMD Immersive Learning Lab](#) – established, 1<sup>st</sup> year plan on track. The DES partnership agreements signed with [OCAcademy/India](#) and [London Medical Exchange \(LME\)/China](#) for DL PGT expansion, with Dean for Global Engagement focused on digital mmarketing – for all CARE agenda programmes.

### Research Update

FMD were awarded 76 new awards totalling £29.3M between June and September 2024 from funders including MRC, NIHR, BBSRC, CRUK, BHF, industry partners etc. A subset of awards (>£400K) from this period are shown below.

Project Lead	Funder	Price to Funder
JANET JONES	Breast Cancer Now	£ 4,466,233.82
SILVIA MARINO	Brain Tumour Research	£ 2,709,921.58
NITZAN ROSENFELD	CR-UK	£ 2,676,354.88
ROHINI MATHUR	NIHR	£ 2,223,177.24
SARAH MCCLELLAND	CR-UK	£1,462,312.93
NATHAN DAVIES	Alzheimer's Society	£ 1,420,449.40
PAUL VULLIAMY	Wellcome Trust	£1,104,595.00
FIONA SAMUELS	NIHR	£1,007,566.02
FELICE RIVELLESE	EU Commission - Horizon Europe	£954,293.70
KIERAN BATES	BBSRC	£873,574.83
KAWTHER HASHEM	NIHR	£716,340.92
JESSICA OKOSUN	CR-UK	£700,000.00
MICHELANGELO CAMPANELLA	BBSRC	£695,601.60
SUSANA ALVES GODINHO	MRC	£641,270.40
PIERRE MAILLARD	MRC	£594,621.99
TRINIDAD MONTERO MELENDEZ	Lorna & Yuti Chernajovsky Biomedical Research Foundation	£493,276.56
MIRIAM SAMUEL	Wellcome Trust	£468,352.00
DEBORAH SWINGLEHURST	Wellcome Trust	£402,155.00

FMD has made significant preparations for REF2029 with an initial analysis of the current position of research outputs and forecast of need to achieve the desired position in the next REF submission.

This indicates that by end of 2023 we had 58% of the needed numbers of papers, at 4\* quality. This is already an improvement from the previous REF. We are aiming for 65% plus 4 star papers. We have 40 REF Impact Case Studies in development and nurturing toward 4 star.

## **Capital Projects & Events Update**

- **11-13 Charterhouse Square buildings** capital project is complete the official opening is scheduled for 7<sup>th</sup> October. The building operates under New Ways of Working (NWOW).
- **William Harvey Day 2024 in partnership with Barts Health and the Apothecaries** will take place on Thursday 10<sup>th</sup> October. We have four exceptional external speakers to deliver the named lectures: Professor Ros Eeles, Institute of Cancer Research; Professor David Crossman, Faculty Dean of St Andrews; Professor Michael Mainellie, the Rt Hon Lord Mayor of the City of London, and Professor Stephen Challacome, Kings College London. 350 people are registered.
- **Academy of Clinical Educators Event Launch Event** on Friday 27<sup>th</sup> Sept 2024 promoted a community of practice to all FMDs clinical educators in our clinical placements in primary and secondary care, networking, and opportunities to learn from one another.



## **EDI Update**

**Athena Swan Dentistry Submission:** Institute of Dentistry will be submitting an application for a Silver Renewal Award on 29 November.

**EDI Roadshow:** The FMD EDI Strategy Group are implementing a series of EDI Roadshows, starting off in the Blizzard Institute on 3 December.

**Schwartz Round:** the next one will be held in January 2025. This will be facilitated by Barts Health.

**Athena Swan (Gold Medicine):** The Medicine Athena Swan self-assessment team has provided *critical friend* assistance to the Manchester's Faculty of Life Sciences Silver Athena Swan submission, and the Southampton's Faculty of Medicine Gold submission. Acting as critical friend to other submissions is considered a Beacon activity and is a requirement for maintaining our Medicine Gold.

## **New Hires**

**Dean for Healthcare Transformation:** To deliver Better Health for all we have appointed Chloe Orkin as Dean for Healthcare Transformation who has begun working with Tower Hamlets on their "Be Well" campaign to address major risk factors and improve the healthy life expectancy of our community.

**Dean for Education and Student Affairs:** We have appointed Ian Curran, former Deputy Dean Health Professions, The Australian National University, and he will be joining the faculty in February 2025.

**Director of Reputation:** We have appointed the former Communications Director at UKRI, Katrina Nevin-Ridley, who will work closely with the Communication team to ensure our work is advertised and to maximise external impact and will focus on strengthening the external awareness of our work.

**Faculty Strategic Research Manager:** Joining us in November is former Director of Strategy and Planning at MRC, Jonathan Pearce, who will work closely with the Dean for Research and Directors of Research developing and operationalising our new research strategy.

## **Humanities and Social Sciences VP Report to Senate – October 2024**

### **Formation of new School of The Arts**

Following Council's decision of 11 July 2024, the new School of The Arts (STA), was formally created from 1 August 2024, combining what were previously the School of Languages, Linguistics and Film and the School of English and Drama. Systems changes to enable the School's operations were completed in September ahead of the start of the teaching semester. The work of establishing the School will continue this year, led by the Head of School, Professor Kathryn Richardson and the School Manager, Lara Fothergill, with continuing support from the Faculty team, ahead of a formal launch in spring 2025. We are very grateful to all those who fed into STA's creation last year, including Senate members, and particularly to the project team.

### **Student recruitment**

Staff worked extremely hard last year to recruit new students, including on school visits, open days, by staying in touch with applicants, and by supporting confirmation and clearing. For HSS as a whole, the 2024 intake of home undergraduates is consistent with last year and overseas undergraduates are up on last year but below target. Taught postgraduate numbers are also below target, with overseas postgraduate numbers significantly down compared to last year.

This outline includes a lot of variance at School level, with some Schools unable to meet their undergraduate targets and others managing higher intakes than last year. The greatest challenge for the Faculty, as for the University as a whole, is the fall in overseas postgraduate numbers. This year's recruitment shortfalls replicate those of last year, suggesting they are a trend not a blip. Alongside colleagues from other Faculties and Directorates, Faculty and School teams in HSS are proactively adapting to meet this change, including finding savings in this year's budgets.

In meeting a challenging moment, we have a strong foundation on which to build, based on our Faculty strategy and our existing delivery of excellence in research and education.

### **Faculty strategy**

Last year, the Faculty identified three strategic priorities for HSS:

- Regenerating the humanities
- Increasing coherence and consistency across the Faculty
- Developing premium postgraduate education at scale

These were intended in part to prepare us to adapt to a challenging future. These priorities are robust and have developed considerable momentum. In response to this year's recruitment shortfall, therefore, we will maintain and develop them in the course of this year's planning round, with still greater focus on the delivery of excellent research and education over the short, medium and long-term.

### **NSS success**

The 2024 NSS results showed that the Faculty has delivered significantly improved student experience, with the TEF KPI increasing from 75.33 in 2023 to 78.76 in 2024. The aggregated HSS positive score increased in all question groupings, and in 24 out of 27 individual questions. This has allowed HSS to contribute positively to the overall university TEF metric performance moving to within 2% of benchmark in 2024.

Within the Faculty, the Schools of Business and Management, Geography, History, Law and Politics and International Relations increased their score across all question areas. Some of these improvements were very significant, including Geography delivering an increase of 13.3 percentage points for Academic Support, 15.6 percentage points for Student Voice and 21.3 percentage points for Organisation and Management. History delivered an increase of 12.7 percentage points for Learning Resource. Law and Politics and International Relations delivered increased of 10.3 and 13.3 percentage points respectively for Student Voice. The increases across the Faculty in the Student Voice grouping bear out the extent to which staff and students are working together to produce an excellent educational experience.

### **Research grant success**

Total research grants awarded to the Faculty in the period from October 2023 to September 2024 (inclusive) amounted to £8,343,365. These include the following large grants awarded to applicants from HSS in the period since the last report to Senate:

- Kathleen McCarthy (STA), *Developing a language-specific approach to understanding early language acquisition in New to English children*;
- Benjamin Neimark (SBM), *Critically green: Tracing the Geopolitical, Social and Environmental Footprints of Military Decarbonisation*;
- Ashvin Devasundaram (STA), *Connecting creative industries and cultural heritage: India-UK Film Festival Federation, youth curation and community co-creation*;
- Andy Russell (Geog), *Climate and Environment UK Parliament Thematic Lead*.

### **Times Higher Awards**

The range of our excellence in research, education and knowledge exchange has recently been recognised by the shortlisting of three colleagues in HSS for Times Higher Education Awards.

- Maggie Inchley (STA), Reader in Contemporary Theatre and Performance shortlisted for the Knowledge Exchange/Transfer Initiative of the Year award for her work on 'The Verbatim Formula' project (in collaboration with The Royal Central School of Speech and Drama)
- Kimberly Hutchings (SPIR), Professor of Politics and International Relations shortlisted for Outstanding Research Supervisor of the Year
- Ishani Chandrasekara (SBM), Professor in Accounting; Programme Director for BSc Accountancy (Flying Start) shortlisted for Most Innovative Teacher of the Year

The awards ceremony takes place on 28 November: congratulations and good luck to all our nominees. More information about each of the nominees is available on the new [Faculty LinkedIn page](#). This page has been developed to showcase the achievements of

colleagues within the Faculty: we encourage all Senate members who use LinkedIn to follow the page, share it with your networks, and help us grow our community and reach a wider audience.

### **QMUL experts' contributions to UK election coverage**

Another indicator of the value of our expertise comes from the contributions made by HSS researchers, particularly from the School of Politics and International Relations, to media coverage of the General Election of summer 2024. This was enabled and supported by the Faculty Communications Team, which arranged additional training for staff and worked proactively to connect academics to media opportunities. In total, eighteen academics were mentioned 1,118 times across various media outlets during a 62-day period, with a maximum potential audience reach of 6.6 billion. The hard work of academic and PS staff that achieved this built on our reputation as a centre of excellence for the study of UK politics and gave a broad international audience insight and understanding of this important event.

### **Faculty Leadership Team**

Professor Mike Noon will step down as Dean of the School of Business and Management, after seven years in the role, at the end of this academic year. A full external recruitment process, including extensive engagement with staff in the School, will be undertaken to identify his successor. The Faculty is very grateful to Professor Noon for his years of service and leadership to SBM.





