No competition between our commitment to Diversity and our commitment to Excellence
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The QS ION is committed to harnessing the power of diversity and ensuring that every single colleague is valued and supported equally in order to achieve their maximum potential. I want to congratulate the entire EDI team on producing the Institute’s first annual EDI report.
We are really proud of the QS IoN achievements and stepping up efforts for equality over the last year. We would like to thank Ana, and the 80+ members of staff and students who volunteer to support the EDI work. We are looking forward to the next challenges to make the QS IoN an even more diverse and inclusive place.

We could never be too many to work towards equality so if you have ideas/suggestions and/or would be interested in joining the Committee, please feel free to contact us.

Allum, Laura l.allum@ucl.ac.uk
Lignani, Gabriele g.lignani@ucl.ac.uk
Plun-Favreau, Helene h.plun-favreau@ucl.ac.uk
UCL Queen Square Institute of Neurology

Our Research Teams

- 137 Principal Investigators
- 6 Clinical Divisions
- 753 Total staff
- 12 FRS
- 97 Professors
- 30 FMedSci
- 8 Research Departments
- 1 Nobel Laureate

Education

- Number of PhD Students: 281
- Number of MSc/Diploma Students: 260

Our Annual Turnover/Income

- Annual Turnover (2020-2021): £335 million
- Current Active Research Projects Total: £84 million

In REF 2021 UCL was number one in the UK for research power in psychology, psychiatry and neuroscience and the Institute of Neurology was a major contributor to this excellent achievement.
Introduction

UCL Queen Square Institute of Neurology (QS IoN) aims to be recognised by all members of its community as an inclusive and supportive workplace that nurtures staff and students to reach their full potential.

▶ Our mission is to promote fairness, equality, diversity, and inclusion locally within the Institute of Neurology and across UCL more broadly.

▶ Our vision is a workplace that values all colleagues in word and action. At the QS IoN we believe that Academia can only reach its full potential when it is inclusive of all voices, perspectives and talents.

▶ We are bound by our values of equality, diversity, inclusivity, fairness and transparency. We are committed to build a fairer and more inclusive organisation.

Our Equality, Diversity and Inclusion Committee
The QS IoN EDI Committee evolved from the previously existing QS IoN Athena Swan Committee in 2021. The EDI Committee serves as a Self-Assessment Team, where equality data is carefully reviewed to promote evidence-driven policy change. It includes representatives from across the institute's academic, research, and professional services areas, as well as representatives from PGT and PGR students.

₁ in 1₄ people volunteer to work in EDI at the IoN

Working collaboratively across all its 60+ members, the QS IoN EDI Committee's mission is to deliver our 2019 Athena Swan Silver Award 5-year Action Plan, as well as embed equality, diversity and inclusion throughout the Institute.

There are 8 different Action Groups, each aimed at addressing a specific area of our EDI work: Career Development, Mentoring, Students & Education, Parents & Carers, Policy & Leadership, Culture & Wellbeing, Communication and Equity Awareness.

→ More information available at www.ucl.ac.uk/ion/edi
Our EDI Governance

In line with the Delphi model implemented at Faculty by Prof Aikaterini Fotopoulou, our EDI Committee comprises of two organisational layers:

1. **Executive layer**: Responsible for providing strategic leadership of our EDI work and evaluating the impact of implementing the Athena Swan 5-year Action Plan.
2. **Operational Layer**: We have created different work groups - that we refer to as Action Groups - each focused on a specific area of our EDI work (see page 7).

We actively promote flow of communication between the central QS IoN EDI Committee and our Research Departments. We have EDI Representatives from each department sitting in our meetings and being actively involved in at least one of our Action groups. EDI is a standing item in QS IoN Executive Committee meetings and in departmental meetings.

Our EDI Leadership

Deputy Director for EDI: Professor Helene Plun-Favreau
Athena Swan Lead: Dr Gabriele Lignani
Athena Swan Lead: Ms Laura Allum

Our EDI Executive layer

Professor Helene Plun-Favreau (Chair)
Dr Gabriele Lignani (deputy Chair)
Ms Laura Allum (Deputy Chair)
Professor Mike Hanna (Director, QS IoN)
Dr Helene Crutzen (Manager, QS IoN)

Student EDI Representative: Ms Tatiana Georgiades
Professional