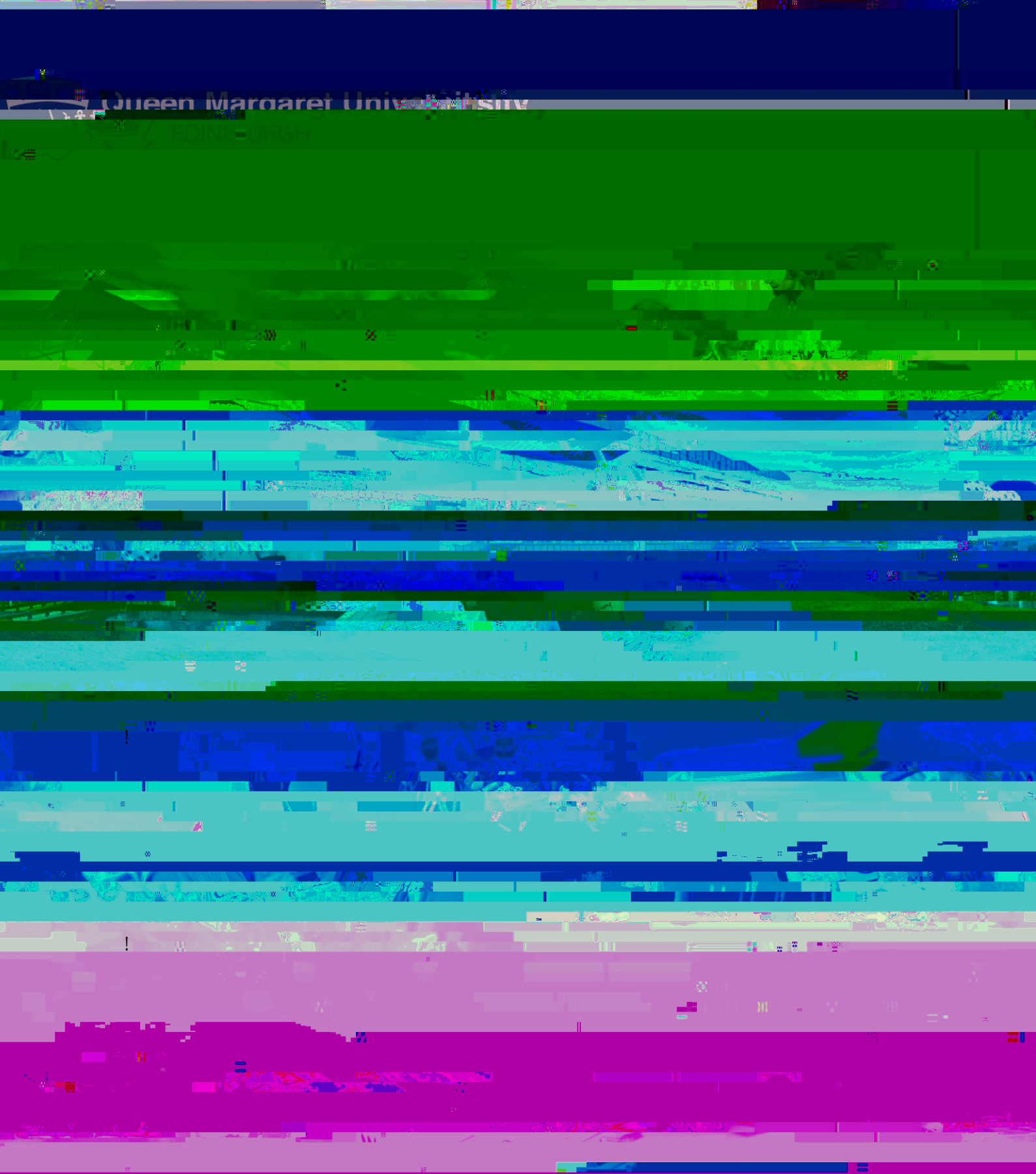

Queen Margaret University

U;E9%TB%B;Y J - AE%

%
%

B,8<($%7%	9@$%J /$%"&%A;2%,1%+@$%#$. $4"3 F $1+%) 1#%) 334,*)+,"1%"&% - AB%5657% '("*$/ /$/%
B,8<($%5)%	E+(<*+<($/%+"%E<33"(+%+@$% - AB%5657%! "#$%"&%' ( ) *+,*$%
B,8<($%5N%	

' 2 - 9%7%; \ 9 - T I J ! 9; T \ %

%

=4#! > ?%@#(&%'6! 53A?+B©#) $#&! %'&! +D©%$5'%+?&! '+! 3+E F©6! B%'4! #GH5©%'6! ©#$%&©5'%+?,! I'! %&! 3+E E%''#) !! '+!&HFF+('%?$! 5?) ! F(+E+'%?$! #GH5©%'6! %?! (#&#5(34J! 5?) ! '+! '(5?&F5(#?36! 5?) ! ;5%(?#&&! %?!) #3%&%+?&! 3+?3#(?%?$! '4#! (#F(#&#?'5'%+?! +;! '4#! #K3#©#?'! B+(A! +;! 5©! &'5;;,! I! ?! '4%&! " 89! 7 / 7 : ! . +) #! +;! < (53'%3#J! B#! &#'! +H'! +H(! F(+3#&&#&! +?L!

- =4#! ;5%(! 5?) ! '(5?&F5(#?'! %) #?'%;%35'%+?! +;! &'5;;! B%'4! - %$?%;%35?'! " #&F+?&%D%©%'6! +(! " #&#5(34! M - " " N,!
- O#'#(E%?%?$! B4+! %&! 5?! I?) #F#?) #?'! " #&#5(34#(,!
- =4#! &#©#3'%+?! +;! +H'FH'&,!

!

=4#! " 89! 7 / 7 : !

+(!&HD&'5?'%5C6!%EF(+@#)!%?&%$4'&[!5?)!'4#!H&#!+;!#K%&'%?$!A?+BC#)$#!%?!#KF#(%E#?'5C!)#@#C+FE#?'!'+!F(+)H3#!?#B!+(!&HD&'5?'%5C6!%EF(+@#)!E5'#(%5C&J!)#@%3#&J!F(+)H3'&!5?)!F(+3#&&#&J!%?3CH)%?$!)#&%$?!5?)!3+?&'(H3'%+?,!I'!**$S*4<#$/**%(+H'%?#!'#&'%?$!5?)!

=4#!8O . !45&!5!(#E%'!'+!#C%E%?5'#!)%&3(%E%?5'%+?J!5)@5?3#!#GH5C!+FF+('H?%'%#&!5?)!;+&'#(!$++)!(#C5'%+?&! D6! '53AC%?$! F(#\H)%3#! 5?)! F(+E+'%?$! H?)#(&'5?)%?$J! '4#(#D6! #?&H(%?$! '4#! >?%@#(&%'6! 5@+%)&!'4#!F+'#?'%5C!;+(!)%&3(%E%?5'%+?!+?!$(+H?)&!+;!'4#!F(+'#3'#)!#GH5C%'6!&'(5?)&,!

The Committee's remit goes beyond legislative compliance. It aims to support delivery of key elements of the University's Strategic Plan through policy development and the promotion of #K5EFC#&! +;! $++)! F(53'%3#! ;(+E! D+'4!%?'#(?5C! 5?)! #K'#(?5C! &+H(3#&,! I'! 5C&+! &##A&! '+!)#@#C+F!! 5?)! E5%?'5%?! #;;#3'%@#! ?#'B+(A%?$! 5?)! C%5%&+?! %?! #GH5C%'6! 5?)!)%@#(&%'6! %&&H#&,! =4%&! 5FFC%#&! %?'#(?5CC6! B%'4%?! '4#! >?%@#(&%'6! 5?)! #K'#(?5CC6J! B%'4! 5! F5('%3HC5(!;+3H&!

W?!8IW!+;!'4%&!.+)#!+;!<(53'%3#!%&!F(+@%)#)!%?!**233$1#,S%70_%W))%'%+?5C!%?)%@%)H5C!8IW&!+?!'4#!)#@#C+FE#?'!+;!H?)#(F%??%?$!F(+3#&&#&!5(#!FHDC%&4#)!+?!'4#!8O.!5?)!"89!7/7:!&'5;;!%?'(5?#'!&%'#&,!

><F)1%-$/"<(*$/%P>-Q%E+()+$8H%

I?!&HFF+('!+;!+H(!3+EE%'E#?'!'+!#ED#))%?$!'(5?&F5(#?'!5?)!;5%(!F(53'%3#&!%?!'4#!(#3(H%'E#?'!5?)!&#C#3'%+?!+;!&'5;;!5(#!&HD\#3'!'+!(+DH&'!8IW,!

I?!+()#(!'+!#?&H(#!;5%(!'(#5'E#?'!'4#!>?%@#(&%'6!5)+F'&!5!3+EF#'#?36!D5&#)!5FF(+534!'+%?'#(@%#B&[!5C!'4+&#!F5('%3%F5'%?$%?!5FF+%?'E#?'!F5?#C&!5(#!+;;#(#)!'(5%?%?$!5?)!Q"!&HFF+('!%?!+()#(!'+!#?(%34!'4#%(!H?)#(&'5?)%?$!5?)!#?&H(#!3+?&%&'#?'!5FF%35'%+?!+;!'4#!3+EF#'#?36!D5&#)!5FF(+534,!=4#!3+EF#'#?36!D5&#)!5FF(+534!&HFF+('&!'4#!+D\#3'%@#!5&&#&&E#?'!+;!3+EF#'#?3%#&!C%?A#)!'+!'4#!\+D!)#&3(%F'%+?!(#)H3%?$!'4#!F+'#?'%5C!;+(!D%5&!%?!&#C#3'%+?!)#3%&%+?&,!

I?!5))%'%+?!'+!;53#Z'+Z;53#!'(5%?%?$!5?)!Q"!&HFF+('J!'4#!>?%@#(&%'6!C5H?34#)!%?!9#D(H5(6!7/:2!!!!5!(5?$#!+;!#ZC#5(?%?$!E+)HC#&J!%?3C)H)%?$!&F#3%;%3!'(5%?%?$!+?!H?3+?&3%+H&!D%5&,!=4#&#!E+)HC#&!45@#!D##?!E5)#!5@5%C5DC#!'+!5C!&'5;;,!I?!WF(%C!7/:cJ!H?3+?&3%+H&!D%5&!#ZC#5(?%?$!'(5%?%?$!B5&!E5)#!E5?)5'+(6!;+(!5C!&'5;;!F5('%3%F5'%?$!%?!&#C#3'%+?!F5?#C&!;+(!&'5;;!(#3(H%'E#?'!5?)!;(+E!7/:Y!D#35E#!5!E5?)5'+(6!'(5%?%?$!(#GH%(#E#?'!;+(!5C!?#B!&'5;;,!V+&'!(#3#?'C6!%?!V5(34!7/:0!5?)!%?!V5(34!7/:YJ!H?3+?&3%+H&!D%5&!'(5%?%?$!B5&!#K'#?)#)!'+!E#ED#(&!+;!'4#!8O.!5?)!>?%@#(&%'6!.+H('!E#ED#(&,!=4#!>?%@#(&%'6!3+?'%?H#&!'+!+;;#(!#GH5C%'6!5?)!)%@#(&%'6!'(5%?%?$!;+(!5C!&'5;;!+?!5?!5??H5C!D5&%&,!

U#!5(#!3+EE%''#)!'+!'4#!F(%?3FC#!+;!#GH5C!F56!;+(!B+(A!+;!#GH5C!@5CH#J!;(##!;(+E!D%5&!5?)!D5&#)!+?!+D\#3'%@#!3(%'#(%5,!=4#!>?%@#(&%'6!(#3+$?%&#&!'45'!H?)#(!'4#!8GH5C%'6!W3'!7/:/J!D+'4!B+E#?!5?)!E#?!45@#!'4#!(%$4'!'+!#GH5C!F56!;+(B5(92+;!04GH5W@5C1#(E1370.1220.125sBT9.96009.96170.78489.1Tm/

;1/+,+<+,"1)4%)*+,.,+H%+"%)##($//%+@$%A+@1,*,+H%'("&,4$%"&%E+)&&%

_?C6!^,c`!+;!>?%@#(&%'6!&'5;;!5(#!RV8!B4%34!%&!D#C+B!'4#!-3+''%&4!Q8I!D#?34E5(A!+;!Y,c`,!U#!3+?'%?H#!'+!#?&H(#!+H(!(#3(H%'E#?'!5?)!(#'#?'%+?!&'(5'#$%#&!5(#!5C%$?#)!'+!D+'4!RV8!5?)!*+?!RV8!&'5;;,!

;1/+,+<+,"1)4%)*+,.,+H%+"%)##($//%+@$%Y$1#$(%')H%Y)3%

The University's Equal Pay Review fo(!7/:Y!&4+B&!'45'!B#!45@#!5?!+@#(5CC!F56!$5F!%?!;5@+H(!!!+;!;#E5C#!&'5;;!+;!/,70`,!U#!3+?'%?H#!'+!(#@%#B!+H(!F56!)5'5!+?!5?!5??H5C!D5&%&!5?)!5)@5?3#!53'%+?&!(#C5'#)!'+!$#?)#(!F56!@%5!+H(!W'4#?5!-UW*!53'%+?!FC5?,!

24,81F$1+%?,+@%;1/+,+<+,"1)4%-$/$)(*@%)1#%]A%E+()+$8H%

The REF 2021 Code of Practice aims to support the University's Research Strategy 2015Z7/!B4%34!&'5'#&!+H(!3+EE%'E#?'!'+L!

