



Queen Mary  
University of London

# Pay Gap Report 2026



# Foreword from the President and Principal

Queen Mary University of London's strategy is to be the most inclusive institution of its kind, anywhere by 2030 – a university that cherishes cultural diversity, opens the doors of opportunity for staff and students, and enables them to flourish and reach their full potential.



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

We enact our aims through our values – Inclusive, Proud, Ambitious, Collegial, and Ethical – and our Culture and Inclusion Enabling Plan, which outlines the Equality, Diversity and Inclusion (EDI) initiatives that translate our commitment into practice.

This year, we have continued to report pay gaps beyond the statutory requirements of gender, and have also published those on ethnicity, disability, sexual orientation and intersectionality between gender and ethnicity. We are committed to transparency and progressing equality, diversity and inclusion across our diverse workforce.

Our 2026 Pay Gap report details pay gaps across the five categories as of 31 March 2025 and, for bonus pay, the period of 1 April 2024 to 31 March 2025. The report discusses actions taken to close our pay gaps in the latest reporting period, as well as forthcoming priorities.

We are happy to report that our mean and median gender pay gaps and mean gender bonus pay gap have reduced since last year, and our mean gender pay gap is the lowest it has been in the past nine years for which we have reported gender pay gap data. Meanwhile, the median gender bonus gap has remained at 0%. Our mean disability pay gap saw the largest decrease of the four characteristics we report since the previous year (-1.52%), and the median disability pay gap also decreased.

For ethnicity, our mean hourly gap has reduced while our median hourly gap has increased, compared to last year. Our mean and median hourly pay gaps for sexual orientation also increased since last year, though this category continues to have the smallest mean hourly pay gap of all four characteristics.

While the widening of pay gaps is disappointing, it remains that they are complex indicators, and the factors contributing to them are multifaceted. We are committed to understanding the factors influencing our pay gaps, and endeavour to continue reducing them. On the whole, I am pleased that the majority of our pay gaps have reduced since last year, and confident that our continued, detailed approach to measuring pay gaps will enable us to improve the experiences of our diverse workforce.

This will be supported by our Culture and Inclusion Enabling Plan, Gender Impact Plan, Race Equality Action Plan, localised EDI Action Plans and Key Performance Indicators<sup>1</sup>, which outline the actions, steps and goals that support our strategy to become the most inclusive institution of its kind by 2030.

<sup>1</sup> One of our key strategic priorities is working towards diversity at all levels of our workforce. We aim for diverse staff representation at junior, middle and senior grades, in alignment with our Key Performance Indicators (KPIs): 50:50:50 (+/-5%) representation by gender at junior:middle:senior grades; and 40:40:40 (+/-5%) representation of BAME staff at junior:middle:senior grades. In academic year 2024/25, our representation of female staff was 58:53:43 and representation of BAME staff 60:38:26: suggesting an underrepresentation of female staff in senior grades, an overrepresentation of BAME staff in junior grades, and vast underrepresentation of BAME staff in senior grades.

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# About us

Queen Mary University of London is a leading Russell Group, research-intensive university, committed to opening the doors of opportunity to anyone with a potential to succeed.

Social justice has been a key part of our history. Our founding institutions – St Bartholomew’s Hospital Medical College, London Hospital Medical College, Westfield College and Queen Mary College – were established to serve and improve the lives of people living in their local East London communities.

Social justice, diversity and inclusion continue to be embedded in our values today and in our 2030 strategy, launched in 2019, to become one of the most inclusive institutions of its kind, anywhere.

The strategy was designed to combine our excellence in research, innovation and education with an unrivalled commitment to social mobility and justice, and engagement with local, national and global communities.

Based in London, Queen Mary is a truly global institution, with campuses in London, Paris, Malta and China. We have **more than 30,000 students, 44% of whom are overseas fee-paying and 78% of whom are from Black, Asian or minority ethnic (BAME) backgrounds.**

A demonstration of our social commitment, Queen Mary has been externally recognised as a leader in social mobility by charity Making the Leap, and included in the 2026 Social Mobility List, as well as the Social Mobility ‘University’ List for its “outstanding commitment to social mobility issues”<sup>2</sup>. With **91% of our domestic undergraduate students being from state schools and 46% being the first in their families to enter higher education**, we aspire to create an environment where everyone, regardless of socioeconomic background, can access higher education, thrive and reach their full potential.

Our commitment to inclusion extends to our staff. We have a diverse body of **over 7,000 staff, representing more than 170 nationalities, and 45% of whom are from BAME backgrounds.** We’re continuing to deepen our understanding of, and improve, staff experience, extending our pay gap reporting to non-statutory characteristics and having in the past two years started to collect staff socioeconomic data.

We believe that the diversity and interaction of ideas, thoughts and opinions aids intellectual brilliance and can help us achieve the unthinkable. Our founding mission remains at our core, for both our staff and our students.

<sup>2</sup> [qmul.ac.uk/media/news/2026/queen-mary-news/pr/queen-marys-leadership-in-social-mobility-recognised-by-leading-charity--.html](https://qmul.ac.uk/media/news/2026/queen-mary-news/pr/queen-marys-leadership-in-social-mobility-recognised-by-leading-charity--.html)

# Executive Summary

To help us understand the nuanced experiences of our diverse workforce, we have broadened our pay gap analysis across a range of protected characteristics, and have committed to going beyond statutory pay gap reporting requirements since 2019.

Beyond reporting on the legal minimum requirement of gender, we also report on the following additional areas:

- Ethnicity (both grouped and disaggregated)
- Intersections of gender and ethnicity
- Disability
- Sexual orientation

As with previous years, we have also examined our pay gaps when excluding specific groups of staff such as student ambassadors and junior colleagues in the Estates and Facilities directorate (separately), as these groups can influence our pay gap figures and affect their comparability to UCEA benchmarks<sup>3</sup>. We have included more detail about this later in the report. Our full reporting methodology is outlined later in the report.

<sup>3</sup> Unless otherwise noted, we have benchmarked against UCEA's intersectional pay gaps 2024 data, which is based on data from 107 higher education institutions who participated in UCEA's intersectional pay gap survey, using data from a snapshot date of 31 March 2024. As a Russell Group institution, we specifically benchmark our pay gap data against UCEA's data for Russell Group universities at a national and local (London and South East) level.

## Gender Pay Gap

**13.3%**

Mean Gender Pay Gap

▼ 0.3% vs last year

**8.9%**

Median Gender Pay Gap

▼ 1.2% vs last year

### Hourly gaps

**Our mean gender pay gap is 13.3%** – a 0.3% decrease on the previous year, and **the lowest it has been in the past nine years of recorded pay gap data**, since 2017. It is **lower than the UCEA national average** gender pay gap for Russell Group institutions (15.1%) and Russell Group institutions in London and the South East (13.4%).

Excluding student ambassadors, 68% of whom are women, the mean gender pay gap is 12.5% (a 0.8% difference), indicating that ambassadors have an influence on increasing the gender pay gap. We have included more detail about why we consider pay gaps excluding student ambassadors later in the report. Excluding junior staff in our Estates and Facilities directorate, our mean gender pay gap is 13.6% – again, we have detailed our reasoning for considering our pay gaps excluding junior Estates and Facilities staff later in the report.

Our median gender pay gap is 8.9% – while not the lowest it has been, it is a 1.2% decrease from the previous year. Removing student ambassadors, it is 8.4% and, removing junior staff in Estates and Facilities directorate, it is 9.9%. Our median pay gap is smaller than the UCEA national average median pay gap for all Russell Group universities (11.5%) but higher than the UCEA national average median pay gap for Russell Group universities in London and the Southeast (8.3%).

The mean gender gap continues to be higher than the median gender gap because of a higher proportion of men in senior positions and the upper pay quartile and a higher proportion of women in the lower and lower middle quartiles. This year, there were 58.1% men and 41.9% women in the upper pay quartile, and 40.8% men and 59.2% women in the lowest pay quartile. The greatest imbalance was in the lower middle pay quartile, with there being 39.8% men and 60.2% women, compared to 40.6% men and 59.4% women in the previous year.

### Bonus gaps

8.7% of men and 8% of women received a bonus in the 12 month period up to March 2025. Our median gender bonus gap is 0% and our mean gender bonus gap is 49.0%. Excluding Clinical Impact Awards (CIAs), 7.5% of men and 7.5% of women received a bonus in the 12 month period up to March 2025. The median gender bonus gap excluding CIAs is 0% and mean gender bonus gap excluding CIAs is 7.4%.

Clinical Impact Awards are externally awarded and have a significant influence on our pay gaps, as is demonstrable from comparing our bonus gender gaps with and without Clinical Impact Awards; we have included more detail on this later in the report.



## Ethnicity Pay Gap

**20.3%**

Mean Ethnicity Pay Gap

▼ 0.3% vs last year

**16.7%**

Median Ethnicity Pay Gap

▲ 1.9% vs last year

### Hourly gaps

**Our mean ethnicity pay gap is 20.3%** – a reduction by 0.3% since the previous year. With student ambassadors removed, the mean ethnicity pay gap is 18.5% – 1.8% lower than with ambassadors, indicating that the student ambassador group has an influence on the ethnicity pay gap. This is because student ambassador roles are predominantly held by BAME staff and situated in the lowest pay quartile. With junior staff in the Estates and Facilities directorate removed, our mean ethnicity pay gap is 18.9% (1.4% lower than with Estates and Facilities junior staff), indicating that this group of staff also have an influence on the mean ethnicity pay gap.

While excluding student ambassadors and junior Estates and Facilities staff, separately, reduces the mean ethnicity pay gap, we are proud to provide employment opportunities for BAME students, and currently directly employ catering, security and residential services staff who occupy junior Estates and Facilities roles. While on the surface increasing the ethnicity pay gap, the latter ensures that staff in such roles receive the equivalent pay and benefits as those of employed staff.

Nevertheless, we recognise that **our mean ethnicity pay gap, including and excluding student ambassadors and junior Estates and Facilities staff, remains larger than that of the national UCEA average** for all Russell Group universities (11.0%) and Russell Group universities in London and the South East (14.7%). **Our median ethnicity pay gap is 16.7%** – an increase from 14.8% last year. Removing student ambassadors, the median ethnicity pay gap is 16.4% and (separately) without junior staff in Estates and Facilities directorate, it is 16.6%.

**The median ethnicity pay gap is also greater than the UCEA median** ethnicity pay gap for all Russell Group universities (7.4%) and Russell Group universities in London and South East (10.6%).

As with the gender pay gap, our mean ethnicity pay gap continues to be greater than our median ethnicity pay gap due to a higher proportion of staff from White backgrounds in senior positions and the upper pay quartile, and higher proportion of BAME staff in the lower pay quartile. The largest differences in proportions between White and BAME staff were in fact in the lowest and highest pay quartiles. This year, 69.6% of staff in the upper pay quartile were from a White background, and 26.1% from BAME. 63.1% of staff in the lowest pay quartile were BAME and 32.8% White.

Understanding that the BAME category is broad, we have continued this year to examine ethnicity pay gaps at a more granular level – comparing the average hourly pay of Black, Asian, Mixed and Other staff to that of White staff.

We observed interesting variations in pay gaps amongst the granular ethnicity categories, giving us deeper insight and understanding of the diverse communities at Queen Mary:

- Black staff: 31.8% mean pay gap, 24.7% median pay gap
- Asian staff: 17.9% mean pay gap, 15.7% median pay gap
- Mixed staff: 15.0% mean pay gap, 11.3% median pay gap
- Other staff: 18.9% mean pay gap, 13.9% median pay gap



**Notably, and as we also saw last year, the mean and median ethnicity pay gaps were much larger amongst Black staff than other ethnicity categories.**

While it is disappointing to see the continuing larger pay gaps for Black staff, UCEA benchmarking data shows that Black staff have the highest mean and median pay gaps amongst Russell Group universities at national and local level, indicating that this is a systemic and widespread, sector-wide issue.

### Bonus gaps

10.4% of White staff and 6.1% of BAME staff received a bonus in the 12-month period up to March 2025. Our mean ethnicity bonus gap is 34.2%, compared to 29.3% last year, and median ethnicity bonus gap is 0%. Excluding Clinical Impact Awards, 9.2% of White staff and 5.6% of BAME staff received a bonus. The mean ethnicity bonus gap without Clinical Impact Awards is 14.9% and the median ethnicity bonus gap is 0%.

## Intersectional Pay Gaps: Gender and Ethnicity

**23.1%**

Mean BAME Male Pay Gap

▲ 0.2% vs last year

We are proud to continue reporting on intersectional pay gaps by gender and ethnicity, as we understand pay gaps can be further nuanced when combining the two categories.

**The mean pay gap for BAME men against White men is 23.1%**, compared to 22.9% last year. **The mean pay gap for BAME women against White men is 29.4%** this year, compared to 30.0% last year. **The median pay gap for BAME men is 24.3%** and for **BAME women it is 29.1%** – both an increase on last year’s median pay gaps.

**When compared with UCEA’s mean intersectional pay gaps for Russell Group institutions, our pay gaps continue to be higher.** The UCEA national mean pay gap for BAME men against White men is 13.4%, and 23.8% for BAME women; the medians are 10.5% for BAME men and 19.3% for BAME women. For Russell Group institutions in London and the South East, the UCEA national mean pay gap for BAME men is 15.6%, and 18.9% for women; the medians are 18.5% for BAME men and 24.2% for BAME women.

Disaggregating our intersectional pay gaps into granular ethnicity categories, we observe that **the largest mean and median pay gaps are amongst Black men and Black women**, when compared with the average hourly rates of White men, with **the largest pay gap being amongst Black women (against White men)**.

Our mean and median pay gaps have decreased slightly for Black men since last year (-0.4% and -0.8% respectively), as has the mean pay gap for Black women (-0.7%). However, the median pay gap for black women has increased by 0.9%.

Again, while our intersectional pay gaps are largely higher than UCEA benchmarking data for national and local Russell Group institutions, it seems that Black women have the highest, if not one of the highest, mean and median pay gaps than other intersectional groups across Russell Group institutions, suggesting that this is a wider, systemic issue.

**29.4%**

Mean BAME Female Pay Gap

▼ 0.6% vs last year

**24.3%**

Median BAME Male Pay Gap

▲ 1.8% vs last year

**29.1%**

Median BAME Female Pay Gap

▲ 1.4% vs last year

## Disability Pay Gaps

**8.5%**

Mean Disability Pay Gap

▼ 1.5% vs last year

### Hourly gaps

Compared to last year’s mean disability pay gap (10.0%), **our mean disability pay gap this year has decreased by 1.5% – the biggest decrease of all the four characteristics for which we calculate pay gaps.** Our median disability pay gap this year is 5.0% compared to 5.4% last year.

Removing student ambassadors, the mean disability pay gap is 8.6% (a 1.2% decrease from last year), and the median disability pay gap is 6.3%, a 1.5% decrease from last year. Removing junior staff in the Estates and Facilities directorate, the mean disability pay gap is 9.8% (a -1.1% decrease from last year) and the median is 6.4% (a -3.1% decrease).

### Bonus gaps

9.7% of staff with a declared disability and 8.6% of staff with no declared disability received a bonus in the 12 month period up to March 2025. Despite a higher percentage of staff with a declared disability receiving a bonus, there remains a disability bonus gap favouring staff with no declared disability; our mean disability bonus gap is 7.6% and median is 0.0%.