### Senate

<b>Paper Title</b>	Vice Principal Science & Engineering - update
<b>Outcome requested</b>	Senate is asked to note the report
<b>Points for Senate members to note and further information</b>	This report provides an update on activities relating to key priorities within the Faculty of Science & Engineering between June - September 2024
<b>Questions for Senate to consider</b>	N/A
<b>Regulatory/statutory reference points</b>	N/A
<b>Strategy and risk</b>	Relates to all aspects of QMUL strategy and all sections of the Risk Register
<b>Reporting/consideration route for the paper</b>	For Senate only
<b>Authors</b>	S&E VP Operations Group
<b>Sponsor</b>	Professor Wen Wang, Vice Principal Science & Engineering

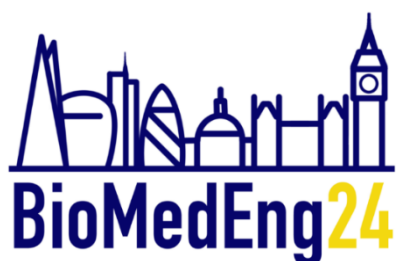
## Our people

Since my last report to the Senate, I am delighted to advise that Jo Kirner has now joined us as our new Faculty Director of Operations with effect from 9 September. Jo joins us from King's College London where she worked as the Chief of Staff for the Senior Vice Principal Academic. Ellie Stewart will continue in her capacity as Deputy Director of Operations and we thank her for her excellent support as interim Director during the intervening period. We also wished a very fond farewell to our long-serving Faculty Technical Services Manager, Kate Thornton. A recruitment process is now underway to fill this position.

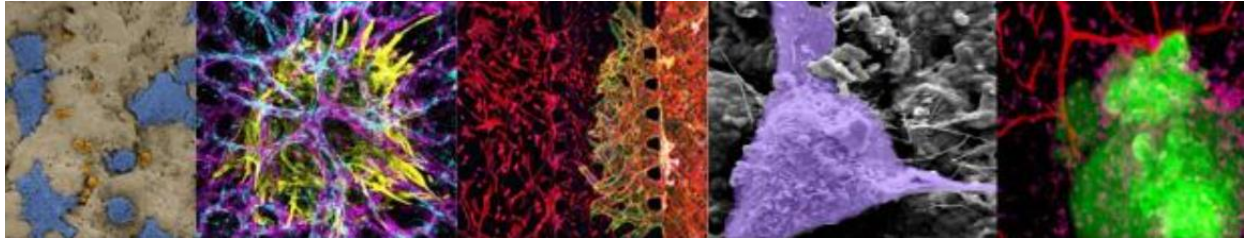
## Research

The Faculty of Science and Engineering has enjoyed a successful summer period in terms of our recent awards. This has included a prestigious £3.1M UKRI NetworkPlus grant delivering a federated institutional, regional and national large-scale computing service to support our research community in the School of Physical and Chemical Sciences (SPCS). We were also delighted to win one of the first UKRI Cross-Research Council pilot grants focusing on interdisciplinary research in the School for Biological and Behavioural Sciences (SBBS). The award (~£1.1M) brings together our specialisms in child psychology with AI to develop an AI tool that can be used to check whether children's media content is developmentally appropriate for their age. The grant also signals the launch of our exciting new 'Babylab' in SBBS.

It has also been a busy period with respect to fellowships. The School of Physical and Chemical Sciences (SPCS) have won both an extension to an existing Future Leaders Fellowship (£594k) and a new Royal Society Newton International Fellowship (£257k). The Schools for Biological and Behavioural Sciences (SBBS) and Engineering and Materials Sciences (SEMS) have also won an ESRC fellowship and an Aqualunar Challenge fellowship respectively, diversifying our portfolio of funding sources in this area. We are also pleased to report a steep increase in fellowship bids submitted for this period, compared with last year, including 18 Royal Society URFs, 11 Royal Society Faraday Fellowships, 6 STFC Ernest Rutherford Fellowships and 46 Marie Skłodowska-Curie Action fellowships as part of the European Commission's Horizon Europe programme. We look forward to reporting our successes in the new year.



This year, the Faculty of Science and Engineering, led by the School for Engineering and Materials Science (SEMS), were proud to host the Biomedical Engineering Association's annual conference – BioMedEng24 – the largest UK conference in this area. On 5-6 September, the Faculty welcomed over 400 delegates to Queen Mary to take part in a variety of sessions from panel discussions, break-out workshops and poster presentations across topics ranging from Artificial Organs to Synthetic Biology, MedTech to UK regulatory and funding landscapes. Keynote speakers at the evening engagement included Prof. Karen Salt, UKRI's Trusted Research and Innovation Portfolio Director. In addition to meeting with the BioMedEng board, Karen also met with our Faculty EDI Lead and several PGR students to discuss the Faculty's current work on fostering young research talent in an inclusive way.



On the 12 September, the Faculty ran its first cross-faculty International Research Funding Workshop, with a specific focus on collaboration opportunities in the USA. Staff were encouraged to apply for funding with the National Science Foundation, National Institutes of Health and various other key funders. The Cornell University seed-corn scheme was also promoted as a useful tool to building academic connections with a view to developing further, larger bid proposals in the States. Invited speaker, Dr. Jennifer LeBlond, Director Eastern US of the Science & Innovation Network (SIN), Foreign, Commonwealth and Development Office, presented SIN's key priority thematic areas and discussed how her team might support and promote QM interests within the US research ecosystem.

This quarter, the Faculty is delighted to report that the School of Electronic Engineering and Computer Science (EECS), and in particular Electrical and Electronic Engineering (EE) have performed exceptionally well in the U.S. News recent Best Global Universities ranking. Based on their research performance, EE achieved first position in the UK and second across Europe, with Queen Mary as a whole sitting within the top 100 universities worldwide. We expect that such reputation-enhancing results will positively support and further encourage excellent applicants to our current round of strategic hires which is focused on AI, machine learning and data science. This recruitment round closed at the end of September, attracting over 460 applicants. We will be reporting further on the full shortlisting and interview process in our next report.

Our research has also continued to reach a wide audience – notable recent media interactions include:

- Following a highly competitive process, **Dr Maria Crespo-Ribadeneyra** developed and presented a stand related to her research into using waste materials for next-generation batteries at **The Royal Society Summer Science Exhibition**. This included various media reports, including [BBC World Service: Science in Action - Cleaner mining, cleaner batteries](#), *Business Green*: [Study: Recycled plastic, food, paper, and tyres tipped to provide battery raw materials](#) and *The Energyst*: [Plastics, food, and tyre waste to become sustainable batteries](#)
- As part of our environmental sustainability research at Queen Mary, refurbishment works have begun on the **Joseph Priestley Building** to capture waste heat from the data centre and convert it into clean, hot water for building and the heating. This work has featured in key publications [Construction Management](#), [Energy Live News](#), and [Ends Waste & Bioenergy](#).
- **PhD student, Madeline Hamilton's** analysis of prominent melodies in the US Billboard top five from 1950-2022 prompted articles in [The New York Times](#), [Independent](#) and [Daily Mail](#).
- **Dr Caroline Roney's** work on digital twins for heart treatment has featured in [The Economist](#) and **Dr Gary Ian Britton's** research on the mental health effects of fantasy football have appeared in the [Independent](#) and [Evening Standard](#).





- On BBC Radio 4, **Dr Katy Clough** has been discussing wormholes : [Listen to the episode](#)

## Education

### Directors of Education

We welcome Matt Fayers (SMS) and Sally Faulkner (SBBS) as new Directors of Education and thank their respective predecessors Mark Walters and Stephen Buckingham for their tireless work in these demanding roles.

### Graduation

Students from all five schools in the faculty graduated in July 2024 across nine ceremonies. The Faculty celebrated all graduates, whether they have come from just round the corner or from one of the 170 countries represented on campus. Of particular note was the award of an Honorary Degree to Prof Peter Heathcote. The ceremonies included more than 380 students from QMUL School of Engineering and Materials Science - the biggest cohort in the school's history.



### NSS

In September 2024 meetings were held with schools to reflect on their NSS results. These meetings were organised by the VP Education Team enabling an open dialogue between the Schools, Faculty and VP Education Team. This year, as a Faculty we have worked closely with schools surrounding their NSS Action Plans and will continue to refine these throughout 2024/25 being sure to host regular meetings with schools and encouraging their plans to be fully embedded within their school. Regarding the NSS results 2024, there were some clear highlights:

- In SPCS Astronomy was ranked 1st in the country for 'Teaching on my Course'.
- In EECS Electronic Engineering were ranked 2nd in the country for 'Teaching on my Course'.
- In SBBS Genetics were ranked 2nd in the country for 'Organisation and Management' making

them 12.8% above their NSS benchmark.

- In SMS Mathematical Sciences had a 7.5% increase in 'Academic Support'.
- In SEMS Engineering increased their 'Student Voice' by 7.3%.

### **Savannah Ecology and Conservation field trip**

Fieldtrips are an essential part of learning integrating the ACE approach, incorporating the 'learning by doing' element. In August 2024, this year's cohort for 'BIO392: Savannah Ecology and Conservation' travelled to South Africa on the flagship fieldtrip providing students with first-hand experience of savannah ecological processes, biodiversity and conservation issues.



Photographer: Dr David Hone, August 2024



Photographer: Karmannye Om Chaudhary, August 2024

### **Faculty Education Away Day**

The Faculty held an Education Away Day in July 2024 which was attended by the Faculty Education Team alongside Directors of Education, Deputy Directors of Education, Education Services Managers and Student Union Reps to ensure co-creation. The day produced a clear set of actions that will be the key focus for the Faculty over the next 12-18 months.

### **BSc Applied Artificial Intelligence**

The Faculty have agreed Part 1 approval for a new in BSc Applied Artificial Intelligence which now enters into the University program approval process. This is a pan-Faculty degree programme where students will be taught how to apply AI across a range of different subjects areas. The home school for this programme is SPCS, however SEMS, SMS and SBBS will contribute to the delivery.

### **Recruitment and Welcome week**

Despite a challenging year for PGT recruitment, several of the newly developed MSc programs in S&E have exceeded their targets. We are pleased this is reshaping the PGT teaching distribution within S&E, easing the heavy burden on EECS and spreading the load more equally on the other Schools.