- IEF(+@%?$!'4#!GH5C%'6!+;!C%;#!5?)!DH%C)%?$!'4#!#@%)#?3#ZD5&#!;+(!F+C%36!5?)!F(53'%3#!'4(+H$4!B+(C)!C#5)%?$!EHC'%)%&3%FC%?5(6J!'(5?&C5'%+?5C!(#&#5(34!5?)!%?'#(?5'%+?5C!3+CC5D+(5'%+?,!
- I?%'%5'%?$!5?)!&45(%?$!(#&#5(34!%)#5&!'45'!5(#!)#E5?)!C#)!5?)!;+3H&#)!+?!5!D(+5)#(!F#(&F#3'%@#!Z!'4#!@5CH#!+;!+H(!B+(A!%&!E#5&H(#)!D6!%'&!%EF53'!5?)!'4#!&+3%5C!H&#;HC?#&&J!F(53'%35C%'6!5?)!5FFC%3

2*+,"1%;#$1+,&,$#%3"/+% - AB%567:%Z%I)#?'%;6!B56&!'+!F(+E+'#!3©5(%'6!5?)!3#©#D(5'#!)%@#(&%'6!%?!dV>!535)#E%3!%)#?'%'%#&,!

J3#)+$%)+% - AB%5657%

- •! *#B!"#&#5(34!5?)!P8!B#DF5$#&!©5H?34#)!%?!7/:c,!
- •! .H(5'%+?!5?)!3#©#D(5'%+?!+;!dV>!I?&F%(%?$!9#E5©#!"#&#5(34#(!8K4%D%'%+?!%?!7/:2!–!5©&+!+?!'4#!>?%@#(&%'6!B#DF5$#&,!
- •! 8?'(#F(#?Q8"!#@#?'!B%'4!+H(!.45?3#©+(!<(H#!b#%'4!%?!7/:S,!
- •! O#)%35'#)!&HFF+('!5?)!;H?)%?$!;+(!;#E5©#!(#&#5(34#(&!'+!5''#?)!#@#?'&!%,#,!--+5FD+K!-3%#?3#!5?)!W33#©#(5'Q8",!
- •! -H33#&&!%?!W'4#?5!-UW*!B%'4!5!(+©%?$!F(+$(5EE#!+;!5FF©35'%+?&,!
- •! 8%$4'!6#5(!(#'#?'%+?!+;!'4#!Q"!8K3#©#?3#!%?!"#&#5(34!WB5(),!

2*+,"1%;#$1+,&,$#%3"/+% - AB%567:%Z%IEF(+@#!5?)!#?45?3#!+FF+('H?%'%#&!;+(!E#?'+(%?$J!&5DD5'%35©&!5?)!(#&#5(34#(!)#@#©+FE#?',!

J3#)+$%)+% - AB%5657%

- •! "#&#5(34#(!)#@#©+FE#?'!DH)$#'&!5©+35'#)!'+!-34++©&!5?)!"#&#5(34!.#?'(#&,!
- •! I?&'%'H'%+?5©!E#ED#(&4%F!+;!a%'5#!5?)!&HD&3(%F'%+?!'+!'4#!a%'5#!"#&#5(34#(Ð#@#©+FE#?'!9(5E#B+(A!M"O9N!<©5??#(,!U+(A&4+F&!+?!H&%?$!'4#!"O9!F©5??#(!(H?!;+H(!'%E#&!5!6#5(!5?)!5(#!H&#)!'+!#?3+H(5$#!HF'5A#!D6!?#B!&'5;;J!DH'!5©&+!5&!5!(#;(#&4#(!;+(!#K%&'%?$!&HD&3(%D#(&,!
- •

2*+,"1%;#$1+,&,$#%3"/+%-AB%567:%

- I?3(#5&#!&'(5'#$%3!)%5C+$H#!D#'B##?!>+W!b#5)&J!Q#5)&!+;!O%@%&%+?!5?)!O#5?&!'+!C++A!5'!<#(;+(E5?3#!8?45?3#E#?'!"#@%#B!M<8"NJ!U+(AC+5)!WC+35'%+?!V+)#CJ!F(+E+'%+?&!5?)!535)#E%3!%)#?'%'%#&!%?!(#&#5(34!5?)!C#5(?%?$!5?)!'#534%?$,!
- 8ED#)!F5(%'6!+;!#&'##E!%?!(#&#5(34J!P8!5?)!%EF53',!

2*+,"1%;#$1+,&,$#%3"/+% - AB%567: %Z!8&'5D0%&4!E#345?%&E&!'+!;H00!6!35F'H(#!'4#!F+&%'%@#!%EF53'!+;!+H(!(#&#5(34!+?!'4#!#3+?+E6J!4#5 '4J!&+3%#'6J!3H0'H(#J!5?)!FHD0%3!)%&3+H(&#,!

J3#)+$%)+% - AB%5657%

- •! *#B!"#&#5(34!IEF53'!-'(5'#$6!5?)!%?@#&'E#?'!F05?!05H?34#)!5?)!%EF0#E#?'#)!;(+E!7/:c!+?B5()&,!
- •! O#)%35'#)!%?'%5'%@#&!45@#!'5($#'#)!&F#3%;%3!$(+HF&!%,#,!B+E#?!5?)!#5(06!35(##(!(#&#5(34#(&!'+!&HFF+('!'4#%(!B%)#(!'(5?&05'%+?505?)!%EF53'!&A%0&J!%?30H)%?$!E#)%5!5?)!

+;!D%5&!B%%!D#!5))(#&&#),!I'!%&!(#3+$?%&#)J!;+(!#K5EF%#J!'45'!'4#!E+&'!3+EE+?%6!H&#)!3%'5'%+?!)5'5D5&#&!5(#!?+'!;5%(%6!(#F(#&#?'5'%@#!+;!5%!+H(!)%&3%F%?#&!+(!+H'FH'!'6F#&!M#,$,!E+?+$(5F4&NJ!5?)!'45'!FHD%&4%?$!F(53'%3#&!@5(6!D6!$#?)#(,!

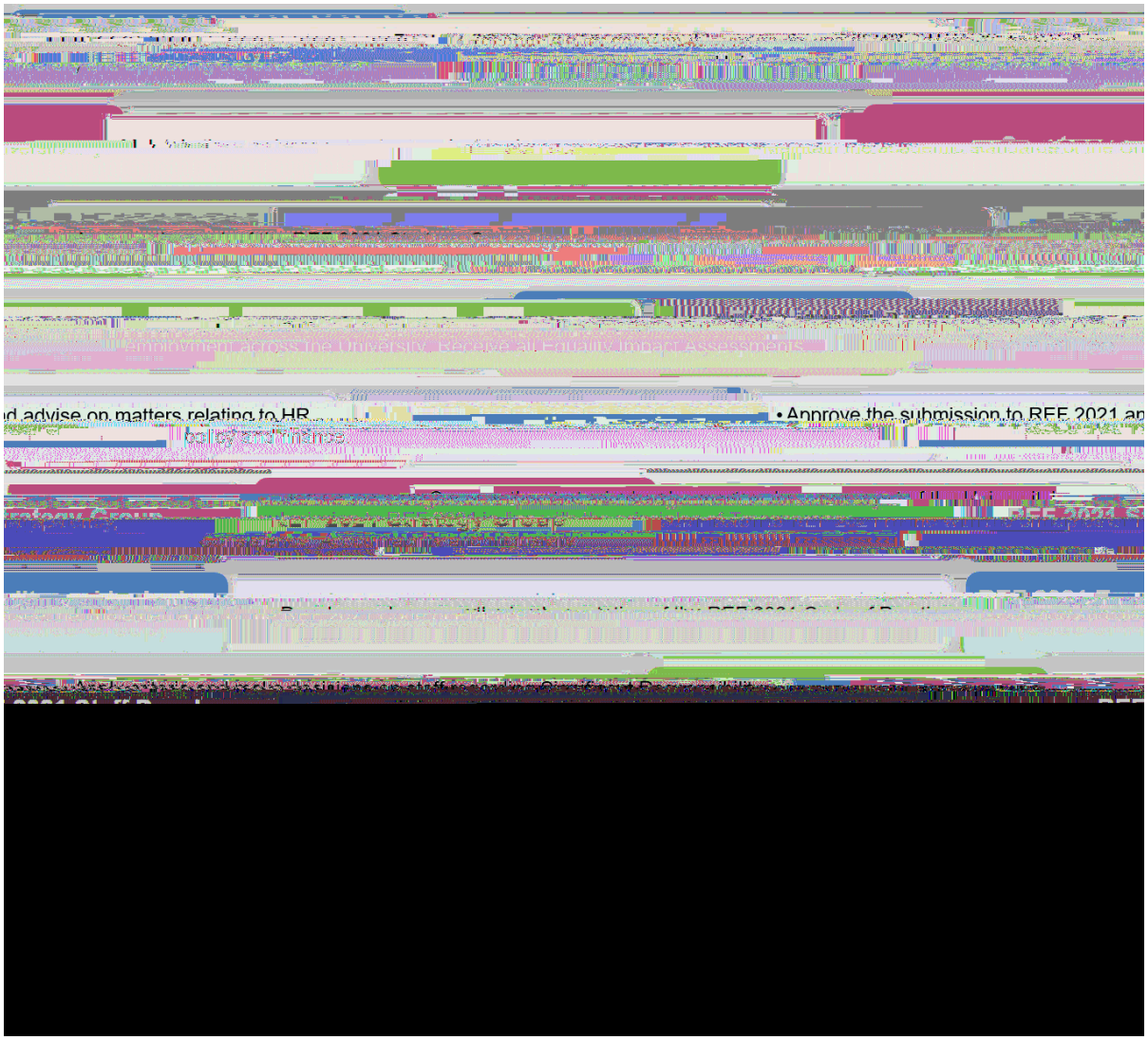
!"1/,/+$1*H%

- •! WFF+%?'E#?'!+;!5!"89!7/7:!8GH5%'6!5?)!I?3%H&%+?!M.+)#!+;!<(53'%3#N!T(+HFJ!B%'4!?+E%?5'#)!(#F(#&#?'5'%@#&!;(+E!'4#!=(5)#!>?%+?&!5?)!'4#!%?&'%'H'%+?5%!8O.J!'+!#?&H(#!'45'!'4#!"89!7/7:!.+)#!+;!<(53'%3#!%&!H?%;+(E%6!%EF%#E#?'#)!53(+&&!'4#%?&'%'H'%+?,!

- •! <(+E+'%+?!+;!5?!%?)#F#?)#?'J!%?&'%'H'%+?5%!(+%#!;+(!("P8O>!'+!#?&H(#

- <(+E+'%+?5!E5'#(%5!5?)!@%&H5!5B5(#?#&&!35EF5%$?&!5(+H?)!'4#!35EFH&!%?3!H)%?$!" 89! 7/7:!‘PopƵUps’.!
- WFF+%?'E#?'!+;!5?!%?&'%'H'%+?5!" 89!7/7:!W35)#E%3!b#5)!'+!345EF%+?!'4#!" 89!7/7:!.+)#!

%
%



B,8<($%5N%E< F F) (H% I ,) 8( ) F %" &%) 44% - AB%5657% ! " F F , ++$$ / %) 1#%Y ("<3 / %

%
%
%
%
%
%
%
%
%
%
%
%
%
%
%
%
%
%
%
%

' 2 - 9%5% 2 \ I % ' 2 - 9%R%; I A \ 9;B `; \ Y%E92BB% ^ ;9>%E;Y \ ;B; ! 2 \ 9% - AE ' T \ E;C;U;9 `% BT - %- AEA2 - ! >%2 \ I %- AEA2 - ! >%; \ I A ' A \ I A \ ! A%' TU; ! ;AE%2 \ I %' - T ! A I J - AE%

%

C)*K8("<1#%

The UK Higher Education Funding Bodies' REF 2021 guidance states that criteria for identifying &'5;;!;+(!&HDE%&&%+?!'+! " 89!7/7:!&4+H(!D#!)#@#(+F#)!3+(5D+(5'%@#(6!B%'4!'4#!535)#E%3!&'5;;!D+)6J!5?)!'45'!#@%)#?3#!+;!%?&'%'H'%+?ZB%)#!3+?&H('5'%+?!+?!'4#!3(%'#(%5!&4+H()!D#!5@5%5D(#!%?!'4#! institution's REF 2021 Code of Practice.!

The University made the decision to seek the early views of academic staff on the University's

Staff employed on ‘research only’ con'(53'&!!EH&'!!D#!!I?)#F#?)#?'!!"#&#5(34#(&!!'+!!E##'!! the definition of REF 2021 Category A Eligible. All staff on ‘research only’ contracts who are I?)#F#?)#?'!"#&#5(34#(&!B‰D#!(#'H(?#)!5&!"89!7/7:!.5'#$+(6!W!-HDE‰''5D‡#,!

"#&#5(34!W&&‰&'5?'&!M&+E#'‰E#&!5‡&+!)#&3(‰D#)!5&!(#&#5(34!

0)(,)+,"1/%,1%)33(")*@%+"%,#$1+,&H,18%/+)&&%?,+@%E--%)1#%-$/$)(*@%;1#$3$1#$1*$%

=4#!F(+3#&&!;+(!%)#?'%;6%?$!&'5;;!B%'4!-""!5?)!"#&#5(34!I?)#F#?)#?3#!B%C!D#!&'5?)5()!53(+&&!5C!>+W&,!=4#(#!B%C!D#!?+!@5(%5'%+?!%?!#EFC+6E#?'!F(53'%3#&!D6!'4#!>+W,!