Excluding Clinical Impact Awards, 9.2% of staff with a declared disability and 7.7% of staff with no declared disability received a bonus.

The mean disability bonus gap without Clinical Impact Awards is -11.3% (favouring staff with a declared disability), and the median is 0.0% - this suggests that Clinical Impact Awards have a large influence on the disability pay gap.

To bear in mind, our ability to accurately report on a disability pay gap is influenced by the disability disclosure rate. As with last year, our disability disclosure rate this year is approx. 6%; 5.7% of staff are unknown, 3.4% staff chose not to disclose, and 84.9% chose the ‘no declared disability’ option<sup>4</sup>.

Recent Government data shows that ‘nearly one in four of the working-age population are classed as disabled [25%]<sup>5</sup>. It’s difficult to predict how accurate our disability disclosure rate is, as staff can choose to or not to disclose voluntarily, though it is important to bear in mind that disability disclosure rates in the workplace can tend to be low for a number of factors, such as fear of discrimination and bias and concerns with data privacy.

Having said this, we do encourage staff to review and update their personal characteristic information regularly throughout the year to help us better understand the challenges and needs of Queen Mary’s diverse staff community.

<sup>4</sup>Based on full pay-relevant employees

<sup>5</sup>gov.uk/government/statistics/the-employment-of-disabled-people-2024/the-employment-of-disabled-people-2024

## Sexual Orientation Pay Gaps

**4.6%**

Mean Sexual Orientation Pay Gap

▲ 0.4% vs last year

**6.4%**

Median Sexual Orientation Pay Gap

▲ 1.2% vs last year

### Hourly gaps

**Sexual orientation continues to be our smallest hourly pay gap.**

However, as with disability, low disclosure rates can impact our ability to accurately report and understand sexual orientation pay gaps. This year, there are 8.0% of staff in the LGBQA+ category, 65.3% in heterosexual, 18.0% are unknown and 8.7% prefer not to say – meaning that we did not have sexual orientation information for 26.7% of our staff at the snapshot date<sup>6</sup>.

Similar to disability, disclosure rates for sexual orientation can also be low due to fear of discrimination and concerns about data privacy, though we do carry out disclosure campaigns throughout the year to encourage and improve disclosure.

**Our mean sexual orientation pay gap is 4.6%** this year, compared to 4.2% last year; the median is 6.4% compared to 5.2% last year.

Removing student ambassadors, our mean pay gap is 4.7% this year (a 0.2% increase on last year's), and median is 6.4% (a 1.2% increase); without junior Estates and Facilitates staff, the mean pay gap is 5.8% (0.5% increase since last year) and median 7.4% (a 1.3% increase).

### Bonus gaps

7.7% of heterosexual staff received a bonus in the 12 month period up to March 2025; the percentage of LGBQA+ staff receiving bonuses is 6.3%. Our mean sexual orientation bonus gap is -1.75%, and median is 0%. Removing Clinical Impact Awards, 7.3% of heterosexual staff received a bonus, compared to 6.1% of LGBQA+ staff. The mean pay gap excluding Clinical Impact Awards is -8.6% and median is 0%.



<sup>6</sup>Based on full-pay relevant employees

# Methods

The pay gap data referenced in this report is from a snapshot date of 31 March 2025, as required by statutory reporting regulations. Any references to the previous or last year, therefore, pertain to the snapshot date of 31 March 2024.

Any references to benchmarking data refer to data collated by the University and Colleges Employee Association (UCEA) intersectional pay

gap benchmarking exercise, in which 107 member institutions shared pay gap data for the year 2024.

## Pay Gaps and Equal Pay: The differences explained

Pay gaps are often thought of as being synonymous with equal pay, though they are two distinct measures. In this section, we explain the difference between the two.

As set out in the Equality Act 2010, and summarised by the Advisory, Conciliation and Arbitration Service (ACAS)<sup>7</sup>, equal pay is the right for staff to receive equal pay for:

- ‘work of equal value – work that is not similar but is of equal value’.
- ‘work rated as equivalent – work that’s found to be equivalent [...] because the level of skill, responsibility and effort needed to do the work are equivalent’.

- ‘like work – where the job and skills are the same or similar’.

At Queen Mary, we use a job evaluation scheme to determine the relative value of roles to ensure equal pay for like work – hence, mitigating equal pay issues within the institution.

Pay gaps, on the other hand, are the percentage difference between the average hourly pay and, separately, average bonus amounts, between different groups of staff in the workforce – for example, between men and women.

## Method for calculations

The gender pay gap is calculated in accordance with statutory gender pay gap reporting guidance, outlined below<sup>8</sup>. For consistency, we use the same approach to calculate our ethnicity, disability, intersectional and sexual orientation pay gaps. Our intersectional pay gap calculations also correspond with UCEA’s approach to producing their intersectional pay gaps figures (that is, comparing the hourly pay of ethnic groups against that of white men).

Our ethnicity pay gap data is disaggregated by BAME and white staff, as well as the more granular categories of Black, Asian, Mixed, Other and White. For our disability pay gap, we use the declared disability/not declared disability staff categories. For sexual orientation pay gaps, we look at LGBTQA+ and heterosexual staff.

The Government guidelines require institutions with 250 or more employees to publish the following pay gap data based on ‘full pay relevant employees’ (defined as employees who are paid their usual pay, in full, during the snapshot period):

- Percentage of men and women in each hourly pay quarter
- Mean (average) gender pay gap for hourly pay
- Median gender pay gap for hourly pay
- Percentage of men and women receiving bonus pay
- Mean (average) gender pay gap for bonus pay
- Median gender pay gap for bonus pay

<sup>7</sup> [acas.org.uk/equal-pay/equal-pay-law](https://www.acas.org.uk/equal-pay/equal-pay-law)

<sup>8</sup> [gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers/making-your-calculations#calculation-2-mean-average-gender-pay-gap-for-hourly-pay](https://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers/making-your-calculations#calculation-2-mean-average-gender-pay-gap-for-hourly-pay)



## Gender pay gap calculations

Government guidance requires institutions to calculate the gender pay gap by determining the difference between men and women's average hourly rate, dividing the result by men's average hourly rate, and finally multiplying this result by 100 to ascertain

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

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

## Ethnicity pay gap calculations

We disaggregate our ethnicity pay gaps in two ways: the difference between White and BAME staff hourly rates, and those of Asian, Black, Mixed and Other staff and White staff hourly rates. As such, we use the term 'ethnic group' in the latter calculation as a proxy for

the granular ethnicity being used. As with the gender pay gap, a positive percentage indicates that White staff are paid more than BAME staff, zero means there is no pay gap, and a negative percentage indicates BAME staff are paid more than White staff.

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

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

## Intersectional pay gap calculations

Our intersectional pay gap calculations are expressed as the difference between the average White male staff hourly rate and the intersectional group's average hourly rate. A positive percentage indicates that White male staff are paid more than

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

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

## Disability pay gap calculations

Our disability pay gaps examine the difference between the hourly rate of staff who have not declared a disability and those who have. A positive percentage indicates that staff who have not declared a disability are paid more than staff who

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

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

## Sexual orientation pay gap calculations

Our sexual orientation pay gaps are expressed as the difference between the hourly rates of staff who are heterosexual and those who are LGBQA+. A positive percentage indicates that heterosexual staff are

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

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

## Removing characteristics from our data

We have included additional pay gap figures throughout this report that exclude junior grade 1–4 roles in the Estates and Facilities directorate and, separately, student ambassadors. Both categories of staff have an impact on our pay gap figures.

While some institutions may use external contractors for catering, cleaning and residential staff, many similar junior-grade roles in our Estates and Facilities directorate are employed in-house – a practice we are proud of, as this results in better pay, benefits and working condition for staff in these roles.

At Queen Mary, these roles are held predominantly by women and individuals from BAME backgrounds.

Similarly, we offer part-time employment to students through part-time student ambassador roles, which are held predominantly by students who are women and/or BAME.

By excluding these roles from the pay gap data, we can more accurately benchmark our figures against those of other similar universities, and understand and address pay gap disparities amongst permanent staff.



# The Gender Pay Gap

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

The **mean** gender pay gap adds together the hourly pay of all full pay relevant men, dividing this figure by the number of full pay relevant men, repeats this for all full pay relevant women, and calculates the percentage difference between the two.

The **median** gender pay gap calculates the percentage difference between the midpoint of male and female hourly pay, when sorted from highest to lowest.

## Gender pay gap across all staff

Government guidance for gender pay gap reporting requires us to report data dichotomised by the terms ‘men’ and ‘women’, and does not account for individuals who identify outside of these categories: ‘If an employee does not self-identify as either gender, you can exclude them from your calculations.’<sup>9</sup> As such, we have used the aforementioned gender categories and terminology in this report.

The median hourly pay rate for men is £26.26, and for women it is £23.93, resulting in a median gender pay gap of 8.9%. The mean hourly rate for men is £31.33 and for women it is £27.15, resulting in a mean gender pay gap of 13.3%.

The mean gender gap continues to be higher than the median gender gap because of a higher proportion of men in senior positions and the upper pay quartile and a higher proportion of women in the lower and lower middle quartiles.

Our mean gender pay gap has reduced from 13.6% in our previous report, and 21.7% in 2017; this year’s mean gender pay gap is the lowest it has been since 2017. Our median gender pay gap has also reduced since the previous report (10.1%) and 2017 (15%).

With student ambassadors removed from the data, the mean gender pay gap is 12.5% and the median gender pay gap is 8.4%. Removing student ambassadors from the dataset makes some difference to the mean and median gender pay gaps, both reducing by 0.8% and 0.5% respectively.

With junior-grade Estates and Facilities directorate staff removed, our median gender pay gap is 9.9% (1% higher than with junior-grade Estates and Facilities staff) and mean is 13.6% (0.3% higher than with junior-grade Estates and Facilities staff). Our median pay gap is smaller than the UCEA national average median pay gap for all Russell Group universities (11.5%) and higher than the UCEA national average median pay gap for Russell Group universities in London and the South East (8.3%). Our mean gender pay gap is lower than the UCEA national average gender pay gap for Russell Group institutions (15.10%) and Russell Group institutions in London and the South East (13.4%).

We have included more detail about what we have and will be doing to continue supporting gender equality at Queen Mary later in the report.

## Quartile positioning by gender

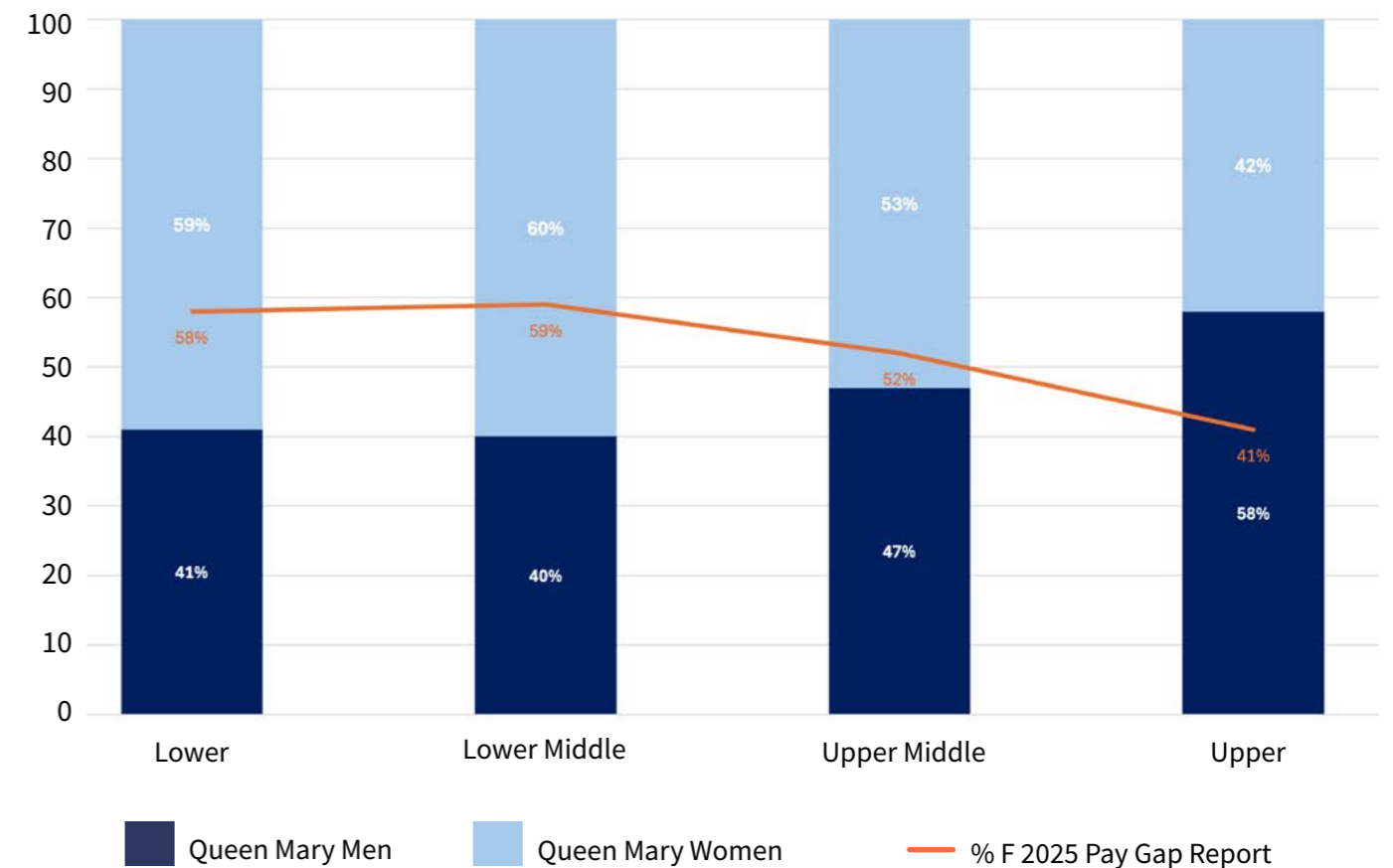
One of the main factors contributing to the gender pay gap is a disproportionate representation of men and women in the lower and upper pay quartiles. Men are more likely to hold senior or higher-paying positions, while there are disproportionately more women in junior and lower-paid roles. Additionally, low staff turnover means there is slow change in gender representation across the different quartiles year-on-year, which leads to slow progress in closing the gender pay gap.

the slowness of change in pay quartiles, the representation of women in the highest pay quartile has increased by 1% since the previous report, and the representation of men has decreased by 1%. Yet, however small, we are seeing progress in the right direction.