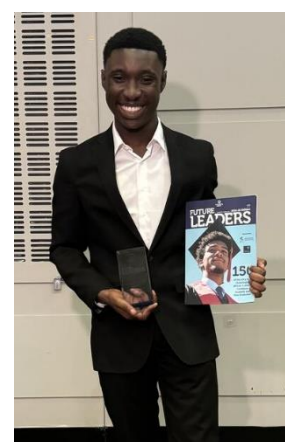
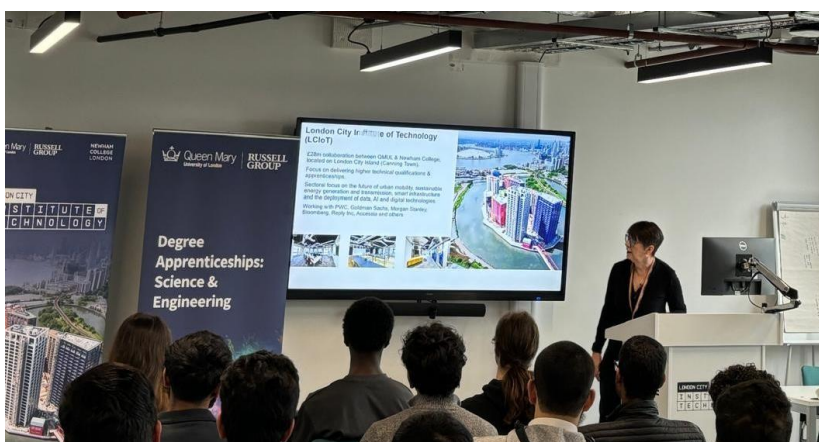
School	Program	24/25 Target	Sept 24 Enrolments
SBBS	MSc Psychology (Conversion)	40	130
SEMS	MSc Engineering Management	25	42
SPCS	MSc Artificial Intelligence in Science	13	27

### **Degree Apprenticeships at London City Institute of Technology (LCIoT)**

There have been several exciting changes within the S&E Degree Apprenticeship provision at London City Institute of Technology (LCIoT). In September 2023, the Institute for Apprenticeships and Technical

Education (IfATE) approved a new standard for the Level 6 BSc Digital and Technology Solutions Professional Degree Apprenticeship for immediate deployment. A full review, redesign and streamlining of the S&E programme was completed in June 2024 to address the additional requirements of the revised standard. This redesigned programme started in September 2024 with a record cohort of 85 Year 1 apprentices from seven employers including our new partner Amazon as well as Goldman Sachs, Morgan Stanley and PwC.

To support this development, four dedicated new academic staff, with experience of working on DA programmes in other HEI's, have been recruited in four of the core areas of the DA programme. A remaining post is currently being advertised to cover the final core area. The recruitment of a Director of Teaching and Learning (DA) to lead the programme and this newly established team is underway. We are thankful to Rachel Appleton, Pooja Kanani and the wider S&E DA team who have worked tirelessly on this alongside preparations for a potential Ofsted visit.



*Philippa Lloyd pictured (left) at the Degree Apprenticeship Welcome Week session at the LCIoT September 2024. Apprentice Kwesi Bimpong pictured (right) with his Top 150 Future Leaders Award.*

Finally on education, congratulations to Kwesi Bimpong, a current Software Engineering apprentice with Goldman Sachs who won the Powerlist Magazine Top 150 Future Leaders award for 2024-25. The award recognises the most influential people of African/African Caribbean heritage in the UK.

## International

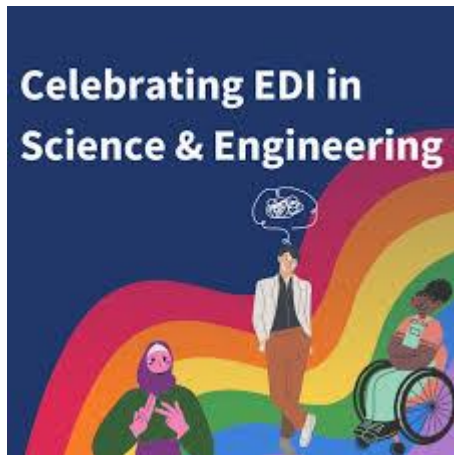
Over June and July, we successfully delivered four Summer Schools for our key TNE partnerships with BUPT Beijing (68 students), BUPT Hainan (23 students), NCU (151 students), and NPU (103 students). These immersive programs not only introduced students to life in the UK and the dynamic environment of London, but also provided a platform for meaningful academic engagement through guest lectures, collaborative projects, and cultural experiences. The Summer Schools play a pivotal role in strengthening the strategic partnerships between Queen Mary and our international institutions, while fostering global preparedness in students. These initiatives are a direct investment in enhancing institutional collaboration and positioning both our students and our partners at the forefront of an increasingly internationalised world.



## Equality, Diversity & Inclusion

The EDI vision for the Faculty is centred on fostering a sense of community amongst the Schools and has a Faculty approach to EDI rather than a School approach to better work on our priority areas: increase the gender balance in the academic population and improve its diversity, providing inspiring role models for our student population.





The Faculty approach to EDI has inspired the event [\*Celebrating EDI In Science and Engineering\*](#) which took place on 27/06/2024 and had a panel discussion focused on our queer community with a representative for every School. A similar event will take place in October dedicated to Black History Month and we plan to follow the EDI calendar to celebrate, understand and better support our diverse community of staff and students. Currently three Schools of the Faculty are working on the renewal of their Athena Swan award (silver renewal for SBBS and SPCS, silver application for EECS) while two bronze awards have been recently renewed (in 2022 for SMS and in 2023 for SEMS). The EDI Lead and the

S&E EDI officer regularly meet with the Schools Athena Swan champions to provide support and guidelines of assessment for their AS action plans.

[A People, Culture and Environment webpage](#) has been created under the Faculty of Science and Engineering main research webpage. It gives visibility to our researchers from under-represented communities and shows our commitment to EDI, for instance by funding PhD scholarships for students as well as supervisors from groups that are currently a minority in Science and Engineering. The well-being of our staff and students and the general feeling of inclusion and belonging have inspired the creation of the EDI lunches, monthly informal gathering with focus on a specific group of people: Early Career Researchers, PGR students, PS staff, Women, Queer, etc. This also appears as one of the actions in the Faculty Staff Survey Action plan.





Senate

<b>Paper Title</b>	Vice-Principal (Education) – June 2024 Update
<b>Outcome requested</b>	Senate is asked to note the report
<b>Points for Senate members to note and further information</b>	This paper provides an update on: <ul style="list-style-type: none"><li>• Education Leadership</li><li>• Teaching, Learning and Assessment</li><li>• Student Experience and Engagement</li><li>• The National Student Survey</li><li>• Student Surveys</li><li>• The Queen Mary Academy</li><li>• Office for Students and regulatory matters</li></ul>
<b>Questions to consider</b>	N/A
<b>Regulatory/statutory reference points</b>	N/A
<b>Strategy and risk</b>	Relates to the Education and Student Experience aspects of Strategy 2030, and associated risks
<b>Reporting/ consideration route for the paper</b>	For Senate only
<b>Authors</b>	Ben Hunt - Executive Officer (Education)
<b>Sponsor</b>	Professor Stephanie Marshall (VP Education)

## Vice Principal (Education) Update – September 2024

### External and Regulatory Matters

1. The General Election occurred on 4 July, electing a Labour Government. Since then, there have been several ministerial appointments:
  - a. Bridget Phillipson has been appointed as Secretary of State for Education. [Secretary of State for Education - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/people/bridget-philipson).
  - b. Jacqui Smith was elevated to the Lords as Baroness Smith of Malvern, and appointed to the role of Minister of State for Skills. Baroness Smith has responsibility for Skills England, technical qualifications, FE colleges, the OfS and student finance: [The Rt Hon Baroness Smith of Malvern - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/people/jacqui-smith). Baroness Smith was previously Home Secretary under Gordon Brown from 2007-2009.
  - c. On 9 July, it was announced by the Department for Education (DfE) that Lord Wharton of Yarm, Chair of the OfS had resigned. He has been replaced by Interim Chair Sir David Behan. Sir David was previously Chief Inspector of the Commission on Social Care and Director General for Social Care in the Department of Health. He was CEO of the Care Quality Commission and is chair of the King's College Hospital NHS Foundation Trust.
2. On 26 July, prior to his appointment as Interim Chair, the DfE published a report by Sir Behan regarding improvements to the OfS, with recommendations regarding efficacy, accountability, governance and efficiency: [Independent Review of the Office for Students \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/123456/Independent_Review_of_the_Office_for_Students.pdf).
3. The Secretary of State for Education has announced in a written statement a pause on the implementation of the Higher Education (Freedom of Speech) Act to 'consider options, including its repeal'.
4. The OfS has published its business plan for 2024-25 and its annual accounts, which includes an enhanced focus on financial sustainability, quality, and student engagement: [OfS publishes business plan for 2024-25 - Office for Students](https://www.ofsted.gov.uk/publications/2024-25-business-plan).
5. The OfS will introduce a new Condition of Registration to address harassment and sexual misconduct. New regulations will come into force on 1 August 2025. As part of this, providers will be expected to take steps to protect students from conflicts of interest and abuses of power. There are several options for complying with the condition, including discouraging intimate personal relationships, raising awareness among students, empowering students to report inappropriate behaviours and encouraging staff to receive training regarding harassment. More information can be found in this guide: [Prevent and address harassment and sexual misconduct - Office for Students](https://www.ofsted.gov.uk/publications/2024-25-business-plan).
6. The OfS has published a quality assessment report for Regent College London: [Quality assessment report - RTC Education Ltd \(officeforstudents.org.uk\)](https://www.ofsted.gov.uk/publications/2024-25-business-plan). The report highlights six areas of concern across several areas of quality and standards. These concerns were:
  - a. That all students did not receive a high quality academic experience.

- b. That academic staff resource was not sufficient or deployed effectively, leading to inadequate resourcing of modules and poor provision.
  - c. Staff resource model did not ensure students received academic support for a high quality academic experience and success in and beyond higher education.
  - d. Teaching room facilities and study spaces were insufficient to support students to participate in their studies.
  - e. There is a lack of physical and digital library resources.
  - f. Some students were not assessed effectively and some assessments were not valid.
7. The OfS has published assessment reports into the quality and standards of courses at two providers that have applied for registration. These are the first quality reports published for providers applying for registration. These providers were Collective Acting Studio and Jews' College. Both were approved for registration: [OfS publishes first quality and standards assessment reports for registration of two higher education providers - Office for Students](#).
8. Dartington Hall Trust has decided to close its higher education courses at Schumacher College, a specialist farming provider. 100 students are enrolled at Schumacher College: [Dartington Hall Trust closes its higher education courses - Office for Students](#).
8. The Applied Business Academy (ABA) has announced its intention to close its higher education courses, which will impact up to 300 current and prospective students. ABA delivers courses through a subcontractual partnership with Leeds Trinity University, and a validation agreement with the University of Buckingham: [Applied Business Academy to close its higher education courses - Office for Students](#).