AS*$3+,"1/%&"(%1$?%-AB%5657%A4,8,N4$%E+)&&%

I'!%&!(#3+$?%&#)!'45'!&'5;;!B4+!5(#!?#B!'+!'4#!>?%@#(&%'6!E56!?+'!6#'!E##'!'4#!3(%'#(%5!5&!&#'!+H'!5D+@#!5?)!'4#(#;+(#!;+(!+F#(5'%+?5C!FH(F+&#&J!?#B!&'5;;!B4+!E##'!'4#!)#;%?%'%+?!+;!5!"89!7/7:!.5'#$+(6!W!-'5;;!5?)!5(#!'4#(#;+(#!"89!7/7:!8C%$%DC#J!B%C!D#!5&&#&&#)!'+!)#'#(E%?#!B4#'4#(!'4#6!4+C)!-""!F(%+(!'+!'4#!?#K'!&'5$#!+;!&34#)HC#)!"89!7/7:!-'5;;!<5?#C!E##'%?$&,!

U4#(#!&H34!35&#&!#K%&'!'4#!(#C#@5?'!Q#5)!+;!O%@%&%+?!+(!O#5?!E56!5FFC6!5?!#K3#F'%+?!'+!'4#!3(%'#(%5!5?)!)#&%$?5'#!5!&'5;;!E#ED#(!5&!45@%?$!-""!+(!"#&#5(34!I?)#F#?)#?3#!B%'4+H'!5FFC6%?$!'4#!E%?%EHE!'4(#&4+C),!

'("*$//%

U%'4%?!1/!B+(A%?$!)56&!+;!'4#%(!&'5('!)5'#!5C!"89!7/7:!8C%$%DC#!-'5;;!B%C!D#!$%@#?!5!<8"!'+!%)#?'%;6!'4#%(!-""!5?)!"#&#5(34!I?)#F#?)#?3#!&'5'H&!5?)!B%C!D#!%?@%'#)!'+!5!E##'%?$!B%'4!'4#%(!(#C#@5?'!"#&#5(34!.#?'(#!O%(#3'+(!'+!%)#?'%;6!'4#%(!"#&#5(34!.#?'(#!V#ED#(&4%F,!=4#!Q#5)!+;!O%@%&%+?!
or Dean will be responsible for arranging this as part of the new staff members' local induction.
=4%&!F(+3#&&!B%C!5C&+!D#!;+C+B#)!B4#(#!#K%&'%?$!&'5;;!345?$#!3+?'(53'&!5?)!'4#!?#B!3+?'(53'!(#&HC'&!%?!'4#!&'5;;!E#ED#(!D#3+E%?$!"89!7/7:!8C%$%DC#,!

U4#(#!'4#!

=4#!;+C+B%?$!5(#! **\ T9**%$(+H?)&!;+(!5FF#5C!

- a5C)%'6!or standing of the University's judgements concerning the selection of outputs D5&#)!+?!GH5C%'6,!
- University's overall strategy for submission related to selection of UoAs and the quality 3(%'#(%5!;+(!&HDE%&&%+?,!
- WC+3ation of individual's research outputs to a specific!>+W,!

! " F F<1,*)+,"1%+"%/+)&&%"1%+@$% - AB%5657%233$)4/%' ("*$//%

- O#'5%C&!+;!'4#!" 89!7/7:!WFF#5C&!<(+3#&&!B%C!D#!%?3CH)#)!%?!C#''#(&!&#?'!'+!&'5;;!5)@%&%?$!'4#E!+;!'4#!+H'3+E#!+;!'4#!" 89!7/7:!-'5;;!<5?#C!V##'%?$&,!Q"!B%C!&#?)!'4#&#!C#''#(&!'+!&'5;;!5'!'4#%(!4+E#!5))(#&&,!
- =4#!" 89!7/7:!WFF#5C&!<(+3#&&!%&!5@5%5DC#!+?!'4#!-'5;;%?'(5?#',!
- V#&&5$#&!B%C!D#!&#?'!+H'!'+!5C!&'5;;!'+!E5A#!'4#E!5B5(#!+;!'4#!" 89!7/7:!WFF#5C&!<(+3#&&,!=4#&#!B%C!%?3CH)#!'4#!'%E#'5DC#!+;!" 89!7/7:!WFF#5C&!<5?#C!E##'%?$&J!5?)!'4#!)#5)C%?#&!;+(!'4#!&HDE%&&%+?!+;!" 89!7/7:!WFF#5C!9+(E&,!
- Q#5)&!+;!O%@%&%+?!B4+!5(#!'4#!;%(&'!F+%?'!+;!3+?'53'!;+(!%?;+(E5C!)%&3H&&%+?J!B%C!E5A#!&'5;;!5B5(#!+;!'4#!" 89!7/7:!WFF#5C&!<(+3#&&,!
- A Staff REF 2021 'dropZ

- V5A#!(#3+E E#?)5'%+?&!'+!'4#!" 89!7/7:!-'(5'#$6!T(+HF!+?!'4#!GH5%'6!5?)!;%?5%!&#%#3'%+?!+;!

" 89!7/7:!>+W!b#5)&!B%C!%?@%'#!" 89!7/7:!-HDE%''5D&#!-'5;;!H&%?$!9+(E!:!P**- $&$(%+"%233$1#,S%**
76(%'+!(5'#!MH&%?$!'4#!GH5&%'6!)#;%?%'%+?&!%?!**B,8<($%X**N!5C!+;!'4#%(!+H'FH'&!

'4#!;%?5(!(5'%?$&!D6!'4#!"89!7/7:!b#5)!B%(!D#!&#?'!'+!"P8O>!&+!'45'!'4#&#!5(#!(+$$#)!;+(!5H)%'!FH(F+&#&J!5?)!5!3+F6!&#?'!'+!"89!7/7:!-HDE%''5D(#!-'5;;!;+(!'4#%(!+B?!(#3+()&,!!!

"89!7/7:!-HDE%''5D(#!-'5;;!5(#!5&A#)!'+!5)@%&#!'4#%(!"89!7/7:!>+W!b#5)!+;!5?6!5))%'%+?5(!+H'FH'&!'+!;+(+BJ!B4%34!;5(!B%'4%?!'4#!"89!FHD(%35'%+?!53'%3#

- •! <+'#?'%5C!%EFC%35'%+?&!+;!)+HDC#!B#%$4'%?$!5?)!(#GH%(#)!(#&#(@#!+?!'4#!+@#(5CC!5@5%C5DC#!+H'FH'!F++C,!
- •! 8K3#F'%+?5CC6J!#K'#(?5C!F##(!(#@%#B!(5'%?$&,!

!

^@$($%)1%"<+3<+%@)/%F"($%+@)1%"1$%)<+@"(%?@"%,/%-AB%5657%E<NF,++)N4$%,1%+@$%-AB%5657%J"2M%+@$%"<+3<+%?,44%N$%)++(,N<+$#%N)/$#%"1%+@$%"3+,F<F%"<+*"F$%&"(%+@$%J1,.$(/,+H%)/%)%?@"4$_%9@$%&"44"?,18%*(,+$(,)%?,44%N$%)334,$#[%

- •! WH'4+(!3+?'(%DH'%+?,!
- •! W3'%@#C6!5))(#&&%?$!5?)!(#&F+?)%?$!'+!%&&H#&!%)#?'%;%#)!D6!8IW&!%?!(#C5'%+?!'+!+H'FH'!&#C#3'%+?,!
- •! W))%'%+?5C!+H'FH'&!5@5%C5DC#!'+!5?!5H'4+(!;+(!&HDE%&&%+?!'+!'4#!"89!7/7:!>+W!'+!+F'%E%&#!'4#!D#?#;%'!+;!'4#!5@5%C5DC#!F++C!+;!+H'FH'&,!

=4#!F(+3#&&!B%C!

AFN)(8"%3$(,"#/%

W?6!#ED5($+!F#(%+)&!%EF+&#)!D6!\+H(?5C!FHDC%&4#(&!EH&'!?+'!#K3##)!'4#!;+C+B%?$!C#?$'4&L!

- •! :7!E+?'4&!;+(!"89!V5%?!<5?#C&!W!5?)!R,!
- •! 7^!E+?'4&!;+(!"89!V5%?!<5?#C&!.!5?)!O,!

_H'FH'&!&'%C!H?)#(!#ED5($+!35?!D#!&#C#3'#)!;+(!"89!7/7:!F(+@%)#)!'45'!'4#!)5'#!+;!%(&'!FHDC%35'%+?!%&!&'%C!B%'4%?!'4#!"89!7/7:!(#F+('%?$!F#(%+),!

0$(/,"1%+"%</$%

"89!7/7:!-HDE%''5DC#!-'5;;!&4+HC)!H&#!'4#!;%?5C!)(5;'!5H'4+(!E5?H&3(%F'J!5&!533#F'#)!;+(!publication, including modifications based on referees' suggestions, but before it has H?)#($+?#!3+F6Z#)%'%?$!5?)!F(++;!3+((#3'%+?,!=4%&!%&!&+E#'%E#&!A?+B?!5&!'4#!F+&'ZF(%?'J!533#F'#)!E5?H&3(%F'!MWVNJ!5H'4+(!533#F'#)!E5?H&3(%F'!MWWVNJ!5H'4+(!@#(&%+?J!+(!F#(&+?5C!3+F6,!I'!%&!%EF+('5?'!'+!45@#!'4#!3+((#3'!@#(&%+?!+;!'4#!;%C#!'+!HFC+5)!5?)!'+!34#3A!;+(!3+F6(%$4'!(#&'(%3'%+?&,!I'!%&!+;'#?!!

T<+3<+% - $#<*+,"1%P ! (" / /%($&$(%?,+@%/$*+,"1%"1%/+)&&%*,(*<F /+)1*$/%"1%3)8$%:5Q%

I'!%&!533#F'#)!'45'!'4+&#!B4+!B+(A!F5('Z'%E#!+(!B4+!45@#!35(%?$!(#&F+?&%D%C%'%#&J!+(!F#(%+)&!+;!%CC!4#5C'4J!+(!;5E%6Z(#C5'#)!C#5@#J!+(!35(##(!D(#5A&!;+(!F#(&+?5C!(#5&+?&J!+(!B4+!5(#!8 . " &J!)H(%?$!'4#!5&&#&&E#?'!F#(%+)!E%$4'!3+?'(%DH'#!;#B#(!+H'FH'&!'45?!+'4#(&,!=4#!%EF53'!+;!#534!3%(3HE&'5?3#!+?!'4#!5D%C%'6!+;!5?!%?)%@%)H5C!'+!$#?#(5'#!#K3#CC#?'!+H'FH'&!&!H?%GH#,! " 89!7/7:!>+W!T(+HF&!!B%CC!&#C#3'!'4#!D#&'!F+(';+C%+!+;!+H'FH'&!'45'!D#&'!(#F(#&#?'&!'4#!#K3#CC#?'!(#&#5(34!;(+E!'4+&#!5@5%C5DC#!'+!E5A#!HF!'4#!>+W!+H'FH'!F++C,!

-'5;;!+H'FH'XF(+$(#&&%+?!(#&F+?&%D%C%'%#&!B%CC!D#!5)5F'#)!'4(+H$4!'4#%(!<8 " !5?)!B+(AC+5)!FC5??%?$,!=4#!>?%@#(&%'6!%&!3+E E%''#)!'+!#?&H(%?$!'45'!'4+&#!B4+!)#3C5(#!&'5;;!3%(3HE&'5?3#J!;+(!B45'#@#(!(#5&+?J!5(#!?+'!+?C6!?+'!)%&5)@5?'5$#)!DH'!5(#!&HFF+('#)!%?!5!B56!5FF(+F(%5'#!'+!'4#%(!%?)%@%)H5C!3%(3HE&'5?3#&,!

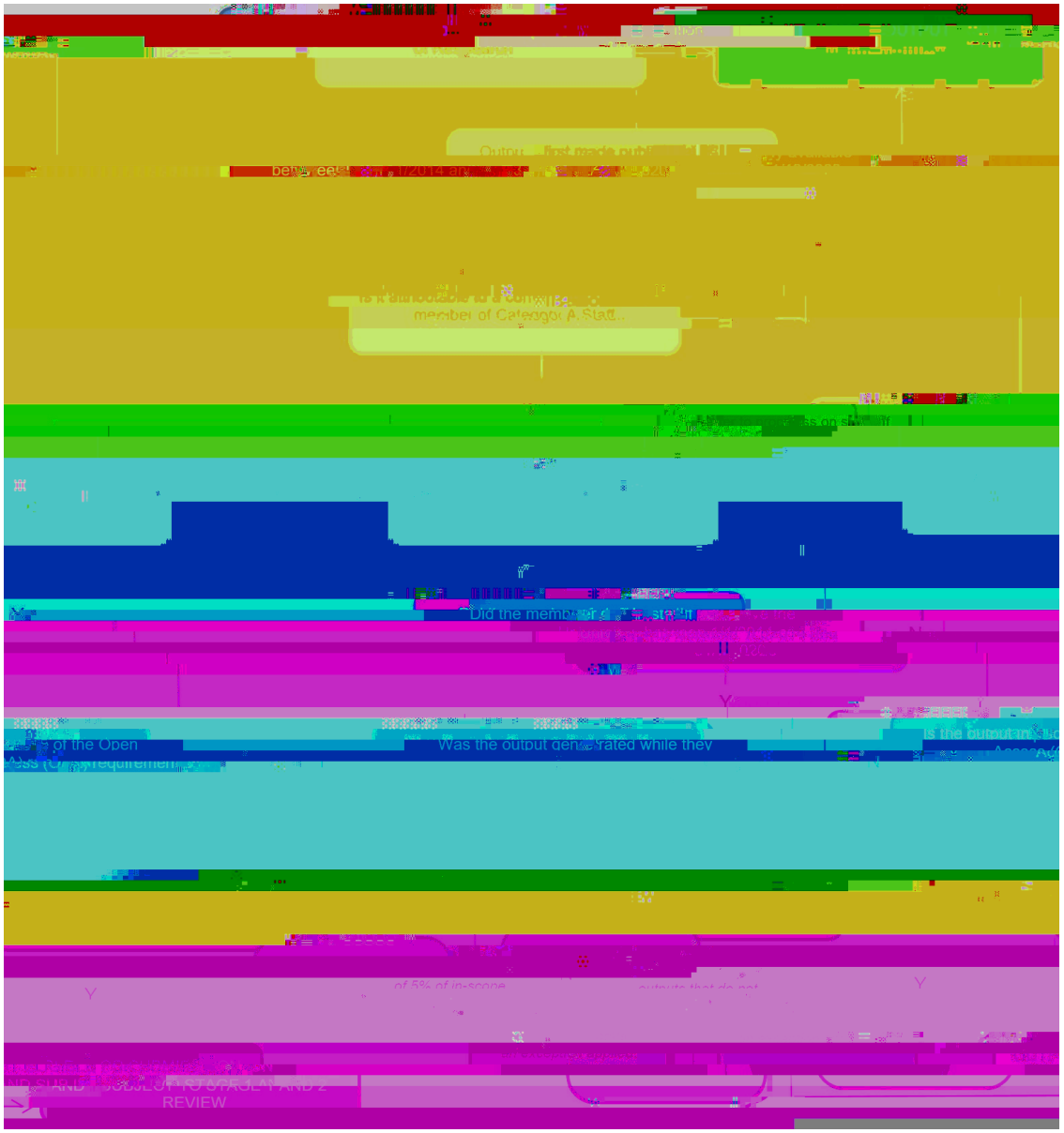
=4#!)#3+HFC%?$! +;! &'5;;! ;(+E! +H'FH'&! F#(E%'&! $(#5'#(! ;C#K%D%C%'6! %?! F(#&#?'%?$! 5! F+(';+C%+;5

•! W)+F'%?$!'4#!F(%?3%F&#&!+;!'4#!b#%)#?!V5?%;#&'+,!