Our quartiles data indeed highlights an overrepresentation of women in the lowest quartile (59.2% female) and an underrepresentation in the upper quartile (41.9% female). Demonstrating

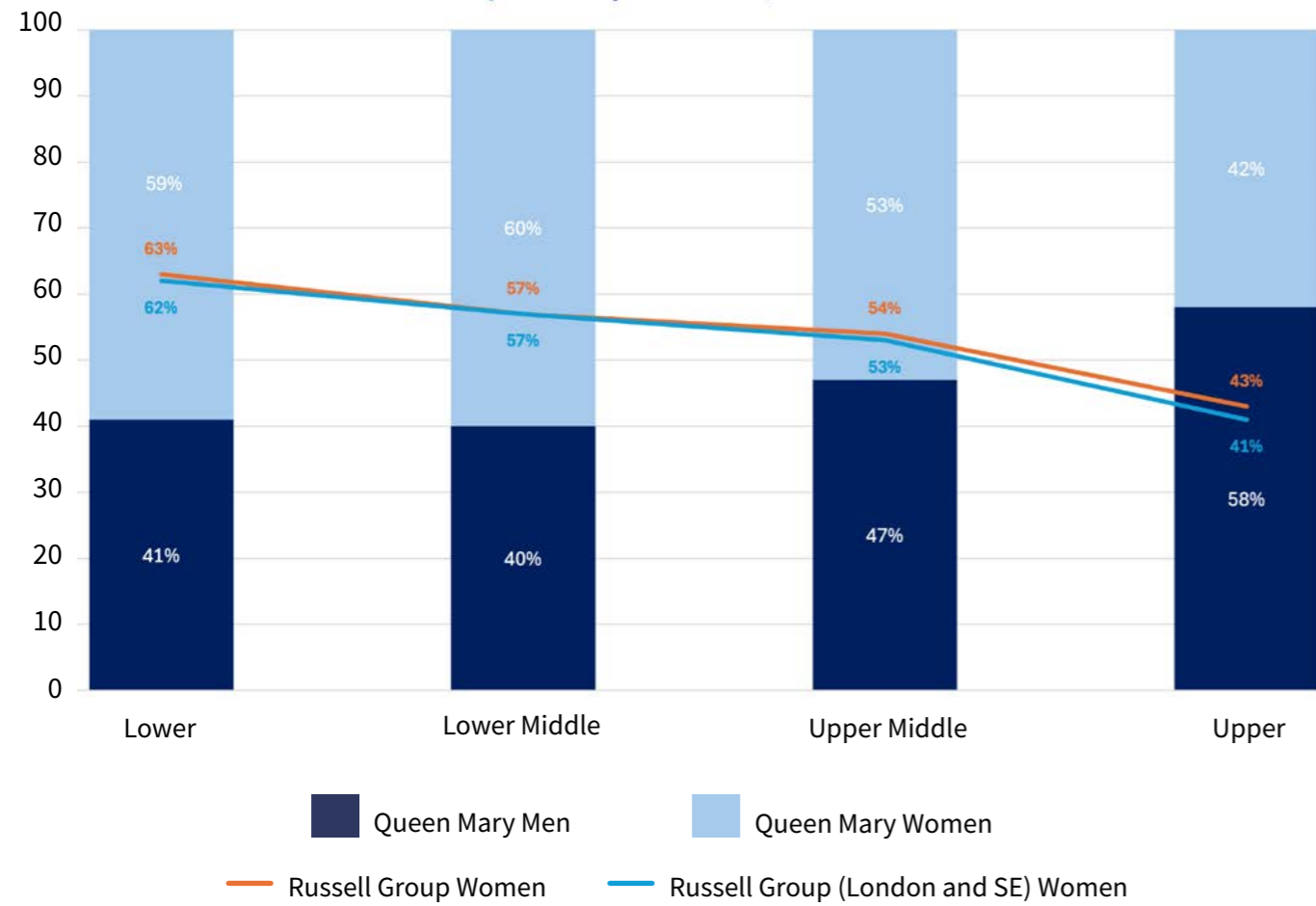
Our gender representation across pay quartiles is similar to those of Russell Group institutions as a whole. While our gender distribution is more balanced in the lower quartile compared to Russell Group institutions (both overall and in London and the South East), our second quartile is a little more imbalanced (39.8% male, 60.2% female).

### Staff by gender in each hourly pay quartile, %



<sup>9</sup> gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers/preparing-your-data

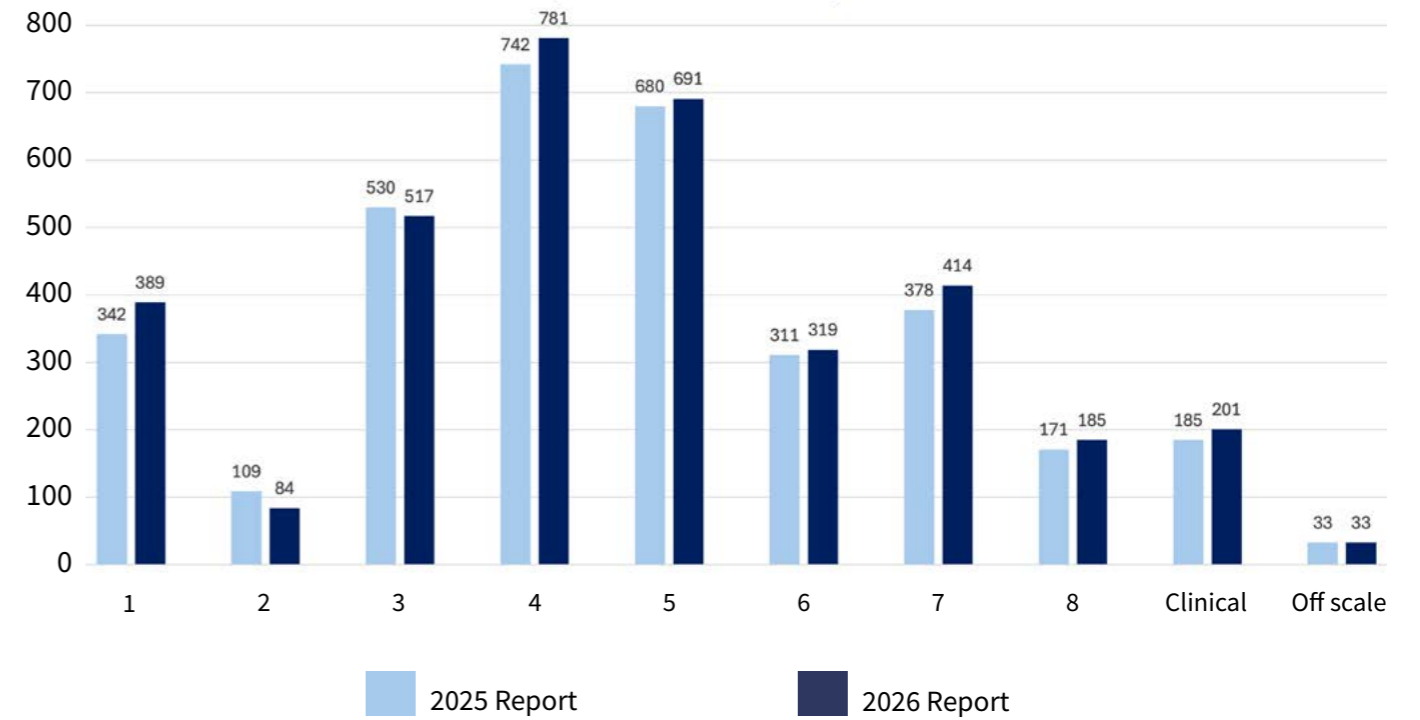
### Gender quartile representation, %, benchmarked



The gender pay gap, and distribution of men and women across the pay quartiles, can be explained by looking at the gender balance across different pay grades. As the graph visualises, there are, on the whole, a higher proportion of women across grades 1–5, and higher proportion of men in all grades 6–8, clinical and off-scale roles.

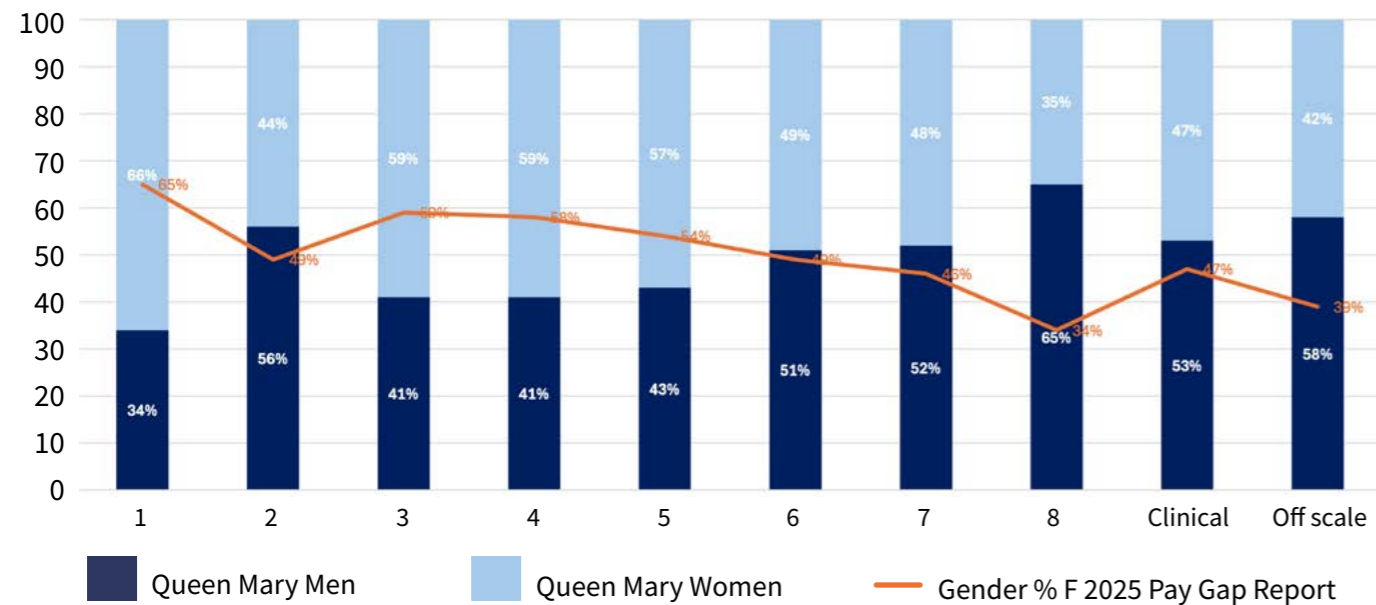
A large proportion of junior-grade roles in the Estates and Facilities directorate – that cover cleaning, catering and residential services – fall into the grade 1 pay category, and these are held predominantly by women (66% female, 34% male), who form a significant portion of this occupational group in society more widely. We are proud to employ these roles in-house and pay the London Living Wage, which has a positive impact on our local East London communities.

### Representation of women by grade



### Proportion of men and women staff by grade

#### Gender distribution by grade, %



## Bonus Pay

8.7% of men and 8.0% of women received a bonus in the 12-month period up to March 2025. Our mean gender bonus gap is 49.0% and median gender bonus gap is 0.0%.

Our mean gender bonus gap has reduced by 1.6% since the previous year. However, it is important to note that our overall mean gender bonus gap includes Clinical Impact Awards, which ‘recognises consultants, dentists and academic GPs who deliver national impact over and above the expectations of their job role or other work over the previous 5 years’<sup>10</sup>.

Clinical Impact Award applications are scored and awarded externally by a Clinical Impact Award sub-committee and Queen Mary has no control

over these payments. Yet, the monetary value of Clinical Impact Awards can range between £20,000–£40,000 hence have a significant influence on our mean bonus pay gaps.

Excluding Clinical Impact Awards, 7.5% of women and 7.5% of men received a bonus. The mean bonus gap is 7.4% (a 3.7% decrease from the previous year), and median bonus gap continues to be 0.0%.

The majority of internal bonuses are awarded through the Staff Bonus Scheme, where all successful applicants receive the same financial reward – hence our mean bonus gap being much smaller when excluding Clinical Impact Awards.

<sup>10</sup> [gov.uk/government/publications/clinical-impact-awards-2025-applicants-guide/applicants-guide-2025-awards-round#:~:text=About%20ACCIA%20and%20the%20national%20Clinical%20Impact%20Awards%20scheme&text=The%20national%20scheme%20recognises%20consultants,within%20the%20last%205%20years.](https://www.gov.uk/government/publications/clinical-impact-awards-2025-applicants-guide/applicants-guide-2025-awards-round#:~:text=About%20ACCIA%20and%20the%20national%20Clinical%20Impact%20Awards%20scheme&text=The%20national%20scheme%20recognises%20consultants,within%20the%20last%205%20years.)

# The Ethnicity Pay Gap

The ethnicity pay gap is the difference between the average hourly pay of BAME and White staff. In addition, we disaggregate our ethnicity pay gap analysis into Black, Asian, Mixed and Other staff relative to the hourly pay for White Staff, for a more detailed understanding of BAME staff experiences.

The mean ethnicity pay gap adds together the hourly pay of all full pay relevant White staff, dividing this figure by the number of full pay relevant White staff, repeats this for all full pay relevant BAME staff, and calculates the percentage difference between the two.

The median ethnicity pay gap calculates the percentage difference between the midpoint of BAME and White staff hourly pay, when sorted from highest to lowest.

Staff who have chosen ‘prefer not to say’ or not disclosed their ethnicity are not included in the ethnicity pay gap calculations – these staff make up a total of 4.6% of full pay relevant employees.

BAME stands for Black, Asian and Minority Ethnic, and comprises all ethnic groups other than White. We recognise the term ‘BAME’ is widely regarded as problematic and doesn’t accurately reflect the diverse communities it seeks to describe. As such, we limit its use to data reporting and monitoring purposes, in line with practices across the Higher Education sector, the Government and Office for National Statistics. More information about our use of the acronym ‘BAME’ can be found in our Short Guide to Understanding Race and Ethnicity Language and Terminology, referenced in the footnotes.<sup>11</sup>

## Ethnicity pay gap across all staff

The median hourly pay rate for White staff is £26.99, compared to £22.47 for BAME staff, resulting in a 16.7% median ethnicity pay gap. The mean hourly pay rate for White staff is £31.99, while for BAME staff it is £25.49, leading to a mean ethnicity pay gap of 18.5%.

The median ethnicity pay gap has reduced from 19.3% in 2018, from which we have the earliest recorded data, to 16.7% this year, although it has increased from the approx. 13-15% median ethnicity pay gaps we saw between 2019 and 2025. The mean ethnicity pay gap has decreased from 21.9% in 2018 and from 20.7% in 2025 to 20.3% this year.

This year, we have continued to look at ethnicity pay gaps in detail, beyond the overarching pay gap between BAME and White staff. Comparing the more granular ethnicity categories against the mean and median pay for White staff (£31.99 and £26.99 respectively), we found the following:

- Black staff have the lowest mean hourly pay rate of £21.83, and median hourly rate of £20.31, resulting in a 31.8% mean hourly pay gap and 24.8% median hourly pay gap relative to White staff.
- Asian staff have a mean hourly pay rate of £26.25 and median hourly pay rate of £22.75, resulting in a 17.9% mean hourly pay gap and 15.7% median hourly pay gap.
- Mixed staff have a mean hourly pay rate of £27.19 and median hourly rate of £23.93, resulting in a 15.0% mean hourly pay gap and 11.3% median hourly pay gap.
- Staff identifying as ‘Other’ ethnicity have a mean hourly rate of £25.93 and median hourly rate of £23.24, resulting in a 18.9% mean hourly pay gap and 13.9% median hourly pay gap.