### **Educational Leadership**

9. Professor Colin Bailey CBE, President and Principal, has been awarded an Outstanding Contribution award for his work in the field of social mobility. [Colin Bailey's outstanding contribution to social mobility recognised with national award - Queen Mary University of London \(qmul.ac.uk\)](#)
10. Professor Graham Easton in FMD has been awarded a prestigious National Teaching Fellowship from AdvanceHE. This is the third year in a row that an Educator from Queen Mary has received this award. [Professor Graham Easton awarded National Teaching Fellowship - Queen Mary University of London \(qmul.ac.uk\)](#)
11. Congratulations to the following colleagues have been nominated for this year's Times Higher Education (THE) Awards: [THE Awards 2024 - Shortlist \(the-awards.co.uk\)](#).

<b>Award</b>	<b>Shortlisted</b>	<b>Project</b>
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Outstanding Support for Students	Ana Flores Reis, Kavita Jaidev (Advice & Counselling Service)	Trauma-informed care and support services for student survivors of sexual violence and abuse
Most Innovative Teacher of the Year	Professor Ishani Chandrasekara (Business Management)	Groundbreaking work in transforming outcomes from accounting students coming from most disadvantaged backgrounds
Knowledge Exchange	Royal Central School of Speech and Drama, in collaboration with QMUL Dr Maggie Inchley (School of the Arts)	The Verbatim Formula, developed to rethink ways we listen to young people in the UK care system.
Outstanding Research Supervisor of the Year	Professor Kimberley Hutchings (Politics & International Relations)	Kimberley has mentored many of her field's current established colours. Her responsive, student-centred approach to PhD supervision has inspired an outstanding range of creative and challenging initiatives.

12. Professor Stephanie Marshall, Vice-Principal (Education) gave a keynote on Monday, 7 October on social mobility and student success at Times Higher Education World Academic Summit at the University of Manchester.

13. The Student Knowledge Exchange Through Community Hubs (SKETCH) has hosted its 2024 symposium, where there were presentations on student success, knowledge exchange in the curriculum and social value. More information on the discussions, and other future events, can be found here: [SKETCH Symposium 2024: Building a Community of Practice for Student Knowledge Exchange - Queen Mary University of London \(qmul.ac.uk\)](https://www.qmul.ac.uk/sketch/symposium-2024/).

### Teaching, Learning and Assessment

14. The Academic Regulations 2024-25 and Assessment Handbook 2024-25 have been approved. Within these regulations, arrangements for marking turnaround times have been retained in line with 2023-24 policy. In addition, the 'E' grade has been removed from undergraduate marking schemes, the 'D' grade will extend from 40.0-49.9.

- a. A summary of changes to the Academic Regulations can be found here: <https://www.qmul.ac.uk/governance-and-legal-services/media/dgls-media/policy-zone/2024-25/Academic-Regulations-2024-25---summary-of-changes.pdf>.
- b. A summary of changes to the Assessment Handbook can be found here: <https://www.qmul.ac.uk/governance-and-legal-services/media/dgls-media/policy-zone/2024-25/Assessment-Handbook-2024-25-SUMMARY-OF-CHANGES.pdf>.

15. A letter was sent to all schools and institutes on 24 September requesting for an update regarding the below compliance issues. A response was requested by 8 October.

- a. Compliance with OfS Condition B4.2 that students should be assessed effectively, that each assessment is valid and reliable and that relevant awards are credible.
- b. Compliance with OfS Condition B4 requiring the retention of assessed work five years after the end of a course.<sup>1</sup>

### **National Student Survey**

16. NSS results were published on Wednesday 10<sup>th</sup> July. Across the board, QMUL saw slight improvements in results, bringing us to 2% below our TEF KPI benchmark. There were particularly strong improvements related to Student Voice and Learning Opportunities. Our lowest performing area remains in assessment, mainly in relation to assessment turnaround times (Question 13 of the NSS).
17. There were particularly strong improvements within Electrical and Electronic Engineering, History, Law, Physics and Astronomy.
18. All annual meetings for the NSS have been concluded. As an output from these meetings, each school and institute will be given a 'snapshot' view of how they compare against the four strategic KPIs, and the recommended training and support they can engage with. Thanks to colleagues for all your work on the NSS and engaging with the support and training on offer for further improvements.

### **Postgraduate Taught Experience Survey (PTES)**

19. The PTES closed on Thursday 13<sup>th</sup> of June. Sector benchmarking reports were received on Friday 26 July. Overall satisfaction for QMUL rose to 80%, from 79% in 2023, which is the highest this has scored since 2017. The PTES response rate, at 16%, was lower than the response rates achieved in 2023 (17%) and is the lowest response rate we have had for the PTES.
20. PTES results are benchmarked against the sector, Russell Group, other London institutions, and other pre-92 institutions. Compared to each of these groups, Queen Mary was typically ranked in the third and fourth quartiles across the different question categories in the 2024 survey. The Resources category was the only exception, which was in the second quartile for London institutions.
21. The difference between Queen Mary's score and the sector mean, for overall satisfaction has been closing over the past five-year period. In 2024 QMUL is 3.9% below the sector mean, compared to 6% below in 2020.
22. The School of History and the School of Mathematical Sciences scored particularly well against the sector for overall satisfaction, ranking first in the sector. The School of History was also ranked first for Teaching, Engagement, and Organisation.

### **Student Experience and Engagement**

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<sup>1</sup> Full supplementary guidance regarding the retention of assessed work: [Supplementary guidance - retention of assessed work \(officeforstudents.org.uk\)](https://officeforstudents.org.uk)

23. The Library have retained Archives Accreditation status, after being reassessed by the National Archives. The Whitechapel Library [Preservation & Enhancement Project](#) has started.
24. Registry Services have developed enrolment so ID and visa tasks can now allow students to become pre-enrolled prior to arriving in the UK. This facilitates access for students as well as billing/invoicing of tuition fees.
25. The Student Experience Directorate took over responsibility for the Effective Advising and Signposting Training and this has been reviewed and updated for the coming year. Senior Tutor (or equivalent) training has been scheduled for October.
26. A virtual internship programme was piloted with 28 of 30 participants completing the programme. This 93% completion rate is 13% higher than the platform provider's benchmark.
27. Sexual Assault and Harassment Advisors based in Advice and Counselling were awarded a highly commended certificate at the London Higher Awards and have been shortlisted for a Times Higher Award. The team are working with colleagues to consider the implications of the new Office for Students regulation to tackle harassment and sexual misconduct.
28. Following on from the Equality and Human Rights Commission (EHRC) advice note on the outcome of the Abrahart case, advice and guidance has been circulated to Schools on implementing reasonable adjustments.
29. Enhancements to MySIS have improved efficiency for staff processing extenuating circumstances claims. The Directorate are now working with academic and professional services staff across the University to review the Extenuating Circumstances Policy. After consultation with colleagues, this will be considered by EQSB before being presented to Senate next Semester.

### **Queen Mary Academy**

30. Queen Mary Academy are pleased to announce the following new fellowships:  
Prof Elizabeth Gillow, Dean for Education in the Faculty of Humanities and Social Sciences, has taken up a new Queen Mary Academy Fellowship. Her project will assess the experience of embedding the Principles of Academic Degree Programme Design into a suite of new programmes.

Dr Jo Elliott, Reader in Learning Design within the Digital Education Studio in the Faculty of Medicine and Dentistry has taken up a new Learner Engagement Analytics (LEA) Fellowship, with joint responsibility for developing a strategy for and driving forward the uptake and enhancement of LEA.

### *QMA Taught Programmes*

31. Congratulations to our taught programme participants who successfully completed their programmes this summer. 82 completed the PGCAP and 44 participants completed the ILT. We look forward to welcoming the new cohort for 2024-25.

This year's programme for postgraduate research students who teach started in September. The programme is designed for GTAs and postgraduate educators who are getting ready to teach and/or assess this academic year. The workshops Teach Your First Session, Effective Feedback for Summative Assessment and How Students Learn are now open for booking via the CPD Training platform.

*The President and Principal's Fund for Educational Excellence*

32. This fund was established to encourage a culture of educational innovation and exploration at Queen Mary. It awards £120k each year to support a small number of projects with potential for impact. The funding panel met in July 2024 and awarded funding to projects for financial year 2024/25 to the following projects:

Artificial Intelligence

Creating an open, co-created and co-guided toolkit to support staff integration of AI literacy and skills into the curricula - Lilian Schofield (School of Business and Management - HSS), Xue Zhou (School of Business and Management - HSS), Daniela Tavasci (School of Economics and Finance - HSS), Lesley Howell (School of Physical and Chemical Sciences - S&E), Aisha Abuelmaatti (School of Electronic Engineering and Computer Science - S&E) and Cassandra Lewis (Institute of Dentistry - FMD)

Future Ready: Integrating Artificial Intelligence, Interdisciplinary Practices, and Entrepreneurial skills for Enhanced Student Employability - Jo Elliott (Medicine and Dentistry - FMD), Karen Watton (School of Law - HSS), Leon Vinokur (School of Economics and Finance - HSS), Paraskevi Argriou (School of Biological and Behavioural Sciences - S&E), Pedro Elston (Institute of Health Sciences Education - FMD), Veronica Veleanu (School of Economics and Finance - HSS), Weronika Fernando (School of Languages, Linguistics and Film - HSS), Aisha Abuelmaatti (School of Electronic Engineering and Computer Science - S&E) and Xue Zhou (School of Business and Management - HSS)

Enhancing Data Science Education through Competitive-Based Learning and AI-Driven Assessment - Pengfei Fan (School of Electronic Engineering and Computer Science - S&E), Jesus Carrion (School of Physical and Chemical Sciences - S&E), Nikesh Bajaj (School of Physical and Chemical Sciences - S&E), Jordan Smith (School of Electronic Engineering and Computer Science - S&E), Ebru Burcu (S&E), Gloria Molinero (School of Electronic Engineering and Computer Science - S&E) and Reza Moosaei (School of Electronic Engineering and Computer Science - S&E)

Inclusivity

Making Diversity Count, Fixing the Leaky Pipeline - Giorgio Chianello (School of Physical and Chemical Sciences - S&E) and Tippu Sheriff (School of Physical and Chemical Sciences - S&E)

Empowering Neurodivergent Voices: Co-creation of Peer Support Strategies in Education - Ruth Rose (School of Biological and Behavioural Sciences - S&E), Lesley Howell (School of Physical and Chemical Sciences - S&E), Sally Faulkner (School of Biological and Behavioural Sciences - S&E) and Mark Hudson (School of Physical and Chemical Sciences - S&E)

Sustainability

Critical hope: co-creating learning resources for a changing world - Catherine Nash (School of Geography - HSS) and Heather McMullen (Wolfson Institute of Population Health - FMD)