•!

B,8<($%=%Z% ' (" *$#<($%&"(%T<+3<+%A4,8,N,4,+H%&"(%!)+$8"(H%2% - AB%5657%E<NF,++)N4$%E+)&&%

%



!

B,8<($%L%Z% ' (" *$#<($%&"(%+@$%E4*+,"1%)1#%2++(,N<+,"1%"&%T<+3<+/%&"(%!)+$8"(H%2%- AB%5657%

E<N F,++)N4$%E+)&&%

%

%

- AB%5657%E+)&&%! ,(*< F /+)1*$/%

%

' "4,*,$/%)1#%' (" *$#<($/%

%

=4#! ;+C+B%?$! F(+3#)H(#! F(+@%)#&! 5! &5;#! 5?)! &HFF+('%@#! &'(H3'H(#! ;+(! &'5;;! '+!)#3C5(#! #GH5C%'6! (#C5'#)! 3%(3H E &'5?3#&! '45'! E56! 45@#! 5;;#3'#)! M+(! 45@#! '4#! F+'#?'%5C! '+! 5;;#3'N! '4#%(! (#&#5(34! F(+)H3'%@%'6!5?)!F5('%3HC5(C6!'4#%(!5D%C%'6!'+!F(+)H3#!

2,! O%&5D%C%'6!M%?3CH)%?$!34(+?%3!3+?)%'%+?&N,!

c,! ICC!4#5'4J!%?\H(6!+(!E#?'5C!4#5C'4!3+?)%'%+?&,!

0,! .+?&'(5%?'&!(#C5'%?$!'+!;5E%C6!C#5@#!'45'!;5CC!+H'&%)#!+;!'4#!&'5?)5()!5CC+B5?3#&,!

Y,! .5(%?$!(#&F+?&%D%C%'%#&,!

S,! T#?)#(!(#5&&%$?E#?',!

:/,! ._aIOZ:S!MWFFC%35DC#!+?C6!B4#(#!(#GH#&'&!5(#!D#%?$!E5)#!;+(!'4#!(#E+@5C!+;!'4#!E%?%EHE!
+;!+?#!(#GH%(#E#?'N!

!

I'!%&!%EF+('5?'!'+!?+'#!'45'!3%(3HE&'5?3#&!35?!5FFC6!B4#(#!5?!%?)%@%)H5C!45&!?+'!D##?!5D&#?'!;(+E!
B+(A!4+B#@#(!'4#!3%(3HE&'5?3#&!45@#!&'%CC!45)!5?!%EF53'!+?!'4#%(!5D%C%'6!'+!F(+)H3#!(#&#5(34!
+H'FH'&,!

<5('!'%E#!B+(A%?$!M(#)H3#)!9=8N!%&!'5A#?!%?'+!533+H?'!%?!'4#!35C3HC5'%+?!+;!'4#!(#GH%(#)!+H'FH'&!
&+!%&!?+'!C%&'#)!5D+@#!5&!5?!5FFC%35DC#!3%(3HE&'5?3#!4+B#@#(!35?!D#!3+?&%)#(#)!%?!3#('5%?!
3%(3HE&'5?3#&J!;+(!#K5EF(#)B4#(#!'4#!9=8B8!5550595.56842.04reW%.04Wn/C$cS0.1370.1220.125sBT9.96

!

I'!%&!(#3+$?%&#)!'45'!&'5;;!3%(3HE&'5?3#&!E56!345?$#!D#'B##?!'4#!3C+&%?$!)5'#!;+(!3%(3HE&'5?3#&!
'+!D#!&HDE%''#)!+?!1/!]H?#!7/ :S!5?)!'4#!3#?&H&!)5'#!+;!1:!]HC6!7/7/,!!U4#(#!%'!%&!'4#!35&#!'45'!
&'5;;! 3%(3HE&'5?3#&! 345?$#! 5;'#(! '4#! F(+3#&&! 45&! 3+?3CH)#)J! &'5;;! E56! &HDE%'! 5?! HF)5'#)!
-HFF+('%?$!-'5;;!.%(3HE&'5?3#&!

2 ' ' A \ I ;b%5%Z% - AB%5657% I $&,1,+,"1 /%

9$(F%	I $&,1,+,"1%

%
%
%
%
%

2 ' ' A \ I ;b%R%Z%AS+()*+%&(" F%+@$% - AB%5657%P5670%Y<,#)1*$%"1%E<NF,//,"1/%Z%Y4"//)(H%"&%T<+3<+/%

%

W&!+H'%?#)!%?!'4#!>?%@#(&%'6!"89

!
!
!
!
!

!%–%!@)3+$(% <O9! HF℃+5)! +;! 345F'#(! 5?)! W3'H5℃!
,1%N""K% F5$#M&N! +;! '4#! D++A! '45'! D#5(!
'4#! '%'℃#J! FHD℃%&4#(J! #)%'+(! 5?)!
FHD℃%35'%+?!)5'#!

!
!
!
!
!
!

e"<(1)4%)(+,*4$/%

I%–%e"<(1)4% -HDE%'!B%'4!O_IL!"89!'#5E!'+!
)(+,*4$%

J-

!
!
!
!
!
!

'%–%I$.,*$/% <O9!HF(+5)!+;! <4+'+$(5F4%3(!@%&H5(!(#3+()!

!
!
!
!

;%-%' $(&"(F)1*$% <O9!HFC+5)!+;! "#F(#&#?'5'%+?! +;! '4#! W!C%@#!+(!(#3+()#)!F#(;+(E5?3#!MD6J!#!
F4+'+$(5F4%3X!@%&H5C! +H'FH'! M#,$,! (#3+()%?$!
(#3+()!+;!+H'FH'J!+(! +(!F4+'+$(5F4%3X!@%&H5C!
)#'5%C&!+;!4+B!%'!35?!D#! (#3+()N!5?)!#@%)#?3#!+;!
;(##C6!533#&&#)!M#,$,! 6#5(! +;!)%&&#E%?5'%+?!
> "bJ!O_IN!5?)!#@%)#?3#! MF5F#(!5?)X+(!OaOX . OX!
+;!6#5(!+;!)%&&#E%?5'%+?! > - RN!

!
!
!
!
!
!

O%$%'5(!5('#;53'&!

Y%–%E"&+?)($% <O9!HF(+5)!+;!B(%''#?!

!
!
!
!

d%–%I,8,+)4%"(%
.,/<)4%F$#,)%

O#'5%C&!+;!4+B!%'!35?!D#!
;(##C6! 533#&&#)! M#,$,!
> " bJ!O_IN!5?)#@%)#?3#!
+;!6#5(!+;!)%&&#E%?5'%+?!

8%'4#(! 5! 3+F6! +;! '4#!
FHDC%&4#)! OaOJ! . O! +(!
+'4#(! @%&H5C! +H'FH'[! +(!
;+(! +H'FH'&! '45'! B#(#!
D(+5)35&'J! 5!)%$%'5C! +(!
+'4#(!@%&H5C!3+F6!+;!'4#!
3+?'#?'!5?)!#@%)#?3#!+;!
6#5(!+;!)%&&#E%?5'%+?!

"#&#5(34!+H'FH'&!F(#&#?'#)%?!)%$%'%&#)!5?)X+(!5H)%+Z@%&H5C!;+(E5',!=4%&!E56!'5A#!'4#!;+(E!
+;!E+@%?$!%E5$#J!&+?%3J!@%&H5C!+(!+'4#(!)%$%'5C!E#)%5!+(!B(%''#?!'#K'J!+(!5!3+ED%?5'%+?!+;!
'4#&#J!5&!5FF(+F(%5'#J!'+!#?5DC#!'4#!F5?#C!'+!533#&&!'4#!(#&#5(34!)%E#?&%+?&!5?)X+(!'4#!
researcher's!3+?'(%DH'%+?!'+!'4#!+H'FH'!5?)!

!
!
!
!
!
!

_'4#(!

0%–%	<O9!HFC+5)!+;!+H'FH'!+(!	=4#!53'H5C!+H'FH'!MF5F#(!
9()1/4)+,"1%	)#&3(%F'%+?!+;!'4#!+H'FH'J!	+(!> - RN!
	+(!)#'5%C&!+;!4+B!%'!35?!	
	D#!;(##C6!533#&&#)!M#,$,!	
	> " bJ!O_IN!	

2 ' ' A \ I ;b%:%

%

E+)&&M%! " F F ,++$$/%)1#%9(),1,18%+"%/<33"(+% - AB%5657%#$*,/,"1%F)K,18%3(" *$/ /$/%

I ,)8() F%2%

%
%
%

7_% - AB%5657%E+()+$8H%Y("<3%

%

VFN(/@,3%

%

233",1+$#%NH%+@$%'(,1*,3)4%

O#FH'6!<(%?3%F5CJ!M . +?@#?#(N!
>?%@#(&%'6!" 89!7/7:!W35)#E%3!b#5)!
V#ED#(!+;!'4#!>?%@#(&%'6! . +H('!

233",1+$#%NH%+@$%I$3<+H%'(,1*,3)4%

I$)1/%"&%E*@""4%

O#5?J!Q#5C'4! - 3%#?3#&!
O#5?J!W('&J! - +3%5C! - 3%#?3#&!5?)!V5?5$#E#?'!

- AB%5657%J1,+%"&%2//$//F$1+%PJ"2Q%U$)#/%

>+W!1!b#5)!Z!WC%#)!Q#5C'4!<(+;#&&%+?&J!O#?'%&'(6J!*H(&%?$!5?)!<45(E536!
>+W!7c!b#5)!Z!

5?)!+@#(&##?!D6!'4#!"89!7/7:!8GH5C'6!5?)!I?3CH&%+?!M.+)#!+;!<(53'%3#N!T(+HF!+?L!

- =4#!;5%(!5?)!'(5?&F5(#?'!%)#?'%;%35'%+?!+;!&'5;;!B%'4!-%$?%;%35?'!"#&F+?&%DC%'6!;+(!"#&#5(34,!
- O#'#(E%?%?$!B4+!%&!5?!I?)#F#?)#?'!"#&#5(34#(,!
- W?)!'4#!&#C#3'%+?!+;!+H'FH'&,!

- U+(A!%?!533+()5?3#!B%'4!'4#!"89!7/7:!.+)#!+;!<(53'%3#!'+!D#!F(+53'%@#!%?!5)4#(%?$!'+!D(+5)#(!%?&'%'H'%+?5C!F+C%3%#&!5?)!&'(5'#$%#&!'45'!&HFF+('!#GH5C'6!5?)!)%@#(&%'6,!
- <(+@%)#!(#F+('&!'+!'4#!

5_% - AB%5657%AG<)4,+H%)1#%;1*4</,"1%P!"#$%"&%'()*+,*$Q%Y("<3%

VFN(/@,3%

>?%@#(&%'6!"89!7/7:!W35)#E%3!b#5)!M.+?@#?#(N!
O#5?!+;!-34++C!+;!Q#5C'4!-3%#?3#&h!
O#5?!+;!-34++C!+;!W('&J!-+3%5C!-3%#?3#&J!5?)!V5?5$#E#?'h!
W3'%?$!Q#5)!+;!Q"!5?)!E#ED#(!+;!'4#!8GH5%'6!5?)!O%@#(&%'6!.+EE%''##h!
Q#5)!+;!"#&#5(34!5?)!P?+BC#)$#!8K345?$#!O#@#C+FE#?'!>?%'!M"P8O>N!5?)!E#ED#(!+;!'4#!
8GH5C%'6!5?)!O%@#(&%'6!.+EE%''##,!M-#3(#'5(6Nh!
"89!7/7:!<(+\#3'!_;;%3#(!MV%?H'#!-#3(#'5(6N!
>?%+?!"#F(#&#?'5'%@#!

: _% - AB%5657%E+)&&%!,(*<F /+)1*$/%')1$4%

VFN(/@,3%

O#5?&!

Q#5)!+;!Q"!M.45%(Nh!

-#?%+(!Q"!<5('?#(!M-#3(#'5(6N!

>?%@#(&%'6!"89!7/7:!W35)#E%3!b#5)!

hV#ED#(!+;!'4#!8GH5C%'6!5?)!O%@#(&%'6!.+EE%''##!