Breaking down ethnicity pay gaps beyond BAME vs White staff shows that different staff ethnicities within the BAME category have different experiences.

<sup>11</sup> [qmul.ac.uk/media/black-history-month/SGLT.pdf](https://www.qmul.ac.uk/media/black-history-month/SGLT.pdf)



As aforementioned, the ethnicity pay gaps are significantly larger for Black staff relative to White staff mean and median hourly rates. Looking at the proportion of staff from different ethnic backgrounds across the pay grade scale, there are fewer Black staff in the higher paying grades than there are staff of other minority ethnicities, which can be an influence on the larger pay gaps between Black and White staff.

Further, the highest proportion of ethnic minority staff in Grade 1 junior roles in Estates and Facilities are Black. The higher representation of Black staff in lower grades and underrepresentation of Black staff in higher grades explains why ethnicity pay gaps for Black staff are exacerbated. As would then be expected, removing junior grades 1-4 roles from the Estates and Facilities directorate from the pay gap calculations, the pay gaps between Black and White staff lower to 25.3% mean ethnicity pay gap and 17.6% median ethnicity pay gap.

The pay gap between Black and White staff also lowers slightly when excluding Student Ambassadors. We are proud to offer employment opportunities for students through part-time student ambassador roles; however, as these roles are situated in the lower pay quartile and held by predominantly BAME students, they can exacerbate our ethnicity pay gap.

Removing ambassadors from the BAME vs White staff ethnicity pay gap calculation, the mean ethnicity pay gap lowers to 18.5% and the median lowers to 16.4%. The majority of mean and median ethnicity pay gaps when looking at granular ethnicity categories also reduce:

- The mean pay gap for Asian staff is 15.4%; the median is 14.3% (compared to a 17.9% mean gap and 15.7% median gap with ambassadors).
- The mean pay gap for Black staff is 31.2%; the median is 24.6% (compared to a 31.8% mean gap and 24.8% median gap with ambassadors).
- The mean pay gap for Mixed staff is 14.3%; the median is 12.0% (compared to a 15.0% mean gap and 11.3% median gap with ambassadors).
- The mean pay gap for Other staff is 17.5%; the median is 14.3% (compared to a 18.9% mean gap and 13.9% median gap with ambassadors).

Our ethnicity pay gaps are higher than that of other Russell Group institutions across the UK, and London and South East. According to UCEA, the mean and median ethnicity pay gaps for all Russell Group institutions are 11.0% and 7.4% respectively; the mean and median gaps for Russell Group institutions in London and the South East are 14.7% and 10.6%.

Ethnicity	Mean % - Queen Mary	Mean % - Russell Group	Mean % - Russell Group (London & SE)	Median % - Queen Mary	Median % - Russell Group	Median % - Russell Group (London & SE)
<b>Black</b>	31.8%	21.7%	22.7%	24.7%	17.3%	27.4%
<b>Asian</b>	17.9%	9.4%	12.6%	15.7%	5.3%	13.2%
<b>Mixed</b>	15.0%	11.2%	12.0%	11.3%	7.9%	15.3%
<b>Other</b>	18.9%	7.4%	11.2%	13.9%	2.4%	14.6%

As aforementioned in this report, a possible factor for Queen Mary's higher ethnicity pay gaps is that we currently directly employ staff, for example, in catering, cleaning and security whereas some other universities outsource these roles and would thus be excluded from their pay gap calculations.

For this reason, we also examine our pay gaps without EAF grades 1-4 staff and, doing so, our ethnicity pay gaps reduce. Nevertheless, even excluding grades 1-4 Estates and Facilities staff, our ethnicity pay gaps

remain high, which indicates we need to examine and balance our representation of BAME staff in the upper and lower pay quartiles.

While our ethnicity pay gaps are larger than those reported by UCEA for Russell Groups universities nationally and in London and the South East, other Russell Group universities follow a similar trend of their mean and median ethnicity pay gaps being larger for Black staff than other ethnic minorities, suggesting that this is a sector-wide concern.

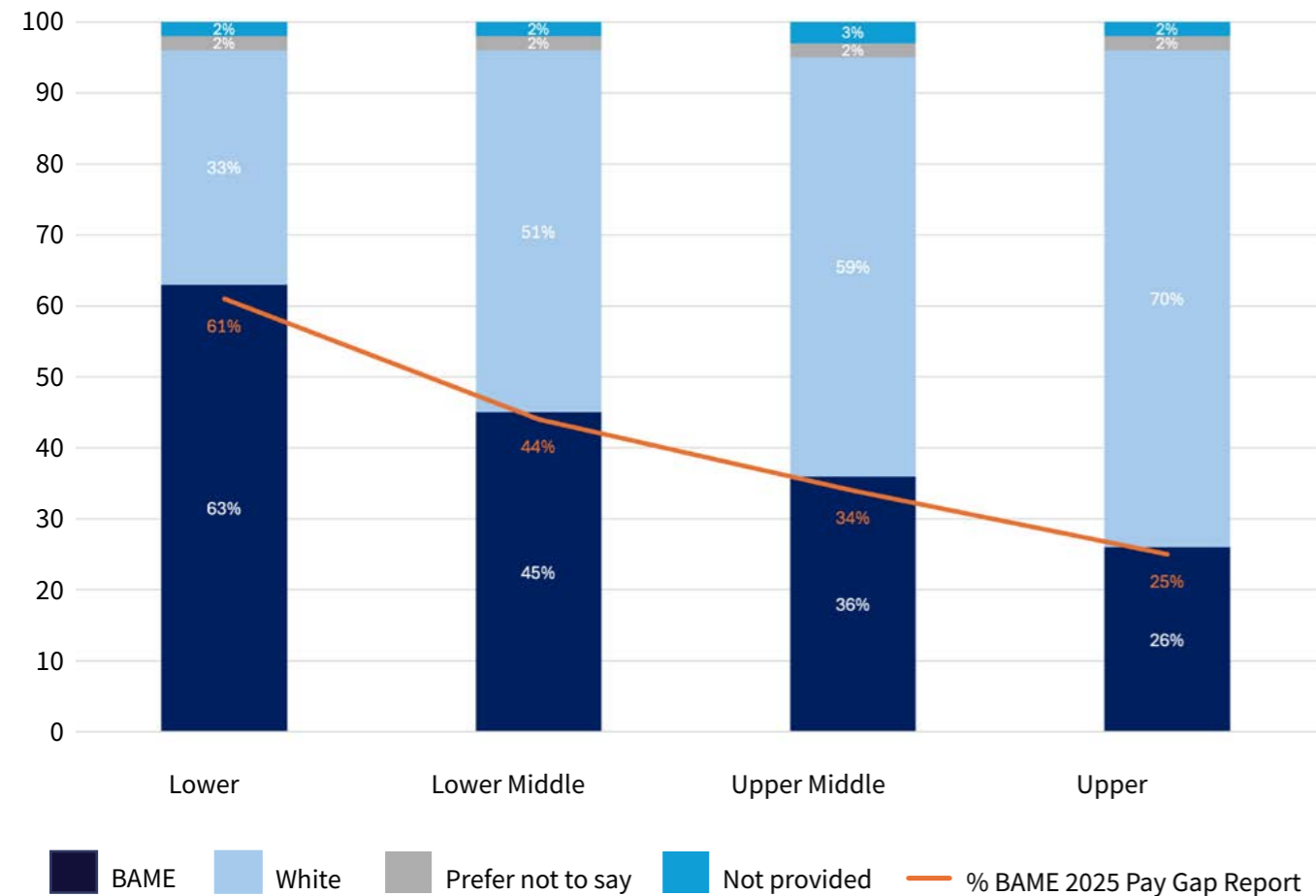


## Quartile positioning by ethnicity

The representation of BAME staff has increased in the upper quartile by 1% and in the upper middle quartile by 2% since last year; combined with this, the representation of White staff decreased by 2% in the upper and upper middle quartile. Theoretically, this shows positive progress as there is increased representation of BAME staff in the upper quartiles.

However, there is also an increase of BAME staff in the lower quartile (+2%), alongside a 1% decrease in White staff in the lower and lower middle quartiles. Especially in the lowest quartile, this has led to a greater imbalance of BAME to White staff, with there being 63% BAME and 33% white, which can exacerbate the ethnicity pay gaps.

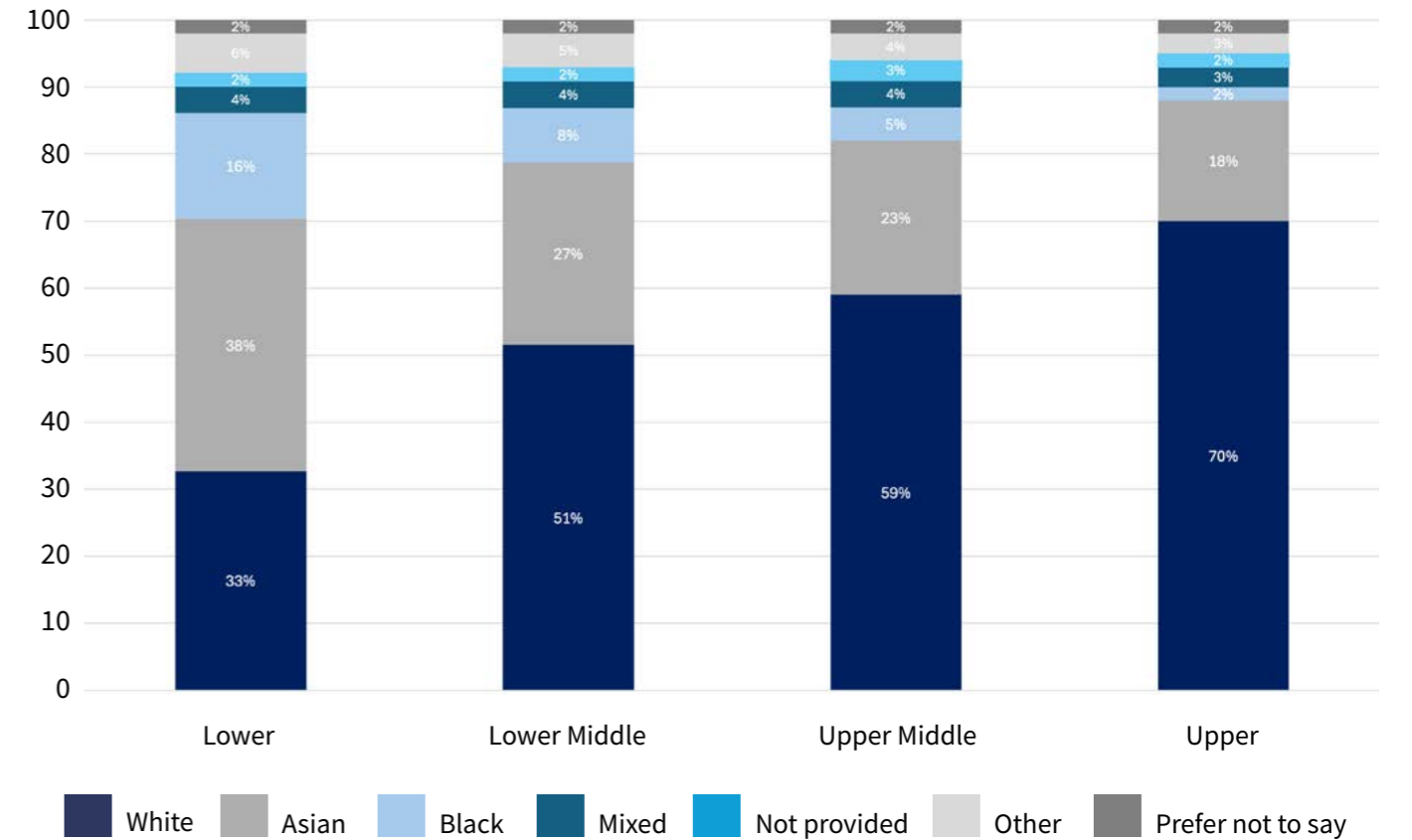
Staff by ethnicity in each hourly pay quartile, %



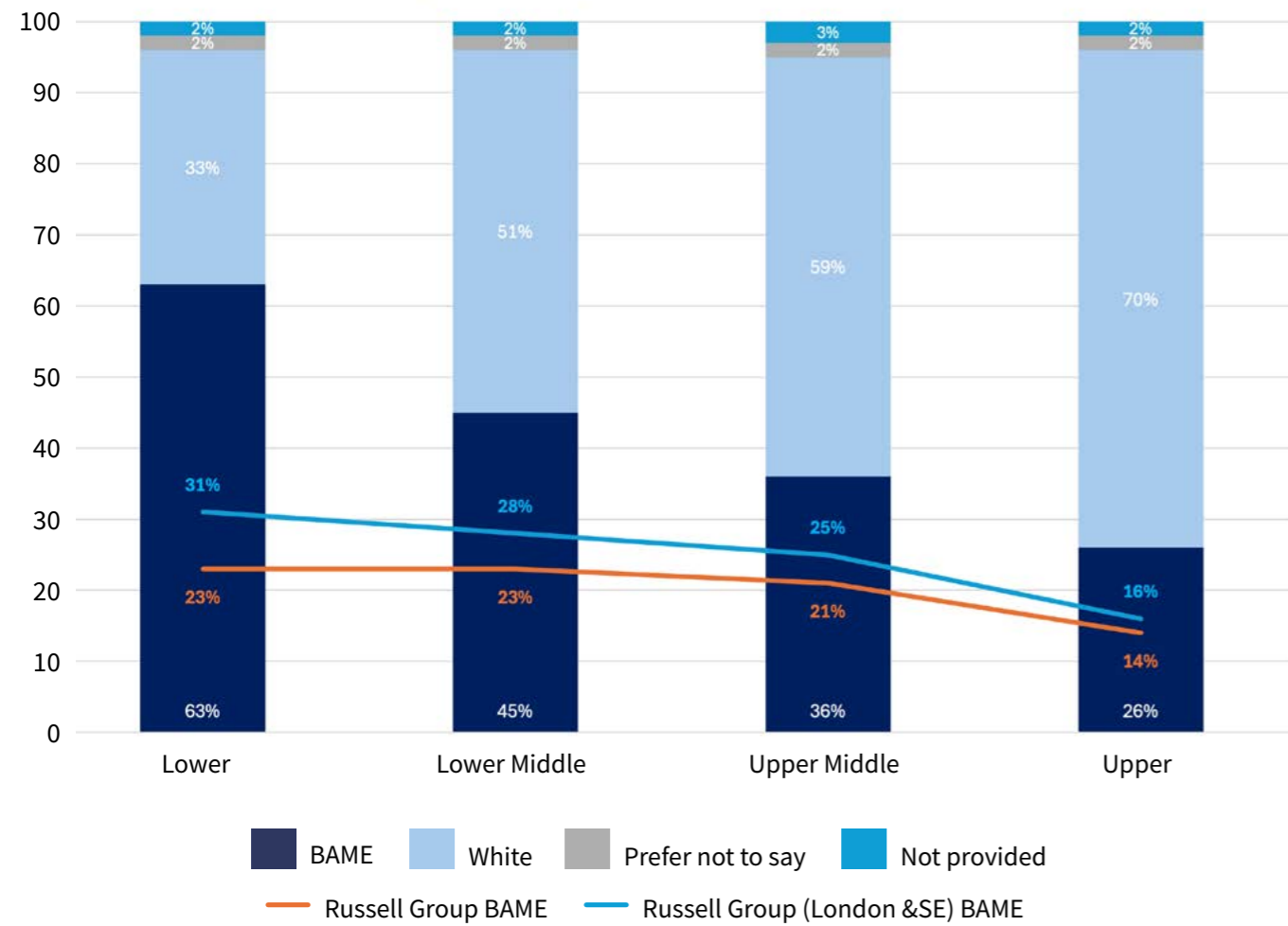
As aforementioned in this report, it is important to note that the lower quartile comprises roles like catering, cleaning, security and residential services, which we currently provide in-house at Queen Mary, rather than outsourcing. As a considerable proportion of these roles are held by BAME staff, this widens our ethnicity pay gap (which we can see from comparing ethnicity pay gap figures with and without junior grades 1-4 Estates and Facilities roles). While statistically, this appears as negative, by in-sourcing such roles, we can ensure they are paid the London Living Wage and given access to our staff benefits, which is positive.