Sustainability in the curriculum: Developing Queen Mary's virtual greenspace for sustainability awareness - Sayed Elhoushy (School of Business and Management - HSS), Ishani Chandrasekara (School of Business and Management - HSS), Nurul Ahmed (Careers and Enterprise - PS), Paul Clatworthy (Careers and Enterprise - PS), Sally Faulkner (School of Biological and Behavioural Sciences - S&E), Patrick Healey (School of Electronic Engineering and Computer Science - S&E), Anna Moore (Wolfson Institute of Population Health - FMD), Jonathan Otter (Queen Mary Student Union - PS), Jovani Palnoni (Queen Mary Student Union - PS), Rehan Shah (School of Engineering and Materials Science - S&E), Jenna-Marie Smallwood (Estates - PS), Zoe Sturgess (Queen Mary Student Union - PS), Chris Sutton (School of Mathematical Sciences - S&E), Sara Tomé (Estates - PS), Louise Younie (Institute of Health Sciences Education - FMD) and Alison Blunt (School of Geography - HSS)

33. The panel also awarded funding from the Drapers' Fund for Innovation in Learning and Teaching 2024/25 as follows:

EduMark AI: AI-Driven Grading and Personalised Student Feedback to Save Educator Time - Deepshikha Deepshikha (School of Engineering and Materials Science - S&E), Conrad Bessant (School of Biological and Behavioural Sciences - S&E), Darryn Mitussis (School of Business and Management - HSS), Li Wang (School of Engineering and Materials Science - S&E), Xinru Deng (School of Engineering and Materials Science - S&E), Giuseppe Viola (School of Engineering and Materials Science - S&E) and Mouna Chetehouna (School of Engineering and Materials Science - S&E)



## Senate update: VP, Policy and Strategic Partnerships: July 2024 – October 2024

### **London City Institute of Technology (LCIoT)**

This September LCIoT welcomed its largest cohort of students (90) with new employers this year including Bloomberg, Amazon, Accessia, Nanosoft, Reply and CommitFS.

We also saw 40 learners start on our level 3 pre-apprenticeship Data Analytics programme with Amazon. This is the first rung in our skills escalator taking unskilled mid-career professionals in fulfilment centres and providing them with 6 microcredentials in Data Analytics which will eventually enable them to take a lv.4 Data Analytics Apprenticeship.

Thanks also to ITS and Estates colleagues for the speedy conversion of one of our workshops into a lecture theatre to facilitate larger numbers for September 2025 entry.

### **Degree apprenticeships**

#### **Inspection readiness activities**

Readiness checks for an inspection is well underway, and a range of QA activities have been completed, for example, deep dives, interviews with key stakeholders such as employers, and apprentices, as well as senior leaders and managers.

Early indications suggest that both leaders and managers have greatly benefitted from these readiness check and quality assurance. [Update: Ofsted inspection is happening the week beginning 14 October.]

#### **New Apprenticeship Recruitment Starts:**

There are approximately 246 new apprentices that have been enrolled over the last month. These will be uploaded on the next ILR in November subject to compliance checks taking place.

Code	Standard	App Standard	New Starts 2024/25 No. Apprentices
ST0119	Digital and Technology Solutions Professional	25	85
ST0180	Investment Operations Specialist	30	16
ST0477	Academic Professional	272	51
ST0796	Senior Professional Economist	531	88
ST0472	Financial services professional	213	6
		<b>Total</b>	<b>246</b>

## **SMART Assessor update**

SMART Assessor is being rolled out across the University for onboarding; however there are still some teething issues that need to be resolved with the supplier such as logins, and systems errors that are preventing colleagues from seamlessly using the system. IT are engaging with the supplier to resolve these issues.

## **Civic engagement and impact**

The Civic Engagement area has been planning the year ahead with a focus on embedding the Civic Monitoring and Evaluation plan to assess our civic impact and exploring how to embed civic into the curriculum this term.

Other highlights since the last update in June:

- **East London Research Network:**  
In June we held an in-person workshop on ‘Diverse pasts, inclusive futures: building an East London heritage network’ at the Ragged School Museum. This brought together 25 Queen Mary researchers working in heritage areas alongside 22 East London based heritage organisations to focus on five themed place-based discussions. We explored the rich history and culture of East London and how we can work together to create a more inclusive future through research and collaboration. The workshop also mapped heritage activity – as well as untold stories and forgotten spaces – across the seven boroughs in East London and discussed how we might take forward an East London Heritage Network. We continue to explore ways of building and sustaining the heritage network.
- **In person CDG and CAB meeting from June:**  
Also in June we held a joint in-person meeting of QM’s Civic Advisory Board (CAB) and Civic Delivery Group (CDG) at Toynbee Hall. This was an opportunity for QM colleagues and strategic civic partners to come together in person for the first time, to review the 2023-24 academic year and to identify opportunities for 2024-25.
- **Launch of the East London Civic Action Network:**  
On 11 September we launched the Queen Mary East London Civic Action Network at Redbridge Town Hall. Over 100 participants attended from faith communities, voluntary and community organisations, local authorities, NHS teams, the Integrated Care System, elected leaders and Queen Mary University of London researchers.  
The first network event focused on how we build health equity across East London by fostering connections, deepening understanding, and enhancing collaboration together as health stakeholders and systems. This aligns to one of the five priority themes of Queen Mary’s Civic University Agreement, ‘A Healthy and Sustainable Future’.  
The next stage will involve processing the actions and next steps which came out of the discussions, and holding an online follow-on session for attendees to work with us to take these forward.
- **HDRC:**  
QM won the London Higher Award for cross-university collaboration for our work with UEL and London Metropolitan University on the Tower Hamlets HDRC.  
As part of the NIHR-funded Tower Hamlets Health Determinants Research Collaborative (HDRC), the

Health Inequalities Research & Partnerships Manager at Queen Mary is supporting various external research grant applications focused specifically on patient and public involvement and healthy housing. In July, the HDRC held an event focused on “Healthy Housing” at the Tower Hamlets council bringing together QM academics whose research focuses on healthy housing, as well as colleagues from London Met, UEL, the THCVS and housing officials in the Tower Hamlets council. The event was a huge success in terms of collaboration opportunities across the different HDRC partners, and academics across the three universities are now working together to submit a funding bid for the NIHR Overcrowding call. Finally, 3 QM academics are intending to apply for the LISS-DTP Studentship with the HDRC to recruit a PhD student focused on health-related research.

### **QM Centre for Creative Collaboration**

The Centre has been working on consolidating existing strategic partnerships, and on developing new areas of influence that can support our aims and open up new opportunities.

We have recently confirmed Arts Council England as a formal partner on our upcoming UKRI bid to develop data solutions to evaluation challenges in the cultural sector. We are the only HE partner working on new research linked to their recently launched Culture and Data Place Explorer, a new nationwide online tool for place-based funding and cultural data.

The first of our screening series in partnership with Mile End Community Project took place in BLOC at the end of September, showcasing a documentary called Blockade programmed in partnership with Nijjor Manoush, an independent campaigning group focused on educating and organising the Bengali and Bangladeshi communities in the UK. It was a sold-out screening and a great start to our series of co-programmed community film screenings.

In October we are launching the In-SPYRE network (In-Sharing Practice: Youth Orientated Research Experiences). This is part of our Research England funded project to create toolkits and training to share best practice around working with young people in participatory research projects.

We have also supported Wasafiri Magazine’s 40<sup>th</sup> anniversary exhibition in the library on campus, and continue to be a key partner for their annual new writing prize which this year takes place at the Southbank Centre.

We have been building more international contacts recently, including hosting a visit for The Cultural Economy Policy and Research Centre (CEPARC) - an independent think tank in Southeast Asia focused on fostering synergy between communities, academics, art practitioners, and governments. They are keen to partner with QM to promote international student recruitment through creative collaborations in Malaysia, and we are currently exploring options to further develop this relationship.

### **Public Engagement**

The Centre for Public Engagement has welcomed two new team members since June 2024 - Audrey Tan (Head of Public Engagement) and Maja Wawrzynowicz (Engagement and Communications Officer). Maja is working

on a part-time, fixed-term basis to support the CPE's communications (social media, website and newsletter) and identify new opportunities to engage with researchers and students across Queen Mary.

Work to rebuild and nurture relationships with academics and community partners after the cancellation of the Festival of Communities continue. The Community Engagement Manager worked with the Centre of the Cell to incorporate five academic Festival activities into the Centre of the Cell's August Celebration. As part of a wider evaluation piece, she has also been meeting with community organisations and administering a survey to understand how Festival 2025 can best support their needs and goals. The Participatory Research Officer is preparing for Queen Mary's first dedicated participatory research event when she hosts a practice sharing event on campus at the end of October.

The CPE recently launched the Large Grants scheme and Participatory Research Fund scheme for Queen Mary staff, students and partners. The Small Grants scheme will be launched in mid-October. The team is identifying ways to generate income through consultancy activity, including tendering on public engagement bids and offering training to external audiences.

The team continues to support the Queen Mary community's public engagement work through our regular advice surgeries and teaching on postgraduate modules.

## **Public Affairs**

The public affairs team has focused on setting up an internal policy committee, including mapping and reviewing government priorities, the legislative agenda, and wider public debates that impact on Queen Mary's reputation, partnerships, stakeholder engagement and the regulatory and policy operating environment. The Committee includes representation from across Queen Mary and is a shared mechanism by which the university can better mitigate political risk and more effectively co-ordinate its response to short, medium and long-term opportunities. It is designed to help build collaboration across teams and policies examined include the King's Speech, the shifting debate around public investment and the Government's fiscal rules, as well as the Public Bodies Review of the Office for Students.

The public affairs team has begun planning its first campaign on social mobility and transforming the professions. This includes a strategic partnership with the Mile End Institute on polling attitudes to social mobility and the professions in East London. The aim is to position Queen Mary with political and policy stakeholders at the start of the new Parliament as standing up for East London and ensuring its voice is heard within the policymaking process. Representation and place are key areas of focus across Government and societal attitudes today. Further work around employer roundtables is also being planned. This policy theme is a key area of focus for the Government and we are seeking to present Queen Mary not simply as 'the most inclusive university of its kind, anywhere' but as a social platform for opportunity across society – particularly employers and charities. This is a central public affairs objective for the next 12-18 months.

A priority has been the development of a skills narrative that articulates Queen Mary's innovations in degree apprenticeships and the Institute of Technology, and that is mapped against the Government's policy agenda.

This has included workshops with colleagues from across teams and will be a central element of public affairs engagement over the coming year.

The team continues to provide wider support for colleagues on policy mapping and political options to promote research, civic work and strategic events across the university. The team has continued to engage on the Mayor's Growth Plan, sector bodies including the Russell Group and London Higher, as well as building out engagement with social mobility charities, including the Social Mobility Foundation and upReach.