!

7_%9$(F/%"&%-$&$($1*$%

- O#@#C+F!5?)!%EFC#E#?'!F(+3#)H(#&!;+(!'5A%?$!%?'+!533+H?'!&'5;;!B4+&#!3%(3HE&'5?3#&!45@#!5;;#3'#)!'4#%(!5D%C%'6!'+!(#&#5(34!F(+)H3'%@#C6!'4(+H$4+H'!'4#!F#(%+)!%?!(#C5'%+?!'+!'4#!UoA's '+'5C!+H'FH'!(#GH%(#E#?',!
- O#@#C+F!5?)!%EFC#E#?'!F(+3#)H(#&!;+(!'5A%?$!%?'+!533+H?'!'4#!#;;#3'!5?)!(5?$#!+;!3%(3HE&'5?3#&!'45'!45@#!45)!5?!#K3#F'%+?5C!#;;#3'!+?!'4#!5D%C%'6!+;!

:_%-$*"(#%]$$3,18%'("*$#<($%

W©©!V%?H'#&!;(+E!E##'%?$&!B%©©!D#!'(#5'#)!5&!3+?;%)#?'%5©!5?)!©+$$#)!3#?'(5©©6J!H&%?$!&'5?)5()!%?&'%'H'%+?5©!;+(E&J!B%'4!"P8O>,!=4#!"89!7/7:!<(+\#3'!_;;%3#(J!D5&#)!%?!"P8O>!B%©©!53'!5&!V%?H'#!-#3(#'5(6!'+!'4#!T(+HF,!=4#!Q#5)!+;!"P8O>!B%©©!D#!'4#!-#3(#'5(6!'+!'4#!T(+HF,!

X_%B,+%?,+@,1%?,#$(%;1/+,+<+,"1)4%V)1)8$F$1+%E+(<*+<($%

=4#!B+(A!+;!'4#!T(+HF!B%©©!;##)!;+(E5©©6!%?'+!'4#!>?%@#(&%'6!.+EE%''##!-'(H3'H(#!5&!+H'©%?#)!%?!**I,)8()F%2_%**

%

=_%I$+),4/%"&%9(),1,18%'("., #$#%

All Group members will participate in the University'&!"89!7/7:!8GH5©%'6!5?)!O%@#(&%'6!=(5%?%?$!<(+$(5EE#,!

=_7_%9,F$/*)4$%

=4#!B+(A!+;!'4#!<5?#©!B%©©!3+EE#?3#!;(+E!:!_3'+D#(!7/:Y!'+!1:!O#3#ED#(!7/7/,!

!

=_5_%!"1+$1+%9),4"($#%+"%-AB%5657%

8GH5©%'6!5?)!O%@#(&%'6!'(5%?%?$!B%©©!D#!3+?'#K'H5©%&#)!;+(!"89!7/7:!FH(F+&#&,!

!

L_%2#.,/"(H%"(%I$*,/,"1%V)K,18%-"4$%

=4#!<5?#©!B%©©!45@#!5?!W)@%&+(6!5?)!O#3%&%+?!V5A%?$!(+©#,!

L_% - AB%5657%J1,+%"&%2/ /$/ / F$1+%PJ" 2Q%U$)#%

%

7_%9$(F /%"&% - $&$($1*$%

U+(A%?$!B%'4%?!'4#!F5(5E#'#(&!+;!'4#!" 89!7/7:! . +)#!+;!<(53'%3#!%?!(#C5'%+?!'+!>+W!C#@#C!
&HDE%&&%+?!&'(5'#$6J!&#C#3'%+?!+;!+H'FH'&J!#?@%(+?E#?'!5?)!%EF53'L!

- •! " #3#%@#!5!C%&'!+;!" 89!7/7:!-HDE%''5DC#!&'5;;!;(+E!'4#!(#C#@5?'!" 89!7/7:!-'5;;!<5?#C,!
- •! <(+@%)#!C#5)#(&4%F!5?)!@%&%+?J!#?&H(%?$!'45'!#534!>+W!E5A#&!'4#!&'(+?$#&'!" 89!7/7:!&HDZ!
  E%&&%+?!F+&&%DC#,!
- •! =5A#!+B?#(&4%F!5?)!(#&F+?&%D%C%'6J!%?)%@%)H5CC6!5?)!\+%?'C6!B%'4!C#5)&!;(+E!+'4#(!>+W&J!;+(!5!
  &F#3%;%3!>+W!5?)!%'&!(#C5'#)!>+W&,!
- •! _F'%E%&#!'4#!>+W&HDE%&&%+?!5?)!'45'!+;!(#C5'#)!>+W&!D6!B+(A%?$!'+!E%'%$5'#!B#5A?#&&#&!
  5?)!'+!4%$4C%$4'!&'(#?$'4&!53(+&&!5CC!5&F#3'&!+;!'4#!&HDE%&&%+?,!
- •! 8?&H(#!'45'!+H'FH'&!H?)#($+!(%$+(+H&!(#@%#BJ!%?'#(?5CC6!5?)J!%?!&#C#3'#)!35&#&J!#K'#(?5CC6J!%?!
  +()#(!'+!5&&#&&!GH5C%'6!F(%+(!'+!%?3CH&%+?!;+(!" 89!7/7:,!
- •! U%'4%?!'4#!>+

X_%I $+),4/%"&%9(),1,18%'("..,#$#%

REF 2021 Leads will participate in the University's REF 2021 Equality and Diversity Training <(+$(5EE#,!

X_7_%9,F$/*)4$%

=4#!B+(A!+;!'4#!"89!7/7:!>+W!b#5)!B‰!3+EE#?3#!;(+E!:!_3'+D#(!7/:Y!'+!1:!O#3#ED#(!

W_%J1,.$(/,+H%-AB%5657%2*)#$F,*%U$)#%

7_%9$(F/%"&%-$&$($1*$%

- •! <(+@%)#!&'(5'#$%3!)%(#3'%+?!%?!'4#!)#@#C+FE#?'!+;!+H(!&HDE%&&%+?!'+!"89!7/7:,!
- •! -HFF+('!5?)!(#F(#&#?'!'4#!>+W!b#5)&!%?!'4#!)#@#C+FE#?'!+;!"89!7/7:!-'(5'#$6!53(+&&! +H'FH'&J!%EF53'!5?)!#?@%(+?E#?',!
- •! W3'!5&!'4#!.+?@#?+(!+;!'4#!"89!7/7:!8GH5C%'6!5?)!I?3CH&%+?!M.+)#!+;!<(53'%3#N!T(+HF,!
- •! O#FH'%&#!;+(!'4#!O#FH'6!<(%?3%F5C!5?)!(#F(#&#?'!'4#!>?%@#(&%'6!5'!#@#?'&!5?)!;+(HE&!%?!(#C5Z! '%+?!'+!"89!7/7:,!
- •!

!
!
!
!
!

2 ' ' A \ I ; b%X%Z% - AB%5657%A d J 2U;9 `%2 \ I %I ;0A - E;9 `%9 - 2; \ ; \ Y% ' U2 \ %

%

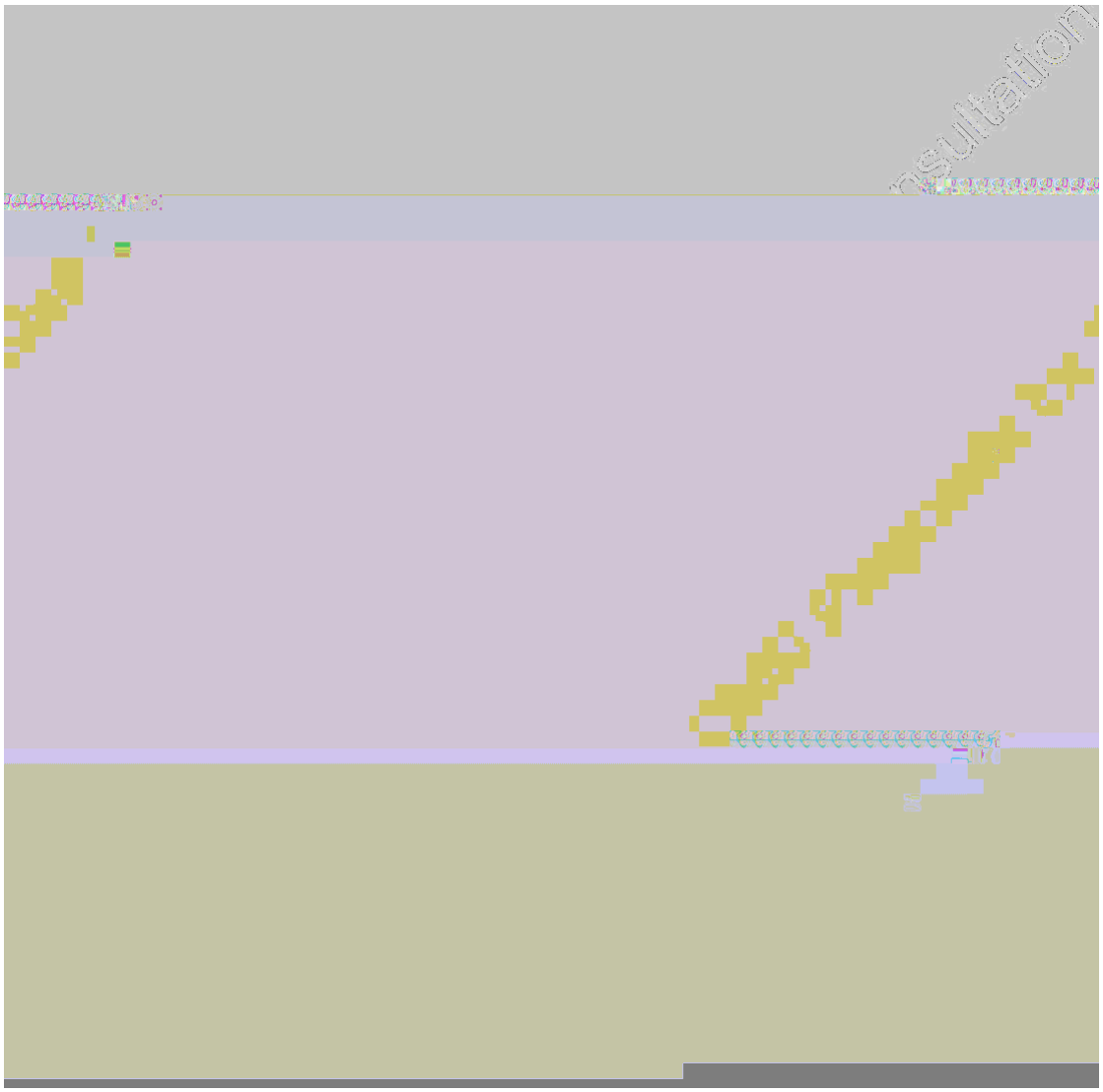
Y("<3% \ ) F $%	- $ / 3 " 1 / ,N4$% B"(%	9(),1,18% - $G<,($ F $1+/%	U$. $4% "&% J1#$(Z% /+)1#,18%	V "#$% "&% I $4, . $(H%	9, F ,18%
8K#3H'%@#! R+5()! !	WFF(+@5C!+;! ;%?5C!&HDE%&&%+?! '+! " 89J!5)@%&#! +?!%&&H#&! (#C5'%?$!'+!Q " ! 5?)!;%?5?3#! !	•!b#$5C!3+?'#K'!+;! " 89! •!8GH5C%'%#&!W3'!5?)!+@#(@%#B!+;!F(+'#3'#)!345(53'#(%&'%3&! •!O#5C%?$!B%'4!&'5;;!3%(3HE&'5?3#&! •!8GH5C%'6!IEF53'!W&&#&&E#?'!_@#(@%#B! •! - %$?%;%35?'!(#&F+?&%D%C%'6!;+(!(#&#5(34!5?)!I?)#F#?)#?3#! •!>?3+?&3%+H&!R%5&!	_@#(@%#B! !	8ZC#5(?%?$! M(#GH%(#)N! 953#!'+!;53#! M+F'%+?5CN! !	953#!'+!953#! * +@! i ! O#3!7 / : Y! % 8ZC#5(?%?$! - HE E#(! 7 / : S! !
" 89!7 / 7 : ! - '(5'#$6!T (+HF! ! !	IEFC#E#?'5'%+?! +;!'4#! . +)#!+;! <(53'%3#! ! !	•!b#$5C!3+?'#K'!+;! " 89! •!8GH5C%'%#&!W3'!5?)!+@#(@%#B!+;!F(+'#3'#)!345(53'#(%&'%3&! •!O#5C%?$!B%'4! - '5;;! . %(3HE&'5?3#&! •!8GH5C%'6!IEF53'!W&&#&&E#?'! •!8 i O!%?!(#&#5(34!#?@%(+?E#?'!5?)!%EF53'! •! - %$?%;%35?'!(#&F+?&%D%C%'6!;+(!(#&#5(34!5?)!	_@#(@%#B! !	8ZC#5(?%?$! M(#GH%(#)N! 953#!'+!;53#! M+F'%+?5CN! !	953#!'+!953#! * +@! i ! O#3!7 / : Y! % 8ZC#5(?%?$! - HE E#(! 7 / : S! !

!
!
!