The lower quartile also includes student ambassadors who, as mentioned previously in the report, are also predominantly from BAME backgrounds, hence their inclusion in the pay gap figures can exacerbate the pay gap. Again, this appears statistically negative, however, we are proud to provide such job opportunities to students. Of all ethnic minorities, Asian and Black staff have the highest representation in the upper middle and upper quartiles, with Asian staff having a significantly higher representation in both (as well as overall, across all quartiles). Of all ethnicities, Mixed staff have the lowest, or one of the lowest, representations across the four quartiles.

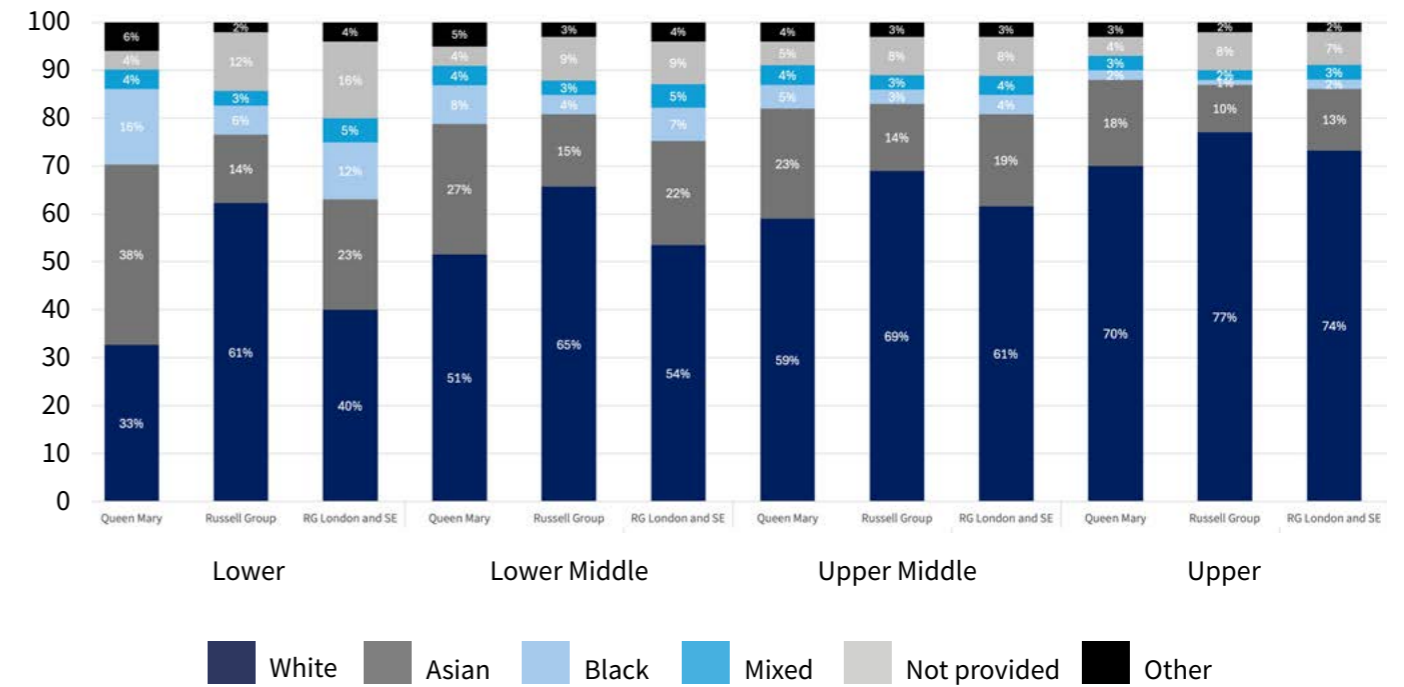
Staff by ethnicity in each hourly pay quartile (detailed), %



### Ethnicity quartile representation, %, benchmarked



### Ethnicity quartile representation, %, benchmarked



According to UCEA data, taking Russell Group universities as a whole, BAME representation is 23% or under in every pay quartile, with it being only 14% in the highest pay quartile. For Russell Group universities in London and the South East, BAME representation is slightly higher than across Russell Group universities as a whole, with it being between 25–31% in the lower quartiles and 16% in the highest. Queen Mary, in comparison, has a far higher proportion of BAME staff across all quartiles, surpassing the national and regional averages.

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



## Proportion of White and BAME staff by grade

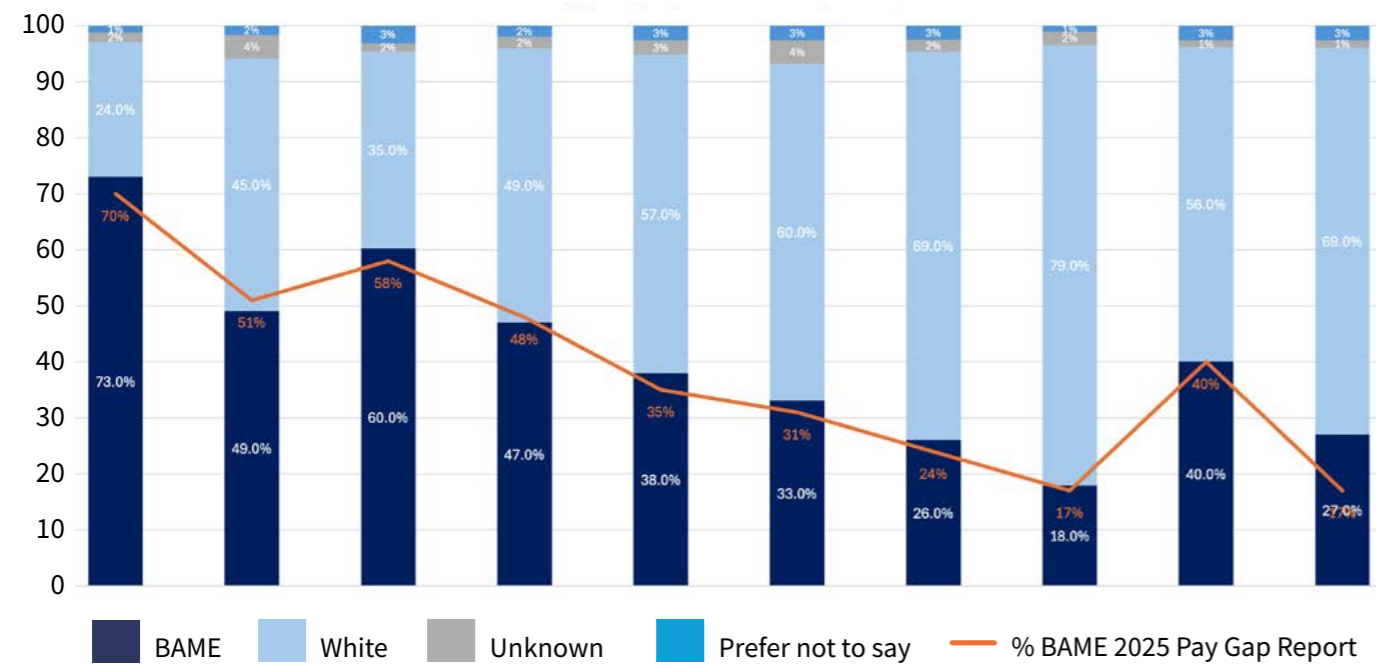
The graph 'Ethnicity (Grouped) Distribution by Grade, %' visualises why there is a disproportion between BAME and White staff across the pay quartiles.

BAME staff make up more than, or almost, half of the staff in our junior grades (1-4); the majority of these staff would be in the lowest pay quartile. Our middle grade (5-6) staff are predominantly White (57% at Grade 5 and 60% at Grade 6), and more than 69% of

staff at senior grades (7 and 8) are White; this means the majority of staff following into the upper pay quartiles are also White.

One of our KPIs is to achieve 40:40:40 percentage ethnicity representation across junior, middle and senior grades by 2030, to reflect the diversity of Greater London.

### Ethnicity (grouped) distribution by grade, %



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

We can better understand the distribution of ethnic groups across the organization by looking at the 'Ethnicity (Detailed) Distribution by Grade, %' graph, which illustrates the breakdown of staff by granular ethnicities and pay grade.

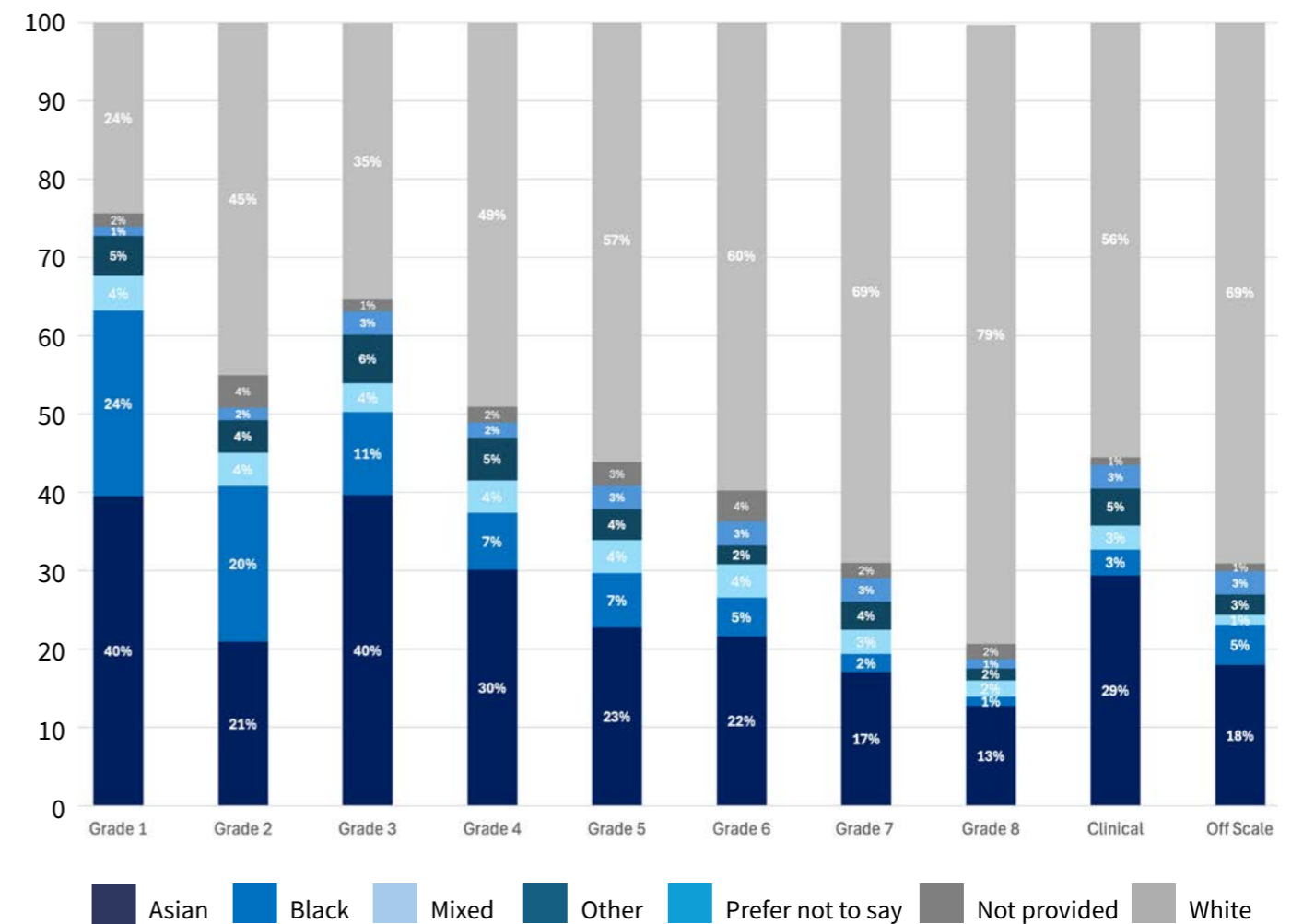
There is a clear trend showing the proportion of White staff increasing towards the higher remunerated grades, and other ethnic groups decreasing. Another trend shows that the highest proportion of all other ethnic groups across all grades is Asian, with Grade 1 and Grade 3 staff being 40% Asian. Black staff also have notable representation in Grade 1 (24%) and Grade 2 (20%), though the percentage decreases greatly as the pay grades increase.

The lowest representation appears to be amongst staff of Mixed and Other ethnicities, across all pay grades.