## **Sustainability**

Over the last few months, sustainability has been pushed as strategic priority. The sustainability committee is being refreshed, creating a new supporting governance structure to drive sustainability action and ownership down the three pillars of education, research and innovation and operations. The new board will review the proposed and refreshed sustainability Action Statement, laying a strong foundation for Queen Mary's sustainability action.

**SDGs:** Progressing on from work carried out earlier this year, mapping Queen Mary's activity against the SDGs, key case studies from across the university have now been highlighted. Working with the Impact Engagement Team, key research case studies have been re-written and given a sustainability lens. Others have been gathered university wide, covering education, research and community engagement. All of these have been fed into a new page for Queen Mary's SDGs, launched in September. This is the first phase of a rolling project to develop a continuous library of SDG case studies. Mapping of the SDGs will ultimately form a basis for Queen Mary's first THE impact ranking entry.

**Engagement:** It has been agreed that engagement will act as wrap-around for facilitating the other key pillars of the sustainability action plan: education, research and innovation and operations. Planning for Climate Action week, happening in February, has now begun. It will be a university-wide collaborative week to, showcasing the messaging behind this. We continue to work closely with the Students' Union, developing initiatives such as the Re-Use Fair, to reach more students and harness the student voice. The recent student Sustainability Board had record numbers of engaged students attend.

**Education:** Work continues to embed sustainability effectively into the curriculum. Case studies are being gathered of best practice as part of the employability framework development task group. This will inform guidance documents for embedding sustainability, and support section five of the Principles of Program Design - embedding the SDGs.

**Research:** Baseline work has been carried out by Yang Hao to draw out the number of research papers currently aligned to the SDGs, within the last 5 years. Work is needed to ensure we are capturing all papers effectively. Scopus has recently released numbers covering papers back to 1980, reflecting similar trends.

**Operations:** The sustainability team are currently driving an energy awareness campaign to encourage energy-saving behaviour. The Joseph Priestly Building waste heat project is a prime example of Queen Mary's

innovation when it comes to energy saving. Completed on schedule, the project reduces Scope 1 emissions, will deliver significant cost savings and acts as a model for sustainability in practice.

In 2023/24, we achieved a 24 per cent carbon reduction against the 2018/19 baseline for scope 1 and 2 carbon emissions (emissions related to energy and fuel use in our directly managed buildings and campus vehicles), despite continued growth of the estate. There has been a 32 per cent reduction in scope 2 (indirect emissions from electricity production) by 2023/24 against the 2018/19 baseline. The significant scope 2 reduction has been possible due to both ongoing investment into energy reduction projects that have been focused on our top ten energy consuming buildings and the decarbonisation of the grid. We have continued to work with Carbon Numbers to carry out BMS optimisation works and time scheduling adjustments.

However, we have seen a negative trend on carbon emissions from business travel, with an increase of 45 percent against 2018/19, which has mainly resulted from more air travel, but also from changes in conversion factors used to calculate carbon emissions.

Good progress has been made against our waste recycling targets. The recycling rate achieved for our non-hazardous waste for 2023/24 was 42.3 per cent, which was a 4.7 percentage increase from 2022/23. We have been implementing a waste action plan, including developing and deploying new, more informative bin signage for general waste, mixed recycling and food waste, standardising bin designs and colours of bins liners, and organising lunch and learn sessions delivered by our waste contractor Bywaters.

Queen Mary's Sustainable Procurement Policy has been updated and published on our website.

## **Latin American initiatives**

### **Entrepreneurship and Leadership Programme (LSP)**

In August 2024, we successfully delivered a three-week Leadership Programme for 120 final-year ug/Master's students from the Instituto Politécnico Nacional (IPN). This programme focused on leadership development, entrepreneurship, and innovation. Students collaborated in teams to identify business opportunities, develop business cases, and participate in practical activities ending with a "Dragon's Den" type to a panel s. The programme also included collaboration with the QMUL Innovation Centre (QMB), offering a comprehensive introduction to entrepreneurship in the UK context.

### **First International Symposium of IPN Students in the UK**

Also in August, we hosted the First International Symposium of IPN Students in the UK, showcasing the research of IPN students who are here at Queen Mary. There were over 200 attendees with the Rector of IPN, and the President of the Polytechnic Foundation in attendance.

### **New PGR Student Enrolments**

Looking ahead, we are excited to enrol 14 new postgraduate research (PGR) students this September/October from partners in Mexico

## **People, Culture and Inclusion Update**

Over the summer we have published a People, Culture & Inclusion Enabling Plan Report (accessible via Connected); this Report reflects on our successes to date, and future priorities as we move forward with a revised Culture & Inclusion Enabling Plan and complementary Workforce Strategy.

In addition to the Report, summer allowed us to recruit and induct three new EDI Leads for each of our academic faculties; they are Prof Claudia Garetto (S&E), Prof Aylin Baysan (FMD), Dr Andromachi Geogousouli (HSS).

Queen Mary has also been successfully awarded our first Race Equality Charter Bronze Award in recognition of our institution-wide commitment to furthering race equality. I would like to thank Afua Acheampong (EDI Manager) and the Race Equality Action Group for their effort and leadership here.

For additional context and assurance, I have attached the minutes of the first Equality, Diversity & Inclusion Steering Group meeting of this academic year as Appendix One.

Appendix One: Equality, Diversity & Inclusion Steering Group Minutes



**Equality, Diversity, and Inclusion Steering Group (EDISG)**

**MINUTES**

<b>Meeting title:</b>	Equality, Diversity, and Inclusion Steering Group (EDISG)		
<b>Date:</b>	17 July 2024	<b>Time:</b>	09:30-11:30
<b>Location:</b>	Hybrid: Microsoft Teams and Dept W 1.05		

**In attendance:** Louise Lester (Chair), Alex Prestage (AOP), Claudia Garetto (CG), Darren Hunwicks (DH), Denis Lelin (DL), Simon Jarvis (SJ), Eleanor McDavis (EM), Ruth Truscott (RT), Liz Grand (LG), Sophie Harris (SH) Michael Janetta (MJ), Catherine Murray (CM), Aylin Baysan (AB), Zi Parker (ZP), Naomi Burgoyne (NB)

**Apologies:** Philippa Lloyd (PL), Matthew Beach (MB), Afua Acheampong (AA), Serena-Amani Al Jabbar (SAJ).

ACTIONS FROM PREVIOUS MEETINGS	RESPONSIBILITY
AOP to amend EDISG reporting schedule to clarify the role the risk register plays - <i>action in train – to be carried over.</i>	AOP
Actions from Meeting Below	
AOP to write to outgoing SU Exec team to thank them for their contribution	AOP
EDISG members to contact MJ with any areas they would like to see explored at the next EDI Forum	ALL
MJ to present EDI Forum (Race Equality) report as agenda item at next EDISG	MJ
EM to present progress update against EDI Forum (Disability) report recommendations at next EDISG, as an agenda item.	EM
LG to confirm whether enrolment tick box for student parent/carers includes PGR enrolment	LG
EDISG members to share any similar student opportunities to STRIDE to ZP, and any thoughts on future funding opportunities	ALL

	DISCUSSION	ACTION
1	<p><b>Introductions and Apologies</b></p> <ul style="list-style-type: none"> <li>LL welcomed new members Denis Lelin (EDI Officer HSS) and Aylin Baysan (FMD EDI Lead)</li> </ul>	AOP to write to SU Exec team to thank them for



	<ul style="list-style-type: none"> <li>AOP thanked SU officers for their membership and contribution to EDISG over the last academic year.</li> </ul>	<p>their contribution to EDISG</p>
<p>2</p>	<p><b><a href="#">Minutes from last meeting (Paper 1)</a> and Matters Arising.</b></p> <p>Minutes were accepted as an accurate record.</p> <p>The following action from the previous meeting was discussed: <i>Discussion item around diverse recruitment good practice, such as in-house headhunter agency, to be brought back to July EDISG meeting</i></p> <ul style="list-style-type: none"> <li>CG provided further information on the action and requested whether Queen Mary would consider exploring using external agencies to improve representation at a senior level, this is a particular challenge in S&amp;E. CG highlighted there is often a requirement for candidates at a senior level to have a significant level of grant income, however women are typically less likely to receive large grants.</li> <li>LL responded to explain Queen Mary is not in a position to mobilise an internal search agency at present, this would require a significant investment. However, this has been considered and as part of the recent HR restructure and the new Recruitment Team includes a dedicated recruitment partner role in FMD that works more actively and strategically at a senior level to translate workforce plans into a recruitment strategy. HR are looking to build this into our wider recruitment structure. LL also highlighted Queen Mary’s Equal Merit Toolkit that can be used for strategic hires. LL agreed to continue this discussion with CG and HR Business Partners</li> </ul> <p>Matters arising:</p> <ul style="list-style-type: none"> <li>LL shared that consultation around the closure of Westfield Nursery closed last week. The team have asked for an extension to feedback on the consultation paper that has been written to allow for full consideration of all of the contributions that have come through. The final paper will be ready early next week.</li> </ul>	
<p>3</p>	<p><b>Staff Survey 2024 Results (PD, EM, LG, AOP, MJ)</b></p> <p><a href="#">Presentation slides</a></p> <p>PD, EM, LG and AOP presented on staff survey results with particular focus on responses by the EDI characteristics: disability, gender, sexual orientation, ethnicity. PD confirmed EDISG subcommittees will be undertaking further analysis on the different protected characteristics.</p> <p>PD provided an overview of 2024 trends:</p>	

- Overall, we are seeing an upward trend of engagement (positive responses) and a downward trend of negative responses. This is different to the general trend in the sector where negative responses are increasing.
- All factors have increased in positivity aside from Company Confidence.