7_% ;1+("#<*+,"1%

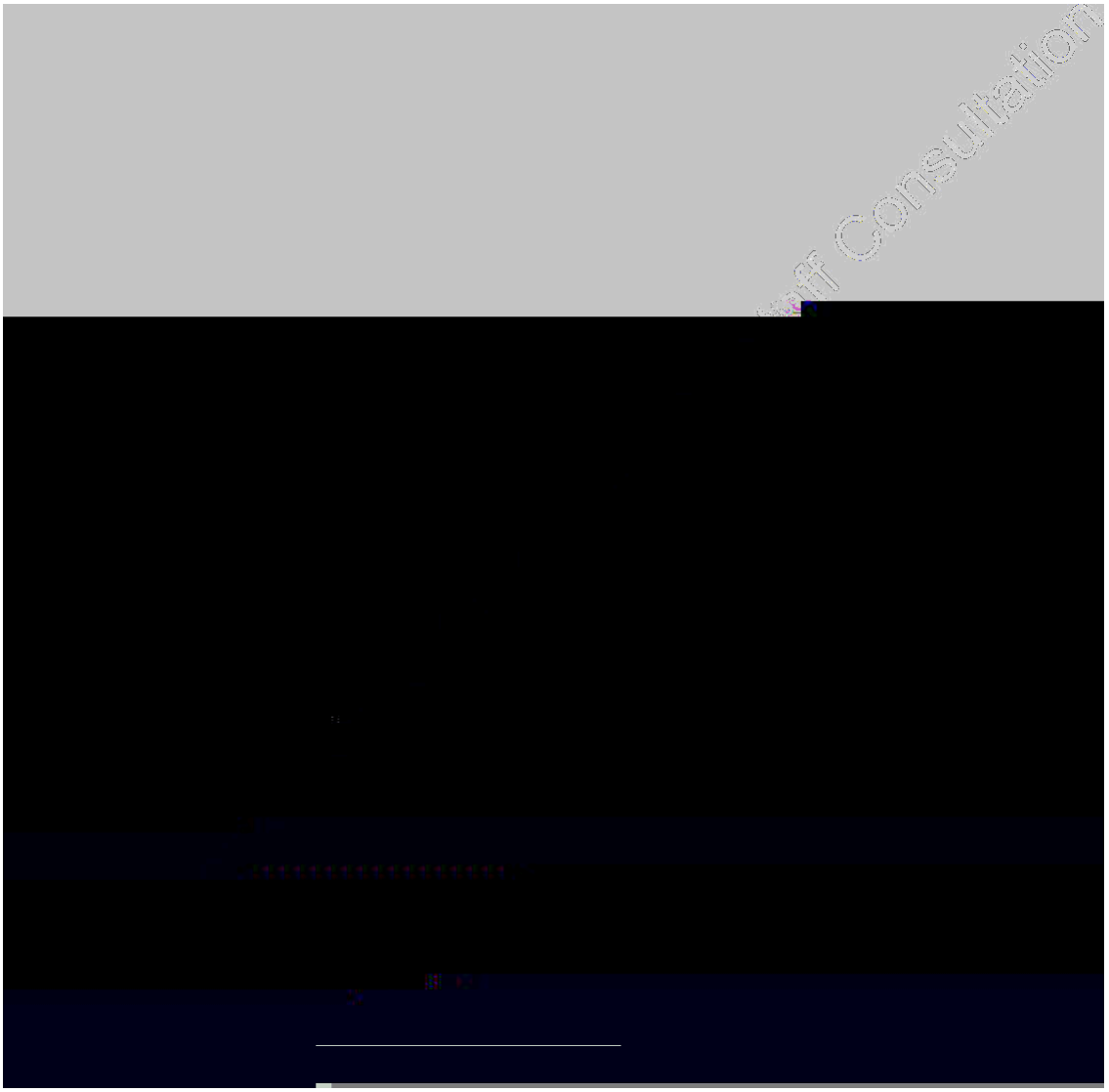
%

=4%&!



Initial Scoping - QMU Proposals for Staff Consultation

X_5% !"1/<4+)+,"1



!
!
!

2 ' ' A \ I ;b%L%

!
!

2 ' ' A \ I ;b%W%Z% - $ / $) (* @%B$44" ? / @,3 / %

%

: ,! =5D0#! : !F(+@%) #&!5!0%&'!+;!3+ E F#'%'%@#!(#&#5(34!;#00+B&4%F&J!F(#&#?'#) !%?!5 0F45D#'%350!+() #(! D6!;H?) #(J!'45'!45@#!D##?!3+?;%(E#) !D6!'4#!;H?) #(!'+!(#GH%(#!(#&#5(34!%?) #F#?) #?3#,⊨4%&! 0%&'!%&!%?'#?) #) !'+!$H%) #!%?&'%'H'%+?&!B4#?!) #@#0+F%?$!'4#%(!3(%'#(%5!'+!%) #?'%;6!%?) #F#?) #?'! (#&#5(34#(&,!;+%/@"<4#%1"+%N$%+)K$1%+"%N$%$S@) < / +, . $%5?) !'4#!;H?) %?$!D+) %#&!(#3+$?%&#! '45'! E 5?6!(#0#@5?'!;#0+B&4%F!&34# E #&!5(#!?+'!35F'H(#) J!%?30H) %?$!(#&#5

8< - " . !	8< - " . !<+&')+3'+(5C!9#CC+B&4%Fh:!
!	!
8 - " . !	8 - " . !9H'H(#! . %'%#&! . 5'5FHC'!9#CC+B&4%F!
8 - " . !	8 - " . !9H'H(#!b#5)#(&!T(5?'!
8 - " . !	8 - " . X=H(%?$!9#CC+B&4%F&!
8 - " . X> " PI!	85(C6! . 5(##(!" #&#5(34#(!I??+@5'%+?!9#CC+B&4%F&!
!	!
8H(+F#5?!" #&#5(34! . +H?3%C!	8 " . !W)@5?3#)!T(5?'&!
8H(+F#5?!" #&#5(34! . +H?3%C!	8 " . ! . +?&+C%)5'+(!T(5?'&!
8H(+F#5?!" #&#5(34! . +H?3%C!	8 " . ! - '5('%?$!T(5?'&!
!	!
Q#5C'4!8)H35'%+?!8?$C5?)!	I?'#$(5'#)! . C%?%35C!W35)#E%3!<(+$(5E E#! . C%?%35C! b#3'H(#&4%Fh!
Q#5C'4!8)H35'%+?!8?$C5?)!	I?'#$(5'#)! . C%?%35C!W35)#E%3!<(+$(5E E#! - #?%+(! . C%?%35C!b#3'H(#&4%F!
!	!
b#@#(4HCE#!=(H&'!	85(C6! . 5(##(!9#CC+B&4%F!

!	!
>P " I!	>P " I!9H'H(#!b#5)#(&!9#%+B&4%F&!
>P " I!	>P " I!I??+@5'%+?!9#%+B&4%F&!
!	!

2 ' ' A \ I ;b%O%;1/+,+<+,"1)4%E+)+F1+%"1%+@$%J/$%"&%V$+(,*/%,1%-$/$)(*@%2//$//F$1+%

%

7_%;1+("#<*+,"1%

dV>!B%C!5FF6!;5%(!5?)!'(5?&F5(#?'!E#345?%&E&!%?!(#&#5(34!5&&#&&E#?'!5?)!'4#!F(%?3%F#&!%?!'4%&!&'5'#E#?'!B%C!H?)#(F%?!'4#!%?&'%'H'%+?5!7/:2–

=4#! b#%)#?! V5?%;#&'+! D(%?$&! '+$#'4#(! 533#F'#)! DH'!)%&F5(5'#! F(%?3%F0#&! +;! $++)! F(53'%3#! %?! research evaluation. The manifesto represents the “distillation of best practice in metricsZD5&#)! (#&#5(34!5&&#&&E#?'!&+!'45'!(#&#5(34#(&!35?!4+0)!#@5HH5'+(&!'+!533+H?'!5?)!

- V5?6!3%'5'%+?!'++C&!5?)!GH5?'%'5'%@#!%?)%35'+(&!5(#!%?4#(#?'C6!&A#B#)!'+!8?$C%&4!C5?$H5$#!+H'FH'&,!dV>!@5CH#&!'4#!%?'#(?5'%+?5C!)%E#?&%+?!+;!EH34!+;!%'&!(#&#5(34!5?)!#?3+H(5$#&!FHDC%35'%+?!%?!'4#!5FF(+F(%5'#!C5?$H5$#!;+(!'4#!(#&#5(34!H&#(,!
- "#3+$?%&#!5(#5&!+;!F+'#?'%5C!D%5&!5?)!5%E!'+!5))(#&&!'4#EL!&H34!5!3+?&%)#(5'%+?!5FFC%#&!'+!'4#!E+&'!B%)#C6!H&#)!3%'5'%+?!)5'5D5&#&!5?)!'4#%(!5C%$?E#?'!B%'4!dV>!)%&3%FC%?#&!5?)!+H'FH'!'6F#&!5?)!$#?)#(!D%5&!%?!3%'5'%+?!F(53'%3#&,!

X_R_%'("*$//$/%/@"<4#%N$%"3$1%)1#%+()1/3)($1+%

- _F#?C6!)#3C5(#!B4#?!GH5?'%'5'%@#!%?)%35'+(&!5(#!H&#)!5?)!F(+E+'#!(#&#5(34#(!5B5(#?#&&J!H?)#(&'5?)%?$!5?)!&3(H'%?6!+;!5&&#&&E#?'!E#'4+)+C+$%#&J!#?&H(%?$!'45'!F(+3#&&#&!5(#!'(5?&F5(#?'!5?)!)+3HE#?'#),!
- W%E!;+(!5!D5C5?3#!D#'B##?!&%EFC%3%'6!5?)!533H(536!%?!'4#!H&#!+;!GH5?'%'5'%@#%?)%35'+(&,!
- 8?&H(#!(#&#5(34!5&&#&&E#?'!#KF#3'5'%+?&!5(#!'(5?&F5(#?'J!;5%(!5?)!3+?&%&'#?'!D6!&#''%?$!#KF#3'5'%+?&!%?!5)@5?3#!'4(+H$4!'4#!dV>!<8"!F(+3#&&,!
- 8?3+H(5$#!(#&#5(34#(&!'+!H?)#(&'5?)!5?)!345C#?$#!'4#!%?)%35'+(&!H&#)!%?!(#C5'%+?!'+!'4#%(!+H'FH'&,!
- "+C!+H'!?#B!F(+3#&&#&!%?!7/7/X7:!'+!#?&H(#!'45'!5C!(#&#5(34#(&!5(#!(#$%&'#(#)!;+(!5?!_"Z!.IO!IO!'+!#?&H(#!3+?&%&'#?'J!(#C%5DC#!5''(%DH'%+?!+;!B+(A,!

X_:_%V,/34)*$#%*"1*($+1//%)1#%&)4/$%3($*,/,"1%/@"<4#%N$%).",#$#%

- >&#!E#'(%3&!+?C6!B4#(#!'4#%(!&'(#?$'4&J!B#5A?#&&#&!5?)!C%E%'5'%+?&!5(#!H?)#(&'++)!5?)!B4#(#!FC53%?$!H?)H#!&%$?%;%35?3#!+?!GH5?'%'5'%@#!)%;;#(#?3#&!3+HC)!D#!5@+%)#),!
- I?3CH)#!35@#5'&!(#&F+?&%DC6!%?!(#&#5(34!5&&#&&E#?'!)5'5!5?)!(#F+('&,!
- >?)#('5A#!(#$HC5(!(#5&&#&&E#?'!+;!5?6!%?)%35'+(&!H&#),!

!

X_X%9@$%/H/+$F,*%$&&$*+/%"&%)//$//F$1+%)1#%,1#,*)+"(/%/@"<4#%N$%($*"81,/$#%

- !

=_5_%

!
!
!
!
!
!

- T<+3<+/%PV,1,F<F%"&%7%–%V)S,F<F%X%&"(%-AB%5657Q%;&%)##,+,"1)4%"<+3<+/%)($%).),4)N4$%+@)+%H"<%?"<4#%4,K$%+"%3<+%&"(?)(#%&"(%G<)4,+H%($.,$?M%+@$/$%*)1%N$%)##$#%)+%+@$%$1#%"&%+@,/%B"(F_%
- !-AB%5657%')1$4%E3$*,&,*%Y<,#)1*$%?,44%N$%,//<$#%+"%/<33"(+%+@$%*"F34$+,"1%"&%+@,/%B"(F_%
- !E$4&ZA.)4<)+,"1%–%'4$)/$%)//,81%)%G<)4,+H%()+,18%&("F%7h%+"%:h%P%5h%,/%+@$%F,1,F<F%G<)4,+H%()+,18%&"(%-AB%5657Q%</,18%+@$%&"44"?,18%

T<+3<+/%/<NZ

!
!
!
!

T<+3<+%J - ;%&(" F%$ - $/$)(*@% - $3"(+%	!				
2<+@"(%E$4&%A .)4<)+,"1%d<)4,+H% -)+,18%–% ' 4$) / $%+,*K%)33("3(,)+$%N"S_%	: h%	Rh%	5h%	7h%	J1*4) / /,&,$#%
Q78D78%9=$A89J9$=%J3<%=37 I 4$%O$9#289A#%"A=%<$>$<: $B% ! 4$">$% D<3 :9=$%<"893A"4$%R . / /%O3<=>%@"6S%	!				
PAJ3<@"893A%" I 378%82$%<$>$"<12%D<31$>>%"A=T3<%13A8$A8%O2$<$% 829>%9>%A38%$:9=$A8%J<3@%82$%378D78%98>$4JB%R ' / /%O3<=>%@"6SB%	!				
U3$>%82$%378D78%9A147=$%>9#A9J91"A8%@"8$<9"4%D7 I 49>2$=%D<93<%83% . % V"A7"<H%& / . (W% 08"8$@$A8%3A%23O%J"<%82$%O3<X%O">%<$:9>$=%83% 9A13<D3<"8$%A$O%@"8$<9"4B%R . / /%O3<=>%@"6S%	!				

T<+3<+%5%

!
!
!
!
!
!