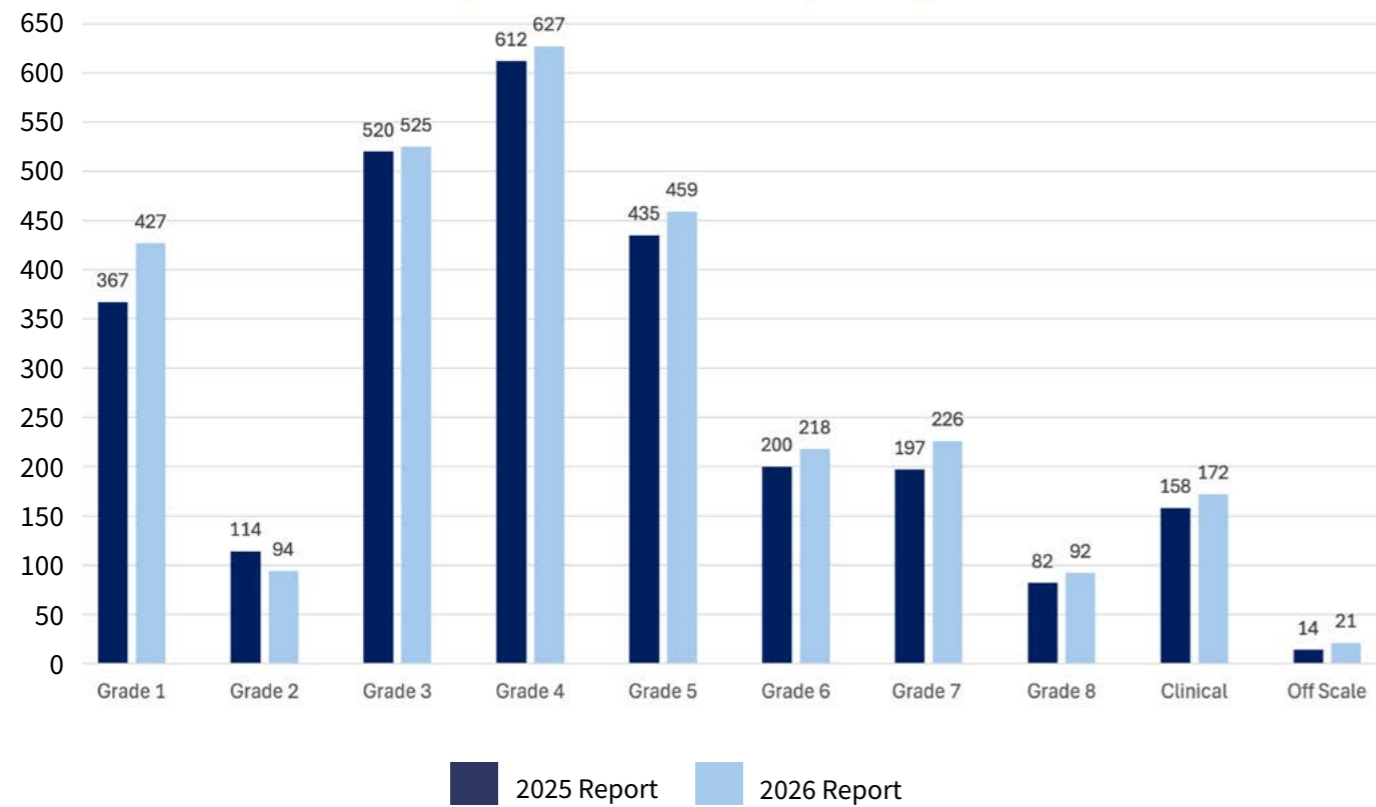
The continuing trend of a higher proportion of White staff in higher pay grades, and the increase in BAME staff in the upper quartiles being offset by an increase in the lower quartiles, contributes to our higher ethnicity pay gap.

While work needs to be continued in increasing ethnic representation in the upper pay quartiles and grades, we are proud to support the local community and to currently employ in-house estates and facilities services and endeavour to support the career progression of those staff in lower grade roles.

### Ethnicity (detailed) distribution by grade, %



## Representation of BAME staff by grade by year



## Bonus Pay

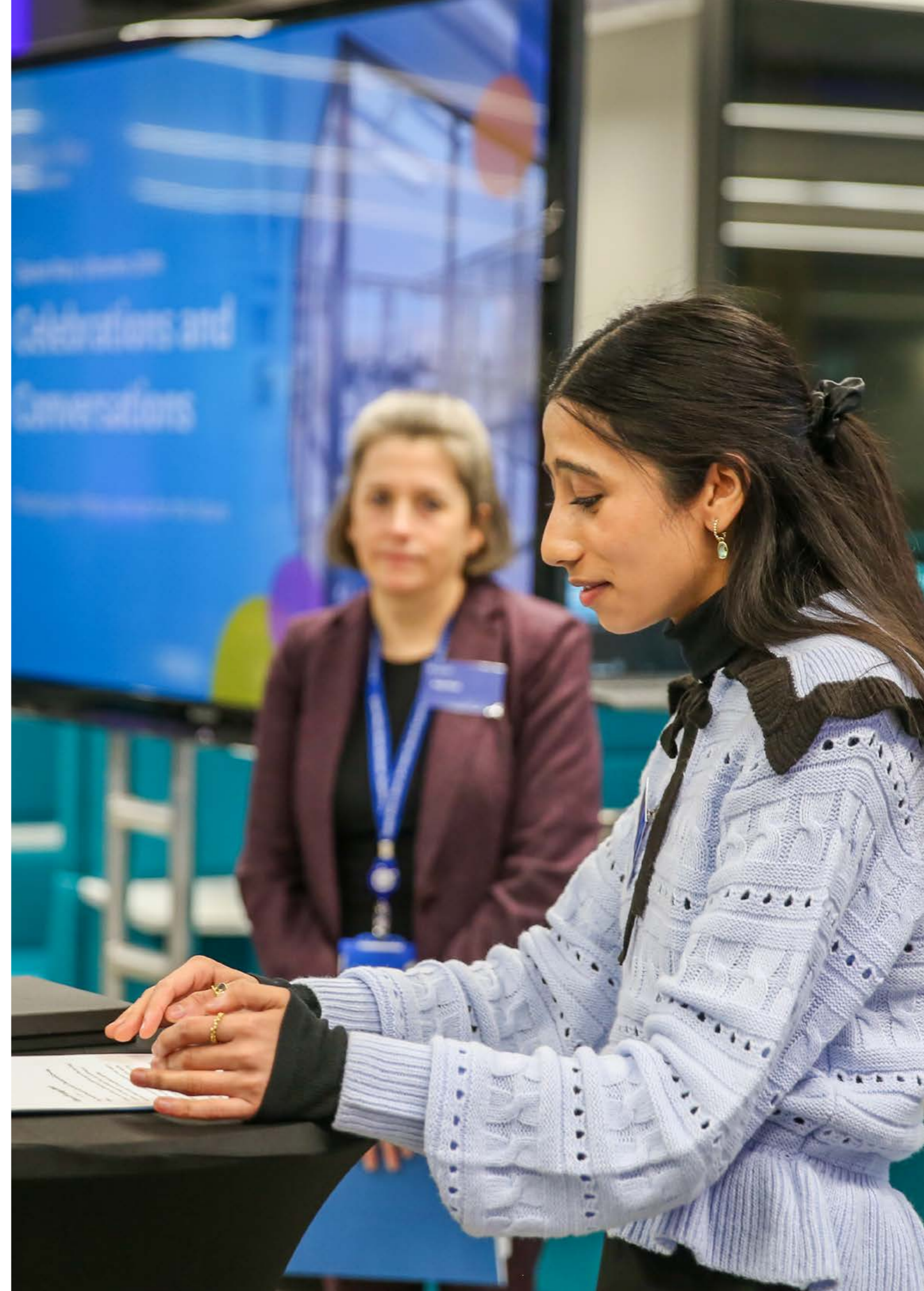
10.4% of White staff and 6.1% of BAME staff received a bonus in the 12-month period up to March 2025.

Our median ethnicity bonus gap is 0%, as with last year, and our mean ethnicity bonus gap is 34.2%, a 4.9% increase on last year's. Excluding Clinical Impact Awards (CIAs), 9.2% of White staff and 5.6% of BAME staff received bonus pay; the median ethnicity bonus gap excluding CIAs is 0%, and mean ethnicity bonus gap is 14.9%.

Clinical Impact Awards are externally awarded to senior clinicians who have the greatest national impact<sup>12</sup> and Queen Mary has no control over these

payments. We do, however, have an internal bonus scheme (Staff Bonus Scheme) through which the majority of our internal bonuses are awarded.

All recipients of the Staff Bonus Scheme awards receive the same financial reward, hence the ethnicity pay gap is much smaller when removing Clinical Impact Awards; nevertheless, there are a small number of bonuses awarded outside of this scheme, hence leading to an ethnicity pay gap even when excluding Clinical Impact Awards.



<sup>12</sup> [gov.uk/government/publications/clinical-impact-awards-2025-applicants-guide/applicants-guide-2025-awards-round](https://www.gov.uk/government/publications/clinical-impact-awards-2025-applicants-guide/applicants-guide-2025-awards-round)

# Gender and Ethnicity (Intersectional) Pay Gaps

In 2018, UCEA alluded to report findings showing ‘clear evidence that pay ‘penalties’ for ethnic minorities are significant, with Black men and Black women earning the least on average relative to White men’.<sup>13</sup>

We have reported on our intersectional pay gaps between gender and ethnicity since 2023. While we voluntarily report high level (BAME vs White staff) ethnicity pay gaps, we understand that experiences can vary by gender within ethnic communities, hence looking at an intersectional view of the pay gap gives us an understanding of these nuanced experiences.

Our intersectional pay gap analysis shows a 24.3% median pay gap between BAME men and White men (1.8% increase since last year), and a 29.1% median pay gap between BAME women and White men (1.4% increase since last year). The mean pay gap for BAME men is 23.1%, compared to 22.9% last year; for BAME women it is 29.4%, compared to 30% last year.

These pay gaps are much higher than when considering ethnicity and gender alone, and highlights the need to look at pay gaps more granularly as overall means and medians can mask the experiences of specific categories of staff.

Compared to UCEA’s intersectional pay gap data, Queen Mary’s intersectional pay gaps are higher than those of other Russell Group institutions. When looking at Russell Group institutions as a whole, the mean pay gap between BAME men and White men is 13.4%; for BAME women against White men, it is 23.8%. For Russell Group institutions in London and the Southeast the mean pay gap for BAME men is 15.6% and 18.9% for women.

The median pay gap for BAME men at Russell Group institutions as a whole is 10.5%, and 19.3% for women, while for Russell Group institutions in London and Southeast, the median pay gaps are 18.5% for BAME men and 24.2% for BAME women.

While our pay gaps are higher than the UCEA benchmarks, as mentioned earlier in the report, Queen Mary does not outsource particular roles such as those predominantly held by staff who are grades 1-4 in Estates and Facilities, which can inflate our gender and ethnicity pay gaps and make our data difficult to directly compare with those who might do.

## Mean intersectional pay gaps

Gender		Men		Women	
Ethnic Group	Ethnic Group	Average Hourly rate	Pay gap vs White men	Average Hourly rate	Pay gap vs White men
<b>BAME</b>	<b>Total</b>	£26.71	23.05%	£24.52	29.36%
	<b>Asian</b>	£27.31	21.32%	£25.32	27.05%
	<b>Black</b>	£22.10	36.33%	£21.67	37.57%
	<b>Mixed</b>	£28.89	16.77%	£25.98	25.15%
	<b>Other</b>	£27.96	19.45%	£24.38	29.76%
<b>Not provided</b>	<b>Total</b>	£31.79	8.41%	£26.73	22.99%
<b>Prefer not to say</b>	<b>Total</b>	£31.01	10.66%	£25.75	25.81%
<b>White</b>	<b>White</b>	£34.71	0.00%	£29.48	15.07%

## Median intersectional pay gaps

Gender		Men		Women	
Ethnic Group	Ethnic Group	Median Hourly rate	Pay gap vs White men	Median Hourly rate	Pay gap vs White men
<b>BAME</b>	<b>Total</b>	£23.40	24.27%	£21.92	29.06%
	<b>Asian</b>	£23.66	23.43%	£22.47	27.28%
	<b>Black</b>	£21.50	30.42%	£20.18	34.69%
	<b>Mixed</b>	£24.93	19.32%	£23.66	23.43%
	<b>Other</b>	£23.93	22.56%	£22.47	27.28%
<b>Not provided</b>	<b>Total</b>	£26.99	12.65%	£24.43	20.94%
<b>Prefer not to say</b>	<b>Total</b>	£26.99	12.65%	£23.46	24.08%
<b>White</b>	<b>White</b>	£30.90	0.00%	£26.26	15.02%

<sup>13</sup> [ucea.ac.uk/news-releases/22nov18/](https://ucea.ac.uk/news-releases/22nov18/)

# The Disability Pay Gap

The disability pay gap looks at the percentage difference in the average hourly rates of staff who have and have not declared a disability.

Our ability to examine and report disability pay gaps accurately is dependent on our disability disclosure rates. We understand that disclosure can be limited for a number of reasons, such as fear of discrimination and bias and concerns with data privacy, and have implemented a number of initiatives to create an environment where staff feel safe and confident to disclose their data should they wish to.

Our current disclosure rate is approx. 6%, 5.7% of staff have an unknown disability status and 3.4% of staff chose not to disclose.

With the above in mind, our mean disability pay gap is 8.5% and our median disability pay gap is 5.0%. Our mean disability pay gap has decreased by 1.5% since last year - the biggest decrease of all the four characteristics for which we calculate pay gaps – our median disability pay gap decreased by -0.3%.

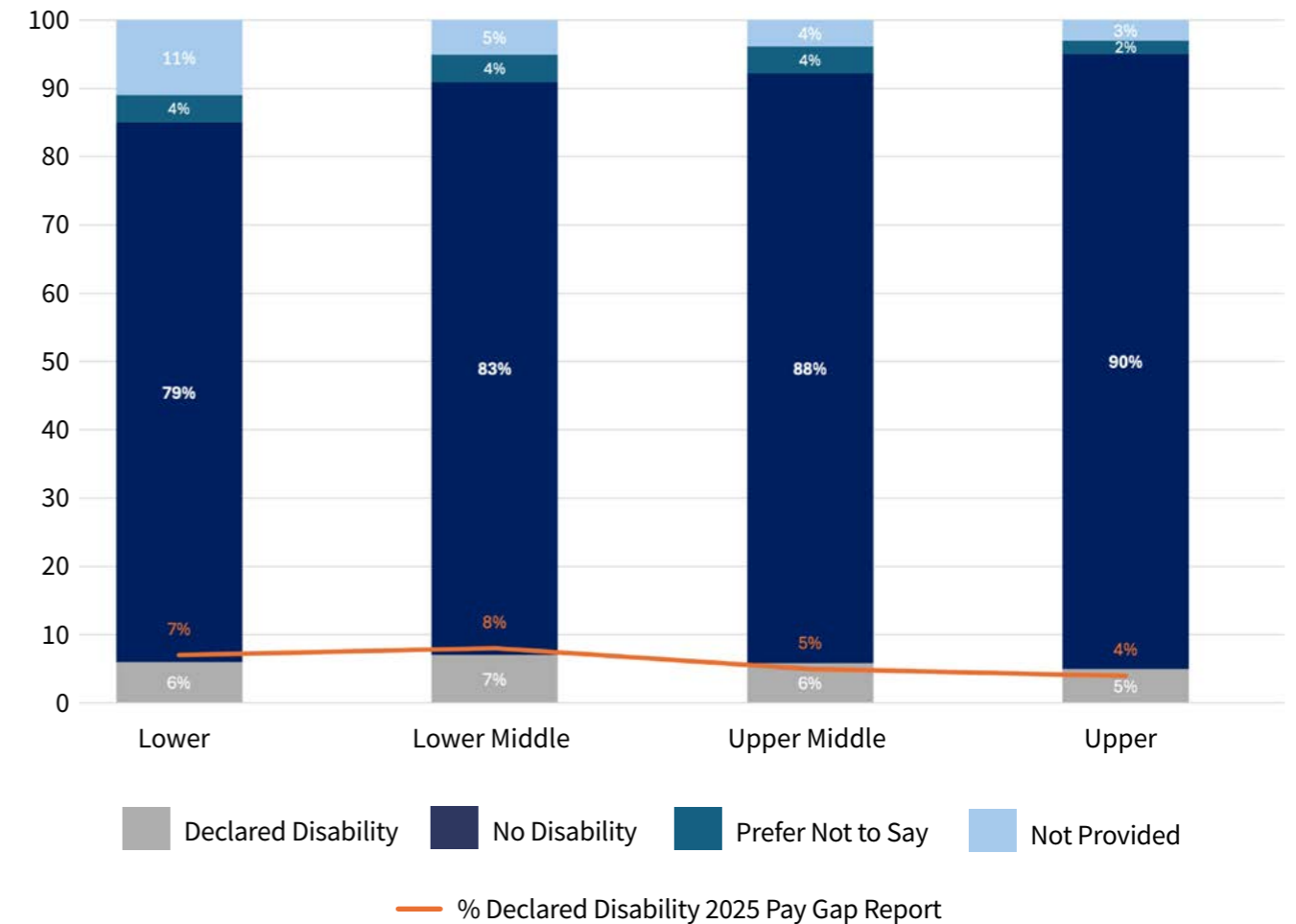
With student ambassadors removed, our mean disability pay gap is 8.6.% (a -1.2% decrease from last year), and excluding junior Estates and Facilities staff, it is 9.8%. Our median disability pay gap without student ambassadors is 6.3% and, excluding junior Estates and Facilities staff, it is 6.4%.