#### *Disability (EM)*

- This year we saw a higher response rate from disabled staff in comparison to non-disabled staff and favourability scores have increased for both groups
- The difference in experience between disabled and non-disabled staff, is closing slightly
- Questions with the largest difference in favourable responses:
  - o *I can be my authentic self at work*
  - o *I feel confident reporting an incident of bullying and/or harassment*
  - o *I believe action will take place as a result of this survey (*
  - o *Queen Mary effectively directly resources (funding, people and effort) towards our strategic ambitions*
- For the first time this year, disabled staff were more likely to respond favourably than non-disabled staff to 'My mental health and wellbeing are supported in my department'
- Actions focused on disability inclusion taken in 2023 and 2024 might be starting to close some of the experience gaps, including:
  - o *Perspectives like mine are included in the decision making at Queen Mary (favourable responses from disabled staff have increased by 6%)*
  - o *Queen Mary Values diversity (favourable responses from disabled staff have increased by 9%)*

#### *Gender (LG)*

- Female staff are slightly more likely to respond to the survey
- Male staff have a slightly less favourable engagement score than female staff, however overall engagement scores are continuing to increase for both groups
- The following EDI related questions have the largest gender gap in favourable responses:
  - o *My mental health and wellbeing are supported in the department (the gender gap has widened since 2022 with men less likely to respond favourably)*
  - o *I am confident that appropriate action would be taken in my department based on a report of bullying and/or harassment*
  - o *I feel confident reporting an incident of bullying and/or harassment*

#### *Sexual orientation (EM)*

- Heterosexual staff have a higher positive engagement response compared to LGB+ staff

- The areas with largest difference:
  - o Questions around leadership
  - o *Day-to-day decisions here demonstrate that Queen Mary is committed to our Values*
- Positive changes across the last 3 years include:
  - o *QM has senior role models reflecting diverse backgrounds with whom I can identify* (12% favourable response increase LGB+)
  - o *My mental health and wellbeing are supported in my department* (16% favourable response increase LGB+)

*Ethnicity (AOP)*

- Overall, BAME staff, specifically, Black and Asian colleagues, have a more favourable engagement score than White staff
- However, there is a participation gap where BAME colleagues are less likely to respond to the survey. Analysis done to date shows that this lower participation is institution-wide, not a case of occupational segregation.
- Favourable responses to our engagement questions have increased by 5% for BAME colleagues
- The areas with the largest differences:
  - o Leadership
  - o Company confidence

*Bullying and harassment (AOP)*

- Research staff are less likely to disclose that they have experienced these behaviours
- At School, Institute and Directorate level we see a broad range from 0% to 25% of people who have experienced bullying and harassment in the last 12 months.
- The groups that the EDI Team are working in the interests of are more slightly more likely to respond that they have experienced bullying and harassment

PD invited reflection and insights from EDISG members.

LL suggested further exploring the following areas in more detail:

- o Survey participation gap by ethnicity
- o Men's mental health
- o Responses to leadership from LGB+ staff and whether this is due to a lack of framework for this portfolio of inclusion work
- o Resource provision and prioritisation of action to support disabled staff

MJ outlined the recently introduced EDI Forum, the next of which will take place on 31 July 2024 and will focus on race equality. MJ asked EDISG recommendations on staff survey areas of focus for this session. The following suggestions were given:

- o Survey participation gap by ethnicity

	<ul style="list-style-type: none"> <li>o Exploring whether there is a link between low participation rates and low representation of ethnic diversity at a senior level and confidence that action will be taken as a result of the survey.</li> </ul> <p>AOP thanked PD for the work that she and her team have done in mainstreaming the EDI related questions into the wider staff survey analysis and presentation of results across the institution. This has a considerable impact on ensuring EDI is considered across governance at Queen Mary.</p>	
4	<p><b>Education, Access &amp; Participation for diverse students (Ben Hunt, Jack Fox)</b></p> <p><a href="#">Presentation slides</a></p> <p>Ben Hunt (Executive Assistant, Education) and Jack Fox (Head of Student Recruitment and Widening Participation) provided an outline of the University's Strategy 2030 education priorities and the Education and Student Experience Enabling Plan.</p> <p>The team are actively looking at evaluation impact across these activities to ensure the interventions designed are working, as well as for TEF reporting.</p> <p>OfS have introduced the Equality of Opportunity Risk Register which identifies 12 sector-wide risks that affect a student's opportunity to access and succeed in higher education. The team have been working on identifying who is deemed 'at risk' within our Queen Mary student population.</p> <p>The 'at risk' student characteristics have seen recent changes and include a wide range of characteristics. For some of these newer characteristics there is a lack of data on characteristics which is being looked at.</p> <p>Key areas of focus under widening participation:</p> <ul style="list-style-type: none"> <li>- Improve access for students with a declared disability and students who are care leavers</li> <li>- Support attainment for students in KS4</li> <li>- Collaboratively support access through Realising opportunities</li> <li>- Improve year 1 to year 2 progression for disabled students and Black students</li> <li>- Improve degree completion for students previously eligible for Free School Meals</li> <li>- Improve graduate outcomes for Bangladeshi students and students previously eligible for Free School Meals</li> </ul> <p>LG asked whether students who are carers and/or parents are included in the 'at risk' group. JF confirmed that they are.</p>	

	<p>SJ asked whether there is a plan to procure one system to measure learner engagement.</p> <ul style="list-style-type: none"> <li>- BH confirmed that this is being looked alongside the development of a Learner Engagement Policy to outline a consistent way of doing things.</li> <li>- CM welcomed a policy approach first before identifying systems as an ongoing challenge is that schools and faculties do things differently.</li> </ul> <p>EM confirmed she would be keen to pick up the points raised by JF around missing data to feed this into the Data and Analytics Working Group.</p> <p>EM shared information on the Disability Inclusion Action Group and agreed to follow up with JF on how these areas can be linked up.</p> <p>AOP thanked JF and BH for attending EDISG and reflected opportunities for collaboration including:</p> <ul style="list-style-type: none"> <li>- Considering how EDI can be embedded into programme review and inclusive curriculum.</li> <li>- Increased focus on promotion and progression for staff on teaching and scholarship contracts</li> </ul> <p>CG echoed AOP’s point and welcomed any further information and guidance on what good looks like for successful promotion in teaching and scholarship roles.</p> <p>BH encouraged EDISG members to share any interventions and areas of cross over with areas in the Education and Student Experience Enabling Plan.</p>	
5	<p><a href="#"><b>Staff Diversity, Key Performance Indicator 3 Annual Update (Paper 2) (AOP)</b></a></p> <p>AOP outlined the Key Performance Indicator 3 Annual Update</p> <ul style="list-style-type: none"> <li>- This paper indicates that our work and interventions are working</li> <li>- We are seeing a greater increase in representation at a senior level, and we have made significant progress greater than might be seen in other Russell Group institutions</li> <li>- The intention is to keep the momentum to maintain and accelerate the progress we are seeing</li> </ul> <p>SH shared reflections from presenting this paper to SET:</p> <ul style="list-style-type: none"> <li>- Balancing recognising our positive progress with acknowledging the very ambitious target we have purposefully set</li> <li>- We have more progress to make with regards to ethnicity</li> </ul> <p>LL shared that if we continue to progress as we have been with regards to gender, we should reach our target of 50% representation by 2030, however this requires keeping the pace of progress that we have seen thus far.</p> <p>New interventions are being developed to maintain and accelerate the rate of progress to reach our KPI targets.</p>	

	<p>AOP encouraged EDISG members to consider any recruitment or other opportunities where we can use interventions, for example the Equal Merit Toolkit in strategic hires.</p> <p>LL and NB raised that communications summarising the Strategy 2030 refresh are being developed which will further outline the progress made and direction of travel moving forward. This is expected in September 2024.</p> <p>CG asked what response SET members had given to the proposed intervention for all PS roles at grade 7 and above to be advertised internally to BAME candidates for a specified period prior to external advert (based on 'Accelerate' at UCL).</p> <ul style="list-style-type: none"><li>- AOP shared that the initial suggestion for something like this came from a SET member, response has been positive. We will need to develop this with consideration of our own context.</li></ul> <p>AOP thanked all members for contributions to this work.</p>	
6	<p><b>Updates from EDI Team</b></p> <p><a href="#">Presentation slides</a></p> <p><b>1. People, Culture and Inclusion Data and Analytics Steering Group (EM)</b></p> <p>The group met in June and focused on the group membership refresh and ensuring users of EDI data are reflected, and horizon scanning of data needs</p> <p>The group is focusing on addressing the DAISY (Diversity and Inclusion Survey) data requirements designed by the Wellcome Trust:</p> <ul style="list-style-type: none"><li>- This data collection has a research focus however we are looking to embed this across our staff data in our HR systems</li><li>- Data collection covers staff and PGRs</li><li>- Data collection includes new capture of data on socio-economic background and social mobility</li><li>- Capturing these new data areas will be embedded into our Oleo recruitment system and our admissions for PGRs</li><li>- Guidance and communications will be provided on why we collect this data and how it is used</li></ul>	

	<p><b>2. Disability Inclusion Portfolio (EM)</b></p> <p>EM provided an update of the work being developed on disability inclusion including the review of Reasonable Adjustments. A gap in support for this community of practice has been identified during July-end of summer. The EDI team are considering how this project progresses in the meantime and will explore a number of workshops to pick up key themes coming out of the initial survey.</p> <p>EM also highlighted a number of successes and milestones over the last year, which are listed in the slide deck.</p> <p><b>3. EDI Forum (MJ)</b></p> <p>MJ shared that the next EDI Forum will take place on 31 July 2024. This will be the second of this new initiative and will focus on race equality. MJ invited recommendations on topics EIDSG members would like to see at this session. MJ confirmed he will report back on this session to EDISG at the next meeting.</p> <p>MJ also agreed to report back to EDISG with a progress update on EDI Forum (Disability) report recommendations and requested this an agenda item.</p> <p><b>4. Student Parents and Carers Working Group (LG)</b></p> <p>LG provided an update on the Student Parents and Carers Working Group which was set up in October 2023. The group is aiming to develop an institution-wide policy/guidance to provide comprehensive support for student parents/carers.</p> <p>During this academic year, the group has focused on establishing terms of reference and membership with a particular focus on student representation and voice. Focus groups were run in March/April with students who are parents and/or carers and key findings are informing the development of this work.</p> <p>Queen Mary has joined the Driving Change in Higher Education project which aligns closely with the work of this group. This is a three-year project, working with 25 universities across England and will help us to develop and embed an organisational approach to working with young adult carers.</p>	<p>ALL - EDISG members to contact MJ with any areas they would like to see explored at the next EDI Forum</p> <p>MJ to present EDI Forum (Race Equality) report as agenda item at next EDISG</p> <p>EM to present progress update against EDI Forum (Disability) report recommendations</p>
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	<p>demand for the programme: This year, 425 applications were received, and 35 places offered.</p> <p>CG raised that many areas of our website still reference the Westfield Nursery and asked that these will be reviewed following the decision outcome. LL confirmed this will be picked up.</p>	
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**Next Meeting: Dates for 2024/25 to be scheduled**

## VP R&I Report to Senate

October 2024

### Enabling Plan

A steering committee with representation from researchers across the three faculties has been convened to oversee the set up of the Early Life Research Institute (ELRI) and to advise on the recruitment of its director. ELRI will be the third URI at Queen Mary and will convene comprehensive and ambitious interdisciplinary research focused on early life, attract top research talent to Queen Mary and generate significant research income. The steering committee will advise on the recruitment of the Institute Director.