T<+3<+%R%	'$1#,18%'<N4,*)+,"1%ME H&'!D#!%?!'4#!FHD%3!)+E5%?!D6!1:! O#3#ED#(!7/7/!#@%)#?3#!%,#,!b#''#(!;(+E!'4#!<HD%&4#(!+(!#GH%@5%#?'! B%%!D#!(#GH%(#)N!	T3$1%2**$//%!"F34,)1+%–%`$/% "(%\"%
`$/%	!	`$/% !

!
!
!
!

Q78D78%9=$A89J9$=%J3<%=37I4$%O$%#289A#%"A=%<$>$<:$$%!4$">$%D<3:9=$ <"893A"4$%R./ /%O3<=>%@"6S%	!
PAJ3<@"893A%"I378%82$%<$>$"<12%D<31$>>%"A=T3<%13A8$A8%O2$<$% 829>%9>%A38%$:9=$A8%J<3@%82$%378D78%98>$4JB%R'/ /%O3<=>%@"6SB%	!
U3$>%82$%378D78%9A147=$%>9#A9J91"A8%@"8$<9"4%D7I49>2$=%D<93<%83%.% V"A7"<H%&/.(W%O8"8$@$A8%3A%23O%J"<%82$%O3<X%O">%<$:9>$=%83%* 9A13<D3<"8$%A$O%@"8$<9"4B%R./ /%O3<=>%@"6S%	!

T<+3<+%X%	

!
!
!
!
!

2 ' ' A \ I ;b%77%-BT - V%5%Z% - AB%5657%T<+3<+%d<)4,+H% -)+,18%–%J " 2%U$)#%Z%A .)4<)+," 1%"&%T<+3<+/%

%

J " 2%	!
J " 2%U$)#%	!
I)+$[%	!

%
%
%
%
%
%
%
%
%
%
%
%
%
%
%
%
%
%
%
%

T<+3<+/%/<NZ

%
%
%

<+C%36!;+(!+F#?!533#&&!%?!
" #&#5(34!8K3#C#?3#!
9(5E#B+(A

2****$/ /%($G<,(F1+/%**

70,! =4#!+H'FH'!EH&'!D#!F(#&#?'#)!%?!5!;+(E!'45'!5C+B&!5?6+?#!B%'4!%?'#(?#'!533#&&!'+!
&#5(34!#C#3'(+?%35CC6!B%'4%?!'4#!'#K'J!(#5)!%'!5?)!)+B?C+5)!%'!B%'4+H'!345($#J!B4%C#!
(#&F#3'%?$!5?6!3+?&'(5%?'&!+?!'%E%?$!M5&!)#'5%C#)!%?!F5(5$(5F4&!7S!'+!12N!0,!U 4%C#!B#!)+!
?+'!(#GH#&'!'45'!+H'FH'&!5(#!E5)#!5@5%5DC#!H?)#(!5?6!F5('%3HC5(!C%3#?3#J!B#!5)@%&#!'45'!
+H'FH'&!C%3#?&#)!H?)#(!5!.(#5'%@#!.+EE+?&!W''(%DH'%+?!*+?Z.+EE#(3%5C!*+?ZO#(%@5'%@#!
M..!RgZ*.Z*ON!C%3#?3#!B+HC)!E##'!'4%&!(#GH%(#E#?',!

7Y,! _?3#!533#&&%DC#J!'4#!+H'FH'!&4+HC)!(#E5%?!&+,!

7S,! =4#!(#GH%(#)!'%E%?$!+;!3+EFC%5?3#!B%'4!'4#!533#&&!(#GH%(#E#?'&!)#F#?)&!+?!
B4#'4#(!5?!#ED5($+!%&!&F#3%;%#),!=B+!(+H'#&!5(#!$%@#?D#C+B,!

" +H'#!:L!9+(!+H'FH'&!)#F+&%'#)!B%'4!?+!#ED5($+!

1/,! =4#!+H'FH'!EH&'!E##'!'4#!533#&&!(#GH%(#E#?'&!5&!&++?!5&!F+&&%DC#!5?)!?+!C5'#(!
'45?!+?#!E+?'4!5;'#(!)#F+&%',!

" +H'#!7L!9+(!+H'FH'&!)#F+&%'#)!H?)#(!#ED5($+!

1:,! =4#!+H'FH'!EH&'!E##'!'4#!533#&&!(#GH%(#E#?'&!5&!&++?!5&!F+&&%DC#!5?)!?+!C5'#(!
'45?!+?#!E+?'4!5;'#(!'4#!#?)!+;!'4#!#ED5($+!F#(%+),!=4#!#ED5($+!F#(%+)!'6F%35CC6!D#$%?&!
5'!'4#!F+%?'!+;!;%(&'!FHDC%35'%+?!M%?3CH)%?$!+?C%?#FHDC%35'%+?N,!

17,! 8ED5($+!F#(%+)&!&4+HC)!?+'!#K3##)!'4#!;+CC+B%?$!E5K%E5L!

9$*@1,*)4%$S*$3+,"1/%

^/,! =4#!;+C+B%?$!#K3#F'%+?&!)#5C!B%'4!35&#&!B4#(#!5?!+H'FH'!%&!H?5DC#!'+!E##'!'4#!3(%'#(%5!)H#!'+!5!'#34?%35C!%&&H#,!I?!'4#!;+C+B%?$!35&#&J!'4#!+H'FH'!B%C!?+'!D#!(#GH%(#)!'+!E##'!'4#!+F#?!533#&&!3(%'#(%5,!U#!B+HC)!&'(+?$C6!H($#!Q8I&!'+!#?&H(#!'4#!3(%'#(%5!5(#!E#'!(#'(+53'%@#C6J!5&!&++?!5&!F+&&%DC#!5?)!?+!C5'#(!'45?!'4#!" 89!7/7:!&HDE%&&%+?!F+%?',!

5,! W'!'4#!F+%?'!+;!533#F'5?3#J!'4#!%?)%@)H5C!B4+&#!+H'FH'!%&!D#%?$!&HDE%''#)!'+!'4#!" 89!B5&!5'!5!)%;;#(#?'!>P!Q8I!B4%34!;5%C#)!'+!3+EFC6!B%'4!'4#!4#!3(%'#(%5,!

D,! =4#!(#F+&%'+(6!#KF#(%#?3#)!5!&4+('Z'#(E!+(!'(5?&%#?'!'#34?%35C!;5%CH(#!'45'!F(#@#?'#)!3+EFC%5?3#!B%'4!'4#!4#!3(%'#(%5!M'4%&!&4+HC)!?+'!5FFC6!'+!

211$S%2[%9$S+ZF,1,18%

:,! =#K'ZE%?%?$!(#;#(&!'+!5!(5?$#!+;!53'%@%'%#&!'+!%?'#(53'!B%'4!5?)!5?5C6&#!#C#3'(+?%3!)+3HE#?'&!H&%?$!&+;'B5(#,!W!3+EE+?C6!H?)#(&'++)!;+(E!+;!'#K'ZE%?%?$!%&!'4#!DHCA!#C#3'(+?%3!5?5C6&%&!+;!5!C5($#!?HED#(!+;!)+3HE#?'&,!_;'#?J!'4%&!E#5?&!E+@%?$!D#6+?)!&%EFC#!&#5(34!GH#(%#&!5?)!%?'+!'#K'!5?5C6'%3&J!&#E5?'%3!&#5(34#&J!F5''#(?!C#5(?%?$J!+F%?%+?!E%?%?$J!3+?3#F'!#K'(53'%+?J!5?)!+'4#(!'6F#&!+;!#C#3'(+?%3!H&5$#,!

7,! =#K'ZE%?%?$!%&!5!(5F%)C6!#@+C@%?$!F(53'%3#,!I!'!%&!?+'!6#'!F+&&%DC#!'+!F(#)%3'!%'&!;HCC!F+'#?'%5C[!E5?6!+;!'4#!'#34?+C+$%#&!'45'!#?5DC#!'#K'Z

2 ' ' A \ I ;b%7X%Z%BT - V%X%Z% - AB%5657%233$)4/%B"(F%

%

'4$)/$%$1/<($%+@)+%3(,"(%+"%$1+$(,18%,1+"%+@$% - AB%5657%233$)4/%3("*$//%+@)+%H"<%*"1+)*+%H"<(%>$)#%"&%I,,/,"1%&"(%)1%,1&"(F)4%#,/*</,"1_%

<C#5&#!5C&+!#?&H(#!'45'!6+H!45@#!(#5)!'4#!%?;+(E5'%+?!+?!'4#!" 89!7/7:!%?'(5?#'!&%'#!5D+H'!'4#!WFF#5C&!F(+3#&&!5?)!)5'#&!+;!" 89!7/7:!WFF#5C&!<5?#C!E##'%?$&,!

\"+$/%+"%@$43%H"<%*"F34$+$%+@$%&"(F%

:,! .+EFC#'#!6+H(!?5E#!MWN!5?)!O%@%&%+?!MRN,!

!

7,! I)#?'%;6!'4#!>?%'!+;!W&&#&&E#?'!M>+WN!B%'4!B4%34!6+H!'4%?A!6+H(!B+(A!D#&'!;%'&!M.N,!>?%'&H;!5&&#&&E#?'!)#'5%C&!5(#!$%@#?!+?!'4#!" 89!7/7:!I?'(5?#'!&%'#,!

!

1,! I)#?'%;6!'4#!T(+H?)&!;+(WFF#5C!MON!)#'5%C&!+;!B4%34!5(#!5C&+!'+!D#!;+H?)!+?!'4#!" 89!7/7:!I?'(5?#'!&%'#,!

!

^,! V5A#!6+H(!35&#!;+(!'4#!5FF#5C!M8N!M2//!B+()!E5K%EHEN,!I;!6+H!45@#!5))%'%+?5C!#@%)#?3#!'+!&HFF+('!6+H(!3C5%EJ!'4%&!&4+H()!D#!&#?'!5C+?$!B%'4!6+H(!;+(E!D6!'4#!)#5)C%?#!;+(!%&HDE%&&%+?,!

!

2,! =4#!WFF#5C&!9+(E!&4+H()!D#!&HDE%''#)!'+!" 897/7:WFF#5C& e GEH,53,HA!1!B##A&!F(%+(!'+!'4#!WFF#5C&!<5?#C!E##'%?$,!*+!C5'#!5FF#5C&!B%C!D#!3+?&%)#(#),!

!

T<+*"F$%

g+H!B%C!D#!%?;+(E#)!%?!B(%'%?$!+;!'4#!+H'3+E#!?+!C5'#(!'45?!1!B##A&!5;'#(!'4#!E##'%?$!)5'#,!

- AB%5657%233$)4/%B"(F%

%

2_%\)F$%	!
C_%I,.,/,"1%	!
!_%J1,+%"&%2//$//F$1+%	!
I_%Y("<1#/%&"(%233$)4%	!
A_%!)/$%&"(%233$)4%M2//!B+()&!E5K%EHEN!<C#5&#!&'5'#!B46!6+H!B%&4!'+!5FF#5C!5?)!F(+@%)#!5?6!#@%)#?3#!'+!&HFF+('!6+H(!3C5%E,!%%%%%%%%%%%%%%%%E,81$#%P)334,*)1+Q[%	
B_%-$*"FF$1#)+,"1%"&%233$)4%')1$4%	
Y_%-$)/"1/%&"(%I$*,/,"1%	
E,81$#%P!@),(Q%	!

' <N4,/@,18%,1&"(F)+,"1%)N"<+%H"<(%3)(+%,1%"<(%/<NF,//,"1%

=4#! (#&H'&! +;! '4#! 5&&#&&E#?'! #K#(3%&#! B%'! D#! FHD'%&4#)! D6! >P "IJ! +?! D#45';! +;! '4#! ;+H(! >P!

I;!6+H!45@#!5?6!3+?3#(?&!5D+H'!6+H(!%?;+(E5'%+?!D#%?$!H&#)!;+(!'4#&#!FH(F+&#&J!F0#5&#!3+?'53'L!

!

!

O5'5!<(+'#3'%+?!_;;%3#(!

>P!"#&#5(34!5?)!I??+@5'%+?!

<+05(%&!Q+H&#!

-B%?)+?J!-*7!:9b!

!

!

!

8E5%L!)5'5F(+'#3'%+? e HA(%,+($!

!

QMU's Worker Privacy Notice can be viewed at the following link!

%

2N"<+%+@$% - AB%

=4#!FH(F+&#!+;!'4#!"#&#5(34!8K3#C#?3#!9(5E#B+(A!7/7:!M" 897/7:N!%&!'+!5&&#&&!'4#!GH5C%'6!+;!>P!(#&#5(34!5?)!'+!%?;+(E!'4#!&#C#3'%@#!)%&'(%DH'%+?!+;!FHDC%3!;H?)&!;+(!(#&#5(34!D6!'4#!;+H(!>P!4%$4#(!#)H35'%+?!;H?)%?$!D+)%#&,!=4#!"89!+H'3+E#&!5(#!H&#)!'+!35C3HC5'#!5D+H'!m7!D%C%+?!F#(!

year of public funding for universities' research, and affect their international reputations. The

>P " I! 5?) ! '4#! +($5?%&5'%+?&! C%&'#) ! 5D+@#! B%C! H&#! '4#! %?;+(E5'%+?! '+! 5?5C6&#! 5?) ! E+?%'+(! '4#!
" 897/7 : ,! =4%&! E56! (#&HC'! %?! %?;+(E5'%+?! D#%?$! (#C#5&#) ! '+! +'4#(! H&#(&! %?3CH) %?$! 535) #E%3!
(#&#5(34#(&! +(! 3+?&HC'5?'&! M3+E E%&&%+?#) ! D6! '4#! ;H?) %?$! D+) %#&NJ! '+! 35((6! +H'! (#&#5(34! +(!
5?5C6&%&J! %?! 533+() 5?3#! B%'4! '4#! O5'5! <(+'#3'%+?! W3'! 7 / : Y! 5?) ! '4#! T#?#(5C! O5'5! <(+'#3'%+?!
" #$HC5'%+?!MTO< " N!M " #$HC5'%+?!M8 >N! 7 / : cXc0SN,! U 4#(#!%?;+(E5'%+?!?+'!F(#@%+H&C6!FHDC%&4#) !%&!
(#C#5&#) !'+!'4%() !F5('%#&J!'4%&!B%C!D#!5?+?6E%&#) !B4#(#!F(53'%35DC#,!