## Quartile positioning by disability

As with last year, there is little variation in the proportion of staff with declared disabilities across the four pay quartiles. The highest representation of staff with a declared disability is in the lower middle quartile, and the lowest in the upper, highest paying quartile.

Interestingly, the highest proportions of staff with unknown or prefer not to say disability status are in the lowest quartile; this proportion decreases with each quartile going towards the upper. The proportion of staff with no declared disability also increases slightly by each quartile going towards the upper.

### Quartile positioning by disability, %

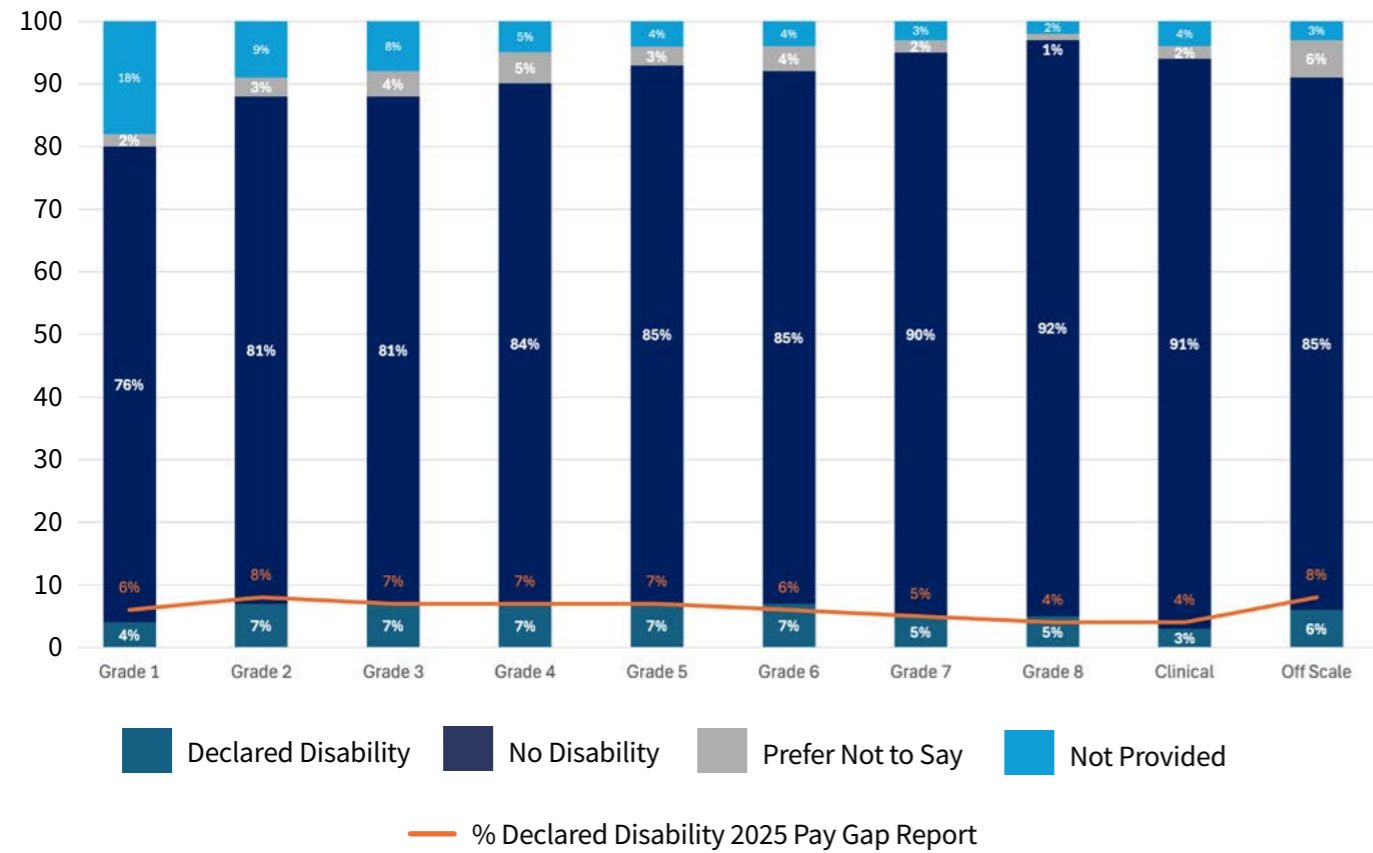


## Proportion of disabled and non-disabled staff by grade

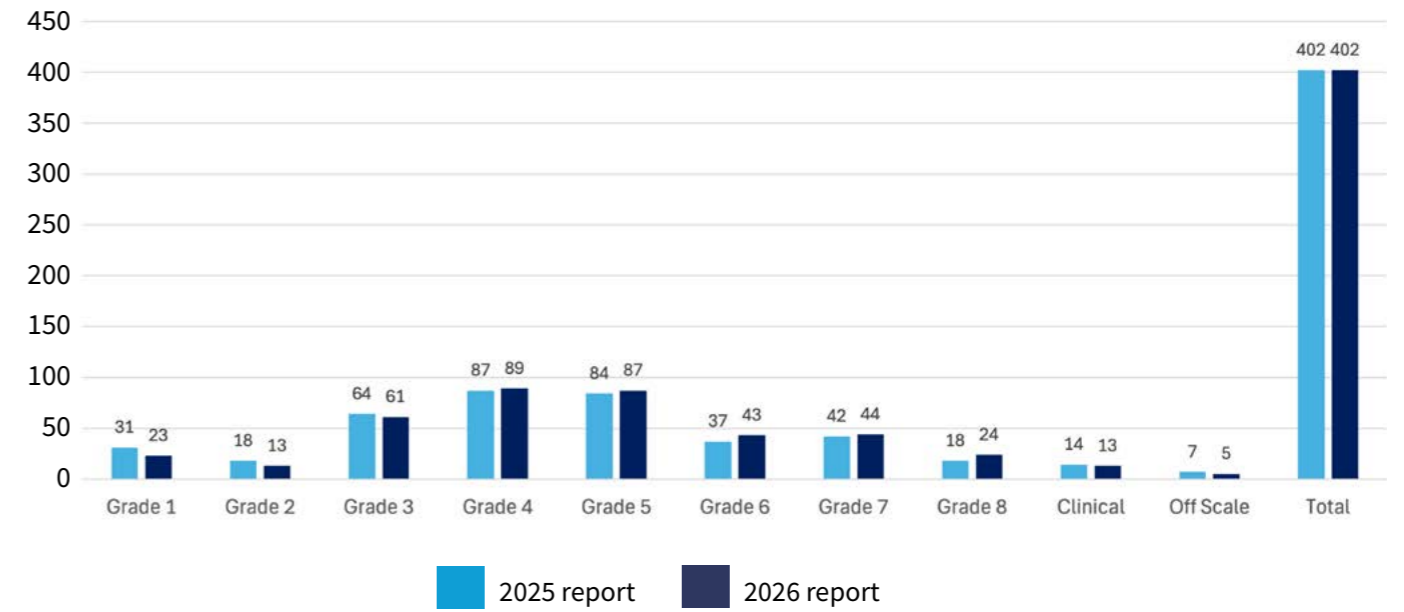
The data in the chart 'Disability Distribution by Grade, %' shows the proportion of staff with declared, unknown, refused and not declared disability by grade. There is a clear trend showing the proportion of staff with 'not declared' increasing as the pay grades increase.

Meanwhile, the proportion of staff with a declared disability appears to be largest between grades one and six. It is difficult to tell if the above trend is a result of fewer staff disclosing their information as grades increase, or if the higher grades are occupied by lower proportions of staff with a declared disability.

### Disability distribution by grade, %



## Representation of declared disability staff by grade by year



## Bonus Pay

9.7% of staff with a declared disability and 8.6% of staff who did not declare a disability received a bonus in the 12-month period up to March 2025.

Our mean disability bonus gap is 7.6% – a -1.4% decrease on last year's mean bonus gap of 9%; the median disability bonus gap is 0%, as with last year's. Excluding Clinical Excellence Awards, the mean

disability bonus gap is -11.3% and median continues to be 0.0%. The dramatic reduction in the disability bonus gap, having removed Clinical Impact Awards, demonstrates how much of an influence they have in bonus disparities. When considering only bonuses received through internal schemes, the bonus gap is, in fact, in favour of staff with a declared disability.



# The Sexual Orientation Pay Gap

Last year, we reported our sexual orientation pay gap for the first time, we are continuing to report on it this year.

Of all four characteristics for which we report pay gap data, sexual orientation had the lowest pay gap last year; this also continues to be the case this year. Nevertheless, as with disability disclosure, it is important to bear in mind that the accuracy of sexual orientation pay gap data is influenced by disclosure rates.

Our data for this year shows that 27% of staff have not provided data for sexual orientation. 8% disclosed their sexual orientation to be LGBQA+, and 65% noted they are heterosexual. The considerably low disclosure impacts our ability to report on our sexual orientation pay gap accurately, and we are aware that more needs to be done to encourage disclosure.

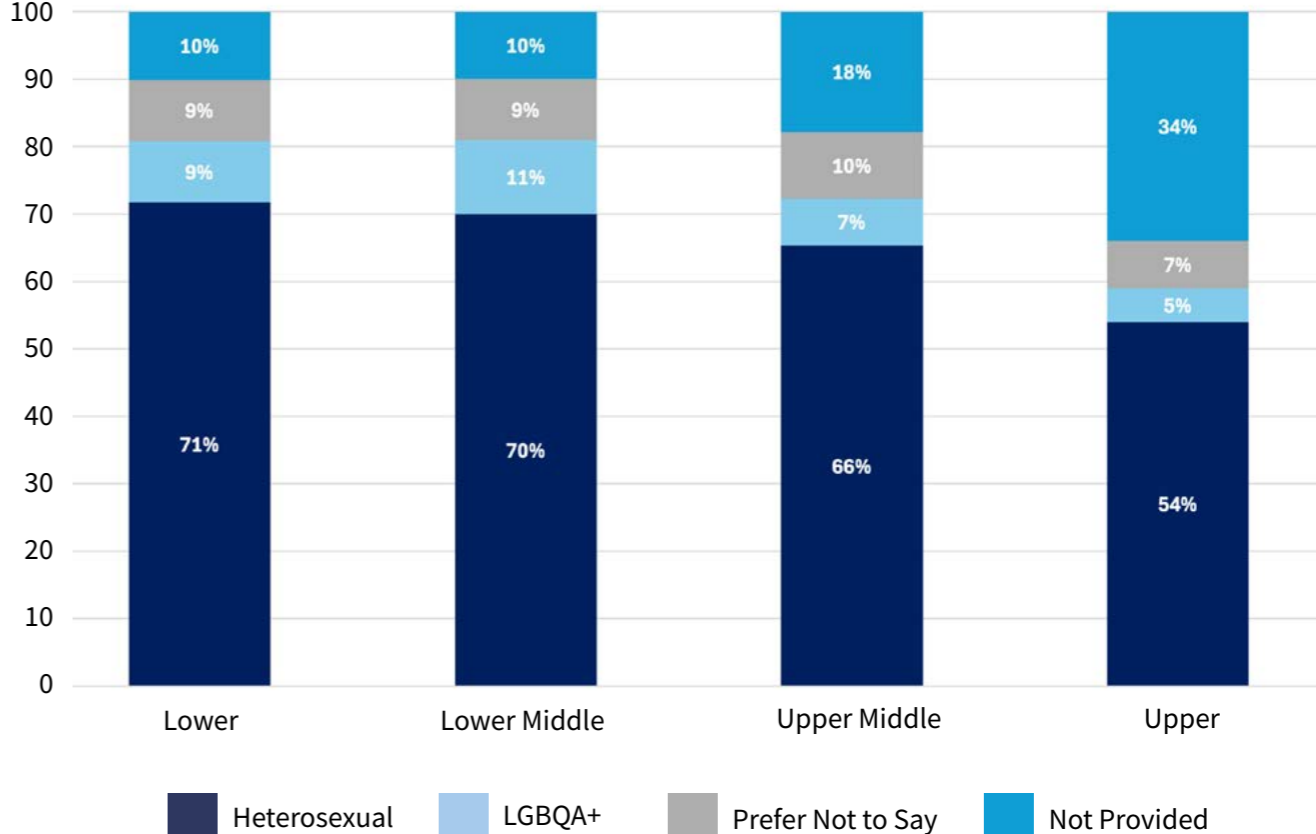


## Quartile positioning by sexual orientation

The proportion of LGBQA+ staff ranges between 5% and 11% between the different quartiles, with the proportion being higher in the lower two quartiles and lower in the upper two. While the percentage of heterosexual staff decreases going towards the upper quartile, interestingly, the proportion of

staff who selected unknown and prefer not to say increases. This raises the question if staff at higher pay scales and in more senior roles are more hesitant to disclose sexual orientation information. This trend is consistent with that of last year.