In the previous report we noted ongoing work in Research Services to develop narrative materials designed to support external engagement with Queen Mary research and innovation. We have produced a narrative slide pack containing key messages about R&I at Queen Mary for use by university leaders and researchers when engaging with funders and external stakeholders. If you would like a copy of these slides, please contact Rosie Anderson ([rosie.anderson@qmul.ac.uk](mailto:rosie.anderson@qmul.ac.uk)). The Impact Engagement team has also been working on a refresh of the central research webpages to better communicate these key messages; new content developed in phase one of the refresh will be published at the end of October.

### Research Culture

After the success of the first Sharing Research Cultures event in March, the Research Culture Team have organised a second to take place in October, focused on interdisciplinarity and collaboration. This event will bring together colleagues to highlight the importance of interdisciplinarity and collaboration in building a positive research culture and showcase innovation and best practice in this area at Queen Mary.

The Research Culture Team have received several reports from the projects funded through the Enhancing Research & Innovation Cultures funding scheme in 2023/24, many of which have received nominations for external awards or similar marks of esteem. A full list of funded projects from 2023/24 can be accessed [here](#). Given the success of the funding call, the Research Culture Team have used a portion of the Enhancing Research Cultures funding from Research England to launch a second round of the scheme, and applications are now live.

The Research Culture Team and the Research & Innovation Analysis Planning Office continue to work together to ensure that Queen Mary engages comprehensively with Research England's consultations regarding the People, Culture and Environment element of the REF. The Research Culture Team provided central support to any colleague at Queen Mary who wished to volunteer to serve on the pilot REF People, Culture and Environment panels, the call for which closed in July. Of the eight pilot panels instituted by Research England, Queen Mary returned volunteers to serve on seven, and Research England are expected to make decisions on panel membership in October. The Research Culture Team can report that Queen Mary secured invites to six out of the thirteen thematic workshops delivered by Vitae that ran across the summer, and which focused on selecting and discussing possible metrics and indicators for REF PCE. Now that the workshops are complete, the Research Culture Team will compose a report with key points to share with the REF PCE Workstream and interested colleagues.

### REF 2029

Research England has launched an updated REF 2029 timetable detailing the expected policy module releases. Since the last Senate update, no new policies have been released. A number of

minor technical changes in the HESA staff record collection have been announced, which may have implications for Queen Mary. These changes will take effect in 24/25, which is the pilot year for REF volume measure. The HR data team are working with colleagues in Faculties to make sure we are REF ready.

### **Knowledge Exchange**

The 2024 Knowledge Exchange Framework results were published in September. Queen Mary received the best results in three years, achieving the highest possible score among top research-intensive universities for the categories 'research partnerships', 'public and community engagement', and 'IP and commercialisation'. Queen Mary's Knowledge Exchange Board (KEB), which sets the Knowledge Exchange strategy, continues to embed a culture of knowledge exchange across the university. KEB is overseeing a project to address barriers to KE engagement at Queen Mary. The project will identify actions to improve the KE training offering and recognition and reward of researcher KE activities.

### **Research Impact**

77 people attended the Impact Forum in July to hear from successful awardees about their experience of applying to the Queen Mary Impact Fund. The REF Impact and Engagement working group was now met three times and has a centralised long list of impact case studies in tracker form, which establishes their maturity and health. The working group has also published an internal timeline for preparation of the Impact and Engagement submission.

Recruitment to vacancies in the Impact Team has been completed, with Leslie Bolda joining as the Impact and Engagement Officer for Science and Engineering. The team has completed the annual reporting cycle for the UKRI Impact Acceleration Account, which supports impact projects, and we have received an additional £348,858 from MRC, BBSRC and EPSRC to take us to 31 March 2026.

### **Doctoral College**

Following the successful delivery of the Summer Training Research Initiative to support Equality and Diversity (STRIDE) 2024 to 35 students across all schools, the Doctoral College have begun fundraising to support STRIDE 2025. The initiative is part of Queen Mary's commitment to 'open the doors of opportunity' and is designed to give funded research experience opportunities to undergraduate students to help them to consider further study at postgraduate level and a career in research. Although it has only been running for a few years, we have already seen its success in encouraging students from under-represented groups to apply for postgraduate research programmes at Queen Mary.

The Doctoral College has overseen a project to deliver PGR payments on a monthly, rather than quarterly, basis. This innovation brings us in line with the rest of the sector and means our PGR students will receive monthly stipend payments. The project went live on 24 September 2024. This project will support excellent student experience as well as giving the Doctoral College a better data on the PGR funding profile across the institution.

In October 2024 the Doctoral College are launching a new skills points system to support PGR engagement with training and development alongside launching a new '7 pillar' approach to training to support our PGRs to understand their professional development as clearly as possible. This will form a central part of the PGR induction which takes place October 7 – 11 October.

## **QMI**

QMI has completed the review of its board of directors led by the Chair, Dr Tony Raven. We welcome an additional external Director, Nicola McConville. Nicola is a partner at Mishcon de Reya and specialises in university commercialisation, spinouts and investment in early-stage businesses. The board now also has representation from every faculty at Queen Mary.

The new Commercialisation and Benefit Sharing Policy, approved on 5 July, has so far been well-received by academics seeking support for commercialisation of their research.

QMI continue to work with UCL, Kings and the Crick Institute to raise a significant amount of funding for a shared capital vehicle to invest in our spinouts. Head of Terms have been agreed and we expect the process to conclude in early 2025. The respective comms leads have met and are planning future publicity for the launch.

QMI have been working with external consultants to accelerate our pipeline of spinouts, 40 investors attended an AI investor showcase in June featuring a series of pitches from Queen Mary companies with an AI element to their business model. Medtech and sustainability showcases are currently being planned.

QMI now has a new website at <https://qminnovation.co.uk/>, showcasing our spinouts and licensing opportunities. We are now working on refreshing and adding to our online resources for Queen Mary researchers.

The London Social Venture Fund project will be formally launched in October and the event is oversubscribed. The first cohort of companies are currently entering the venture-building programme and we hope that this project, led by Queen Mary and UCL, will provide a long-term platform for social ventures from universities in London.

In July, Leah Thompson took up the new role of Associate Director – Entrepreneurship; Leah will work closely with the RS and QMI teams. Overarching plans to enhance entrepreneurship support include the development of the QM entrepreneurial umbrella brand, regular marcomms activity (through a website, newsletter and social media), coordinated data collection and reporting, and the organisation of a new flagship entrepreneurship event. Cross-cutting themes, such as equality, diversity and inclusion and social impact will be embedded where appropriate into all processes and activities.

To date, existing activities have been mapped (to identify overlaps and opportunities), a cross-university operations group has been convened (first meeting 23 Sept), and a collective plan of comms and events for Global Entrepreneurship Week (w/c 18 November) is being developed. Conversations are ongoing with external partners to support current and future activities, and initial fundraising briefs are being drafted in collaboration with the Development team.

## **Business Development**

The BD team is currently collaborating with Oliver Pearce, Diu Nguyen and Tatjana Crnogorac-Jurevic (BCI) to organise an oncology industry-connect event in May 2025. As a team, the focus of the past three months has been to: increase BD visibility by attending internal and external conferences/events, increase the portfolio of industry relationships, closely support Faculty members developing industrial partnerships and improve internal processes to reduce inefficiencies. Pharma remains the largest funder with, as previously, contract research leading the revenue table. A total of £2.7m was generated by 16 projects since April 2024.

The S&E team had a record year in 2023/24 with support for 12 successful Innovate UK projects (£1.5m). Q1 of 2024/25 has seen success with two KTP projects with Power Roll (perovskite solar cell analysis; Stoichko Dimitrov [SPCS]) and Astra Zeneca (use of multi omics for drug discovery;

Greg Slabaugh [DERI]), with a total project value of £470k. The team's support for industry-sponsored PhD studentships remains strong, with £1.2m in industry income for studentships generated in 2023/24 and a pipeline of £1.5m in industry income for 2024/25.

Kathy Samuel, Senior Partnerships Manager for HSS, supported Alison Blunt (Geography) with an interview for IKEA's Life at Home project, an initiative to provide insights for IKEA's product development and marketing.

Through the team's support for consultancy and public sector tender opportunities, the first quarter of 2024/25 has seen over 30 projects in development. The Department of Health and Social Care (DHSC) have provided a one-off annual increase in smoking cessation funding to local authorities this year. The Centre for Public Health in the Wolfson Institute provides smoking cessation services for three London Boroughs, and resultant contact variations have negotiated additional services which will increase potential income to QM from the current £1m per annum to £1.6m this year (Newham £440k, Waltham Forst £517k Tower Hamlets £789k). Small consultancy projects in the last quarter with new companies include the provision of expertise to Voco (dental) Pharmain (liver disease), Claremont (HPV) and The Spectator (opinion piece).

## **JRMO**

So far in the 2024-25 academic year, Queen Mary has received 12 new awards with budgets over £1m and totalling £23.5m.

The Royal Society Institutional Audit has been completed, achieving Substantial Assurance grading. A statement from the report is below:

'Queen Mary University had robustly designed processes in place to mitigate risk and were able to effectively illustrate that they complied with the Royal Society conditions of award.

Six findings have been raised to enhance the existing systems of internal control and the effective implementation of policy.

The findings raised were not material nor did they present any significant risk'.

The findings were:

- Conflict of interest annual review – No organisational or departmental review of any changes in conflict of interest for research staff.
- Review process for 'requests for change' – i.e. No cost extensions (NCEs) submitted directly from PI without formal approval from department
- Late scientific reports being submitted. It was accepted that these are the responsibility of the PI but there is no departmental or institutional oversight.
- Oversight of funder publication requirements. Neither the JRMO nor the Department could support with publication information. Not all publications were registered on Elements.
- Evidence of University travel insurance. Of the 7 tested projects involving overseas travel, only 2 had the requisite organisational travel insurance or knowledge that they needed to have it in order to be covered.
- All the above have been accepted and the JRMO are working with the relevant PS departments and Faculties to address the findings.

Whilst this audit was led by the JRMO, colleagues within Professional Services and Faculties provided support.

The newly formed Responsible Research and Innovation Policy unit within the JRMO has appointed a Head. This new unit brings together Research Integrity and QMUL Ethics and is responsible to ensure QMUL's policies are established and robust to support our RR&I activity.

**Trusted Research:** With increasing UK legislation and government scrutiny on research security, RS has recently conducted an internal risk-based review focused on collaboration with Northwestern Polytechnical University (NPU) and Beijing University of Posts and Telecommunications (BUPT). The objective was to raise security awareness and improve the University's compliance programme in Trusted Research and export control.

A number of collaborative projects have been identified as high-risk, including instances of staff and short-term PGR visitors inadvertently exporting controlled goods and technology. The RS International team is now updating the QMUL Export Controls and Sanctions Policy, providing extensive training to researchers and the professional services team, implementing a research security due diligence process, and continuing to use the government evaluation framework as a reference for our internal compliance programme.