>P " I! B%C! (#GH%(#!'45'! 5?6+?#! B4+! 45&! 533#&&!'+! 6+H(!) ata, held in UKRI's records, paper or
#C#3'(+?%3J! B%C! (#&F#3'!%'&! 3+?;%) #?'%5C%'6! 5?) ! B%C! +?C6! F(+3#&&!%'!%?! 533+() 5?3#! B%'4! %?&'(H3'%+?&!
%&&H#) !;+(!'4#!FH(F+&#&!&F#3%;%#) !D6! >P " I,!

!

<5('&!+;!6+H(!) 5'5!B%C!D#!F5&&#) !'+!'4#! " 89!#KF#('!F5?#C&!5?) !'4#!8GH5C%'6!5?) !O%@#(&%'6!W) @%&+(6!
<5?#C!MB4+&#! E#ED#(&! 5(#!%?) #F#?) #?'! +;! >P " IN! ;+(!'4#! FH(F+&#! +;! 3+?) H3'%?$! 5! &6&'#E5'%3!
#@5CH5'%+?! +;! &HDE%&&%+?&J! %?! 533+() 5?3#! B%'4! F(#) #'#(E%?#) ! 3(%'#(%5! 5?) ! E#'4+) &,! WC! F5?#C!
E#ED#(&! 5(#!D+H?) !D6! 3+?;%) #?'%5C%'6! 5((5?$#E#?'&,!

!

' <N4,/@,18%,1&"(F)+,"1%)N"<+%H"<(%3)(+%,1%"<(%/<NF,//,"1%

%

=4#!(#&HC'&!+;!'4#!5&&#&&E#?'!#K#(3%&#!B%C!D#!FHDC%&4#) !D6! >P " IJ!+?!D#45C;!+;!'4#!;+H(!>P!4%$4#(!
#) H35'%+?!;H?) %?$!D+) %#&J!%?!O#3#ED#(!7/7 : ,!

!

=4+&#! F5('&! +;! &HDE%&&%+?&! '45'! 3+?'5%?! ;53'H5C!) 5'5! 5?) ! '#K'H5C! %?;+(E5'%+?! 5D+H'! (#&#5(34!
53'%@%'6!B%C!5C&+!D#!FHDC%&4#) !D6! >P " IJ!+?!D#45C;!+;!'4#!;+H(!>P!4%$4#(!#) H35'%+?!;H?) %?$!D+) %#&J!
5?) !B%C!D#!E5) #!5@5%C5DC#!+?C%?#,!<HDC%&4#) !%?;+(E5'%+?!%&!C%A#C6!'+!%?3CH) #!**+$S+<)4%,1&"(F)+,"1%**
,1*4<#,18%,F3)*+%*) /$%/+<#,$/%,1%?@,*@%H"<%F)H%N$%($&$($1*$#_%g+H(!?5E#!5?) !\+D!'%'C#!E56!
D#!%?3CH) #) !%?!'4%&!'#K'H5C!%?;+(E5'%+?,!_'4#(!F#(&+?5C!) #'5%C&!B%C!?+(E5C6!D#!(#E+@#) ,!

2$/ /,18%H"<(%3$(/"1)4%#)+)%**

%

>?) #(!'4#!O5'5!<(+'#3'%+?!W3'!7 / : Y!5?) !'4#!TO< " J!6+H!45@#!'4#!(%$4'!'+!&##!5?) !(#3#%@#!5!3+F6!
+;!5?6!F#(&+?5C!%?;+(E5'%+?!'45'! >P " I! 4+C) &! 5D+H'! 6+H,! 9H('4#(!%?;+(E5'%+?! 5D+H'! '4#! W3'! 5?) !
T " < " J!5?) !$H%) 5?3#!+?!E5A%?$!5!&HD\#3'!533#&&!(#GH#&'J!35?!D#!;+H?) !+?!'4#! " 8!B#DZ&%'#!5'!
4''F&LXX(#,HA(%,+($%5D+H'ZH&%F+C%3%#&Z&'5?) 5() &%;+%Z) 5'5ZF(+'#3'%+?%!

!

I;!6+H!45@#!5?6!3+?3#(?&!5D+H'!6+H(!%?;+(E5'%+?!D#%?$!H&#) !;+(!'4#&#!FH(F+&#&J!FC#5&#!3+?'53'L!

!

!

O5'5!<(+'#3'%+?!_;;%3#(!

>P! " #&#5(34!5?) !I??+@5'%+?!

<+C5(%&!Q+H&#!

- B%?) +?J! - * 7! : 9b!

!

!

8E5%L!) 5'5F(+'#3'%+? e HA(%,+($!

2 ' ' A \ I ;b%7W%Z%- $#<*+,"1/%"(%/+)&&%*,(*<F/+)1*$/%–%AS+()*+%("F%- AB%5657%P5670Q%
Y<,#)1*$%"1%E<NF,//,"1/%

:,! T%@#?!'4#!(#)H3#)!+H'FH'!(#GH%(#E#?'!;+(!7/7:J!'4#!'5(%;;&!;+(!'4#!)#;%?#)!(#)H3'%+?&!)%;;#(!;(+E!'4+&#!&#'!%?!"89!7/:^,!=4%&!%&!'+!#?&H(#!'45'!5!D(+5)C6!#GH%@5C#?'!(#)H3'%+?!%&!$%@#?!%?!'4#!3+?'#K'!+;!'4#!&HDE%''#)!+H'FH'!F++CJ!5?)!'+!#?&H(#!'45'!F5?#C&!(#3#%@#!5!&H;;%3%#?'!&#C#3'%+?!+;!(#&#5(34!+H'FH'&!;(+E!#534!&HDE%''#)!H?%'!HF+?!B4%34!'+!D5&#!\H)$#E#?'&!about the quality of that unit's!+H'FH'&,!

7,! 8 . "&!5(#!)#;%?#)!%?!'4#!'Guidance!+?!submissions'!MF5(5$(5F4!:^YN,!=5DC#!b:!&#'&!+H'!'4#!F#(E%''#)!(#)H3'%+?%?!+H'FH'&!B%'4+H'!F#?5C'6%?!'4#!5&&#&&E#?'!'45'!Q8I&!E56!(#GH#&'!;+(!8 . "&!B4+!E##'!'4%&!)#;%?%'%+?,!

!

=5DC#!b:L!85(C6!35(##(!(#&#5(34#(&L!<#(E%''#)!(#)H3'%+?!%?!+H'FH'&!

!

I)+$%)+%?@,*@%+@$%,1#,.,#<)4%&,(/+%F$+

!

^,! =4#!5CC+B5?3#&!%?!=5DC#!b7!5(#!D5&#)!+?!'4#!C#?$'4!+;!'4#!individual's!5D&#?3#!+(!'%E#!
5B56!;(+E!B+(A%?$!%?!Q8,!=4#6!5(#!)#;%?#)!%?!'#(E&!+;!'+'5C!E+?'4&!5D&#?'!;(+E!B+(A,!
!
2,! W&!F5('Z'%E#!B+(A%?$!%&!'5A#?!533+H?'!+;!B%'4%?!'4#!35C3HC5'%+?!;+(!'4#!+@#(5CC!?HED#(!

&#(! ,Â&4H !

! ! "#$%. '/ " 89!7/7:!.+)#!+;!<(53'%3#!

! " FN,1,18%*,(*<F /+)1*$/%

: /,! U4#(#!%?)%@%)H5C&!45@#!45)!5!3+ED%?5'%+?!+;!3%(3HE&'5?3#&!'45'!45@#!5!)#;%?#)!
(#)H3'%+?!%?!+H'FH'&J!'4#&#!E56!D#!533HEHC5'#)!HF!'+!5!E5K%EHE!(#)H3'%+?!+;!:,2!
+H'FH'&,!9+(!#534!3%(3HE&'5?3#J!'4#!(#C#@5?'!(#)H3'%+?!&4+HC)!D#!5FFC%#)!5?)!5))#)!
'+$#'4#(!'+!35C3HC5'#!'4#!'+'5C!E5K%EHE!(#)H3'%+?,!

: :,! U4#(#!=5DC#!b:!%&!3+EDC?#)!B%'4!=5DC#!b7J!'4#!F#(%+)!+;!'%E#!&%?3#!:!]5?H5(6!7/:^!HF!
H?'%C!'4#!%?)%@%)H5C!E#'!'4#!)#;%?%'%+?!+;!5?!8. "!&4+HC)!D#!35C3HC5'#)!%?!E+?'4&J!5?)!
=5DC#!b7!&4+HC)!D#!5FFC%#),!

: 7,! U4#?!3+EDC%?%?$!3%(3HE&'5?3#&J!+?C6!+?#!3%(3HE&'5?3#!&4+HC)!D#!'5A#?!%?'+!533+H?'!
;+(!5?6!F#(%+)!+;!'%E#!)H(%?$!B4%34!'4#6!'++A!FC53#!&%EHC'5?#+H&C6,!

!
!
!
!

U 45'!%&!'4#!5%E!+(!FH(F+&#!+;!'4#!F+C%36 l !

=4#! “policy” %&! '4#! . +) #! +;! <(53'%3#! ;+(! " 897 / 7 : ,! =4#! . +) #! +;! <(53'%3#! %&! 5! (#GH%(#E#?'! +;! 5?6! 4%$4#(! #) H35'%+?! %?&'%'H'%+?! E 5A%?$! 5! &HD E %&&%+?! '+! " 897 / 7 : ,!! W&!! &H34J! d V >! ‘is (#GH%(#) ! '+!!) #@#C+FJ!) +3H E #?'! 5?) !! 5FFC6! 5!! 3+) #! +;! F(53'%3#! +?! '4#! ;5%(! 5?) ! '(5?&F5(#?'! %) #?'%;%35'%+?! +;! &'5;;! B%'4! &%$?%;%35?'! (#&F+?&%D%C%'6! ;+(! (#&#5(34! MB4#(#! 5! 4%$4#(! #) H35'%+?! %?&'%'H'#! MQ8IN! %&! ?+'! &HD E %''%?$! : / / ! F#(! 3#?'! +;! . 5'#$+(6! W! #C%$%DC#! &'5;;N[!) #'#(E%?%?$! B4+! %&! 5?! %?) #F#?) #?'! (#&#5(34#([! 5?) ! '4#! &#C#3'%+?! +;! +H'FH'&J! %?3CH) %?$! 5FF(+534#&! '+! &HFF+('%?$! &'5;;! B%'4! circumstances’ M " 89Z7 / 7 : ! TH%) 5?3#!+?!3+) #&!+;!F(53'%3#J!7 / : S j / 1N,!

=4#!5%E!+;!'4#!F+C%36!%&!'+!&HFF+('! d V >!%?!E##'%?$

!
!
!
!
!
!

U 4+!%&!%?'#?)#)!'+!D#?#;%'!;(+E!
'4#!F+℅36!5?)!%?!B45'!B56!!

W℃!535)#E%3!&'5;;!5'!'4#!H?%@#(&%'6!B4+!#?5#!%?!+?#!B56!+(!5?+'4#(!B%'4!(#&#5(34,! U 4℅#!'4#!F+℅36!3+@#(#)!D6!'4%&!8IW!
F(%E5(℅6!5;;#3'&!'4+&#!d V >!535)#E%3!&'5;;!B4+!E%$4'!3+?'(%DH'#!'+!'4#!" 89!(#'H(?!%?!5!(5?$#!+;!B56&J!'4#!F+℅36!45&!?+'!

!
!
!
!

O+#&!'4#!F+%36!F(+@)#!
+FF+('H?)'6!'+!#%E)?5'#!H?%5B;H%!
)%&3(%E)?5')+?[!D#''#(!5)@5?3#!
#GH5%'6!+;!+FF+('H?)'6[!5?)!
F+&)'%@#%6!5;;#3'!(#%5')+?&D#'B##?!

!
!
!
!
!
!

U4+!%&!(#&F+?&%D0#!;+(!'4#!F+0%36I!
U4%34!.+EE%''##&!5(#!(#GH%(#)!'+!
5FF(+@#!'4#!F+0%36I!

!
!
!
!

T#?#(5C! * +'#! ! ! **b%** W&!+H'C%?#)!5D+@#J!'4#! . +)#!+;!

!
!
!

!
!
!
!

"8bITI_*J! ! ! K!
R8bI89!

!
!
!
!
!
!

. 5?!'4%&!5)@#(&#!%EF53'!D#!
\H&'%;%#)J!;+(!#K5EF(#L!+?!'4#!
$(+H?)&!+;!F(+E+'%?$!#GH5(%'6!
+;!+FF+('H?%'6!;+(!+?#!F(+'#3'#)!
$(+HF&!+(!5?6!+'4#(!(#5&+?I!

W;'#(!(#3#%@%?$!5)@%3#!;(+E!8OW<!5'!"#&#5(34!8?$(5?)!@%5!'4#!

!
!
!
!

-%$?5'H(#! M35?!D#!#C#3'(+?%3N!	<(+;#&&+(!]5E#&!V!-3+DD%#!	!

-%$?5'H(#J!.+?@#?#(!+;!'4#!
8GH5C%'6!5?)!O%@#(&%'6!.+EE%''##!
M+?!D#45C;!+;!'4#!.+EE%''##N!

!