Staff by sexual orientation in each hourly pay quartile, %



## Proportion of heterosexual and LGBQA+ staff by grade

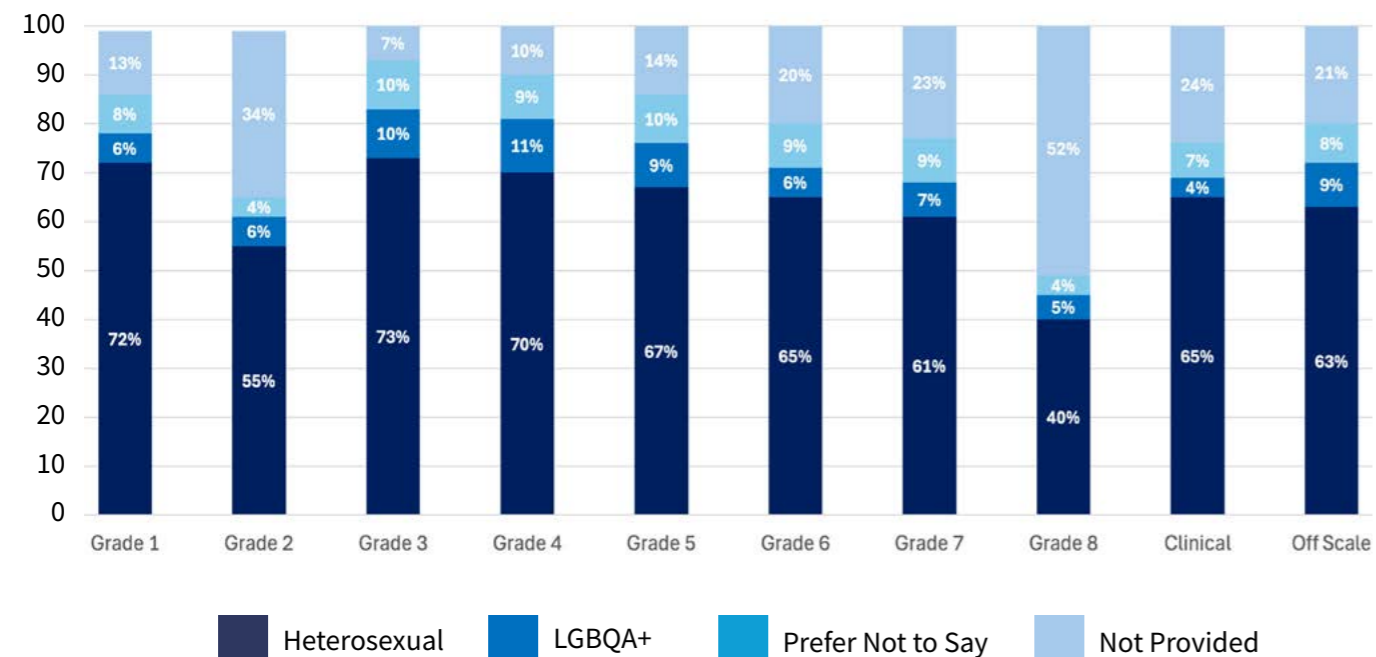
The proportion of LGBQA+ staff fluctuates between 4% and 11% between different grades, with the highest proportion of LGBQA+ staff being in grades three and four, and the lowest in grade 8 and clinical grades.

There is a visible trend of higher proportions of staff opting not to disclose their sexual

orientation information as grades increase, with more than half of the proportion of staff at grade 8 not having disclosed their information.

This suggests a need for encouraging greater disclosure, as with disability information, to increase our understanding of pay gaps between heterosexual and LGBQA+ staff.

### Sexual orientation distribution by grade, %



## Bonus Pay

7.7% of heterosexual staff and 6.3% of LGBQA+ staff received a bonus in the 12 month period up to March 2025. Our mean sexual orientation bonus gap -1.75%, in favour of LGBQA+ staff – a significant change from 56.43% last year. The median sexual orientation bonus gap continues to be 0%.

Excluding Clinical Impact Awards, 7.3% of heterosexual staff and 6.1% of LGBQA+ staff received a bonus. The mean sexual orientation bonus gap excluding Clinical Impact Awards is -8.6%, and the median is 0%.

As with other bonus gaps for other characteristics, the inclusion of Clinical Impact Awards in bonus gap calculations, which are externally awarded and often large sums, can cause significant fluctuations in the bonus gaps.

Queen Mary has no control over these payments. Hence, assessing bonus gaps when removing Clinical Impact Awards gives a clearer picture of discrepancies relating to internal bonus schemes.

## Key actions, Interventions to Date and Next Steps

This section highlights key actions and interventions underway across Queen Mary to advance inclusion and support progress in reducing our gender, ethnicity, intersectional, disability and sexual orientation pay gaps.

While this summary provides an overview, further detail on our activity, impact and progress can be found in our EDI Impact Report, which sets out our

initiatives and demonstrates our commitment to becoming the most inclusive institution of our kind.



## Disclosure Campaign

We have conducted, and continue to promote, disclosure campaigns across the university, to increase sharing of information and disclosure of personal characteristics. Having robust and as

## EDI Steering Group

The Equality, Diversity and Inclusion Steering Group (EDISG) is Queen Mary's central body for strategic oversight of EDI. Reporting to the Senior Executive Team (SET), it ensures that Staff Networks, Faculties and Professional Services Directorates are represented in shaping University-wide EDI priorities.

EDISG is supported by specialist sub-committees focusing on Disability Inclusion, Gender Equality, and Race Equality, alongside Faculties and local areas.

## Disability Inclusion

The Disability Inclusion Action Group (DIAG), now chaired by Queen Mary's Chief Governance Officer, Jonathan Morgan, continues to provide University-wide strategic oversight of disability inclusion at Queen Mary. Bringing together staff, students and key stakeholders, DIAG supports a whole-institution approach to removing barriers and improving the experiences of disabled people.

DIAG have been responsible for developing and implementing Queen Mary's Disability Inclusion Strategy, and ensuring that the voices of disabled staff and students inform decision-making. The group focuses on addressing environmental, digital, behavioural and systemic barriers, and building awareness across the University community.

### Key areas of progress include:

- The development of the Disability Inclusion Action Plan, Queen Mary's first institution-wide plan for disability inclusion, providing a structured framework for long-term change.
- Creation of a new vision statement that sets out Queen Mary's commitment to creating an inclusive environment where disabled staff and students can thrive.

complete data as possible is key in supporting reliable data analysis relating to equality, diversity and inclusion, and enabling action planning to address differences in experience by staff characteristic.

EDISG oversees their progress and ensures alignment, accountability and effective coordination.

Together, EDISG and its sub-committees provide a coherent, strategic approach to EDI across Queen Mary. Over the past year, we have continued to implement initiatives aimed at meeting our Key Performance Indicators, including our ambitions for 50:50:50 representation of women and 40:40:40 representation of Black, Asian and Minority Ethnic staff across all role levels.

- Strengthened external partnerships through our memberships with the Business Disability Forum and the Disability Confident Scheme as a Level 1: Disability Confident Committed employer, demonstrating our commitment to improving recruitment, retention and development of disabled staff.
- Initiated a full review of processes relating to reasonable adjustments for staff, aimed at increasing consistency, timeliness and clarity.
- Launched a Reasonable Adjustment for Staff Policy.
- Launched a template for 1:1 management conversations for discussing adjustments, intended to support attraction and development of staff living with a disability, with the view to enabling them to thrive and increasing representation in upper pay quartiles
- Continued work to identify and address barriers within the physical environment, improving accessibility across campuses.
- Launched Queen Mary's first Disability Inclusion Workplace Hub, providing a central source of information, guidance and resources for colleagues.

## LGBTQIA+ Inclusion

Through a coordinated and community-driven approach, Queen Mary has continued in its work to progress LGBTQIA+ Inclusion. The implementation of the interim LGBTQIA+ Inclusion Strategy has been a key driver of activity including:

- Continuing the delivery of strategic actions focused on visibility, awareness and community engagement.
- Continuing Queen Mary's membership of the Stonewall Diversity Champions programme.

- Marking over 20 LGBTQIA+ inclusion dates across 2024/25, highlighting key dates including Trans Day of Visibility, Bi Visibility Day, Trans Awareness Week and Transgender Day of Remembrance.
- Delivering collaborative programmes for LGBTQIA+ History Month and Pride Month, including flying the Progress Pride Flag throughout June to celebrate the LGBTQIA+ community.

## Gender Equality

The Gender Equality Action Group (GEAG) has remained focused on the successful delivery of Queen Mary's Gender Impact Plan (GIP), monitoring progress against priority actions, and ensuring that the voices of staff and students are reflected in decision-making. The group works to address structural, cultural and systemic barriers to gender equality and builds awareness of gender-related issues across the University community.

### Key areas of focus include:

- Successful delivery and monitoring of GIP actions, using annual evaluation reports to assess progress, impact and priority areas. The 2025 GIP evaluation report identified positive outcomes, including sustained high academic promotion success rates for women and, for Black, Asian and Minority Ethnic (BAME) staff - contributing to increased representation in senior academic roles and supporting reductions in gender and ethnicity pay gaps.

- Holding an Athena Swan Mid-Term Review to assess progress and identify areas requiring increased focus – receiving positive feedback from Advance HE on progress to date.
- Forming a dedicated self-assessment team to lead Queen Mary's Gold Athena Swan Submission.
- Supporting parents and carers through initiatives such as the Carers Career Development Fund, enabling staff with caring responsibilities to access tailored development opportunities.
- Launching the Gender Equality Directory of Good Practice & Research, a new online repository showcasing case studies, research and initiatives contributing to gender equality at Queen Mary and beyond.

GEAG's priority is to work towards a Gold Athena Swan submission, a key milestone in meeting our ambition to be the most inclusive university of our kind, anywhere.



## Race Equality

The Race Equality Action Group (REAG) continues to play a central role in driving progress on race equality at Queen Mary.

The group was revitalised to act as Queen Mary's Race Equality Charter (REC) Self-Assessment Team, leading a comprehensive institutional application to Advance HE through extensive data analysis and engagement with staff and student experiences.

Following successfully being awarded a Race Equality Charter (Bronze Award), recognising the University's commitment to advancing race equality as an institutional priority, REAG is now responsible for overseeing the implementation of Queen Mary's Race Equality Action Plan (2024–2029) which:

- Provides a comprehensive five-year action plan setting out a clear roadmap for achieving long-term, sustainable change.
- Ensured alignment with the University's overarching strategy, values and people-and-culture priorities.

The Race Equality Action Plan includes the Four Priority Areas for Future Work:

- Improving representation of Black, Asian and Minority Ethnic staff at senior levels.
- Taking appropriate and timely action on issues of race.
- Enhancing the Black undergraduate student experience.
- Investing in and developing Black, Asian and Minority Ethnic postgraduate researchers (PGRs).

## Opportunities for Staff Engagement

### Staff Networks

Queen Mary has continued to strengthen our Staff Network Structure, supporting and working collaboratively with our six recognised staff equality networks. This has included the full integration of networks into the University's EDI governance by including Co-Chairs as members of the relevant EDI Working Groups. Queen Mary was proud to see the launch of its first Menopause Staff Network, in response to colleague feedback.

- Disability Staff Network
- Gender Equality Staff Network
- Menopause Staff Network
- Parents and Carers Network
- QMOut (LGBTQIA+ Staff Network)
- Race Equality Staff Network

### EDI Forum

Queen Mary's EDI Forum provides an open platform for two-way discussions on EDI related ideas, challenges, good practice and concerns. Open to all staff and students, the Forum offers a safe and inclusive space for sharing reflections and recommendations.

Following each forum session a report including recommended actions is shared with attendees. These actions are progressed through the relevant EDI Working Group and monitored by EDISG.

### Staff Survey

Since 2022, Queen Mary has committed to an annual cycle of Staff Surveys, with the first survey held in May 2022 after a gap since 2019. The survey covers themes such as Queen Mary's strategy, leadership, support for staff, career development, recognition, wellbeing, work-life balance, sense of belonging, equality, diversity, inclusion, and communication. We are pleased to see an increase in favourable responses in 59 of the 67 survey questions since 2022. The survey results are presented and discussed with members of our staff networks to better understand the meaning behind the results.

## Positive Action Programmes

Queen Mary continues to invest in a range of positive action development programmes designed to nurture talent and support the career progression of colleagues from under-represented groups. These initiatives play a key role in advancing our Strategy 2030 commitments by creating equitable pathways for staff to develop and succeed. New guidance for managers and leaders on how to have effective Positive Action Conversations has been created to support broader engagement.<sup>14</sup>

### Aurora

Advance HE's Aurora programme aims to progress gender equality, focusing on core leadership skills and supporting women progress into leadership positions. In 2023/24–2024/25, Queen Mary increased funded places for the programme, supporting women into middle and senior leadership roles across academic and Professional Services roles. In total, Queen Mary sponsored 42 women to participate, a record-breaking cohort and Queen Mary's largest yet, supporting them to develop their leadership capacity and skills.

### B-Mentor

Our commitment to B-Mentor, a cross-institutional, mentoring scheme for Black, Asian, and Minority

Ethnic (BAME) staff remains strong. The programme provides 1-1 mentoring and networking opportunities to support professional development. 38 Queen Mary staff members participated between 2023–2025.

### South Action Learning Sets

Participation in the South-East Action Learning Sets (SEALs) provides women with a dedicated space to explore career challenges alongside peers from other institutions. Queen Mary also contributes a designated facilitator to lead one of the action-learning groups throughout the programme.

### Springboard

Queen Mary continues to fund places on the Springboard Women's Development Programme, offering a cohort of 20 women the opportunity to participate in both 2024 and 2025. This award winning international programme supports women at various stages of their careers and personal lives, enabling delegates to review and plan personal and professional development.

<sup>14</sup> [qmul.ac.uk/human-resources/media/hr/edi/Positive-Action-Conversation-Guide.pdf](https://qmul.ac.uk/human-resources/media/hr/edi/Positive-Action-Conversation-Guide.pdf)



## Staff Development Programmes

Queen Mary supports colleagues to participate in a variety of professional development programmes. A key aim is to strengthen leadership capability across the institution and ensure our colleagues are equipped with the skills and experience to support their career progression, in line with our strategic EDI objectives.

## Pathways to Leadership

Pathways to Leadership is a suite of structured programmes supporting colleagues at different stages of their management and leadership careers. Each programme embeds inclusion, helping participants grow as inclusive leaders. The four distinct programmes align in format and content with Strategy 2030 and reflect Queen Mary's core Values.

## Apprenticeships

Apprenticeships at Queen Mary enable colleagues to gain formal qualifications while applying new skills directly in their roles. Staff continue to engage across a broad range of opportunities, with 41 different apprenticeship programmes in use.

Women now represent 55% of all staff apprentices, with a sustained increase in female participation in the last three years. There has also been growth in BAME engagement, though further progress is needed to strengthen representation across all groups. Notably, there has been a 67% increase in Black colleagues completing apprenticeship programmes during this period, marking a significant area of progress despite overall numbers remaining small.

## Recruitment of Faculty EDI Leads

Three new EDI Faculty Lead roles have been created and successfully recruited for. These new roles report to the respective Faculty Vice-Principal and main responsibilities include:

- Leading the design and delivery of Faculty-level EDI Action Plan.
- Chairing their area's primary EDI decision-making group.
- Represent their unit on Queen Mary's EDI Steering Group and report local progress,

achievements and challenges.

The Faculty EDI Leads work in close partnership with the University's central EDI Team, with each unit having a named practitioner assigned to provide project support and guidance.

More information about work taking place to progress EDI in the Faculties can be found in Queen Mary's EDI Impact Report.

## Starting Salary

A starting salary policy has been implemented, and impact assessment has been completed 12 months post-implementation. Additionally, a starting salary dashboard has been created to enable ongoing

impact assessment and assurance on fairness and transparency of setting remuneration for new appointments.

## Equality Analysis

The University regularly undertakes equality analysis – our framework is embedded in organisational change, operational changes and policy changes – with expert support from the EDI time accompanied by clear

guidance and learning tools to develop confidence and maturity in equality analysis, identifying any adverse impacts and responding appropriately as a result.<sup>15</sup>

<sup>15</sup> [qmul.ac.uk/human-resources/equality/governance/equality-analysis](https://qmul.ac.uk/human-resources/equality/governance/equality-analysis)

## Our Future Priorities

Queen Mary continues to make strong progress toward our ambition of becoming the most inclusive university of our kind, anywhere, while recognising that there is still more to do.

We will continue our focus on accelerating change, with two key priorities: delivering our Race Equality Action Plan and developing our Athena Swan Gold submission. These areas of work will support our goal

of increasing the diverse representation of senior colleagues and strengthening the sense of belonging across our community. We look forward to sharing our continued progress going forward.



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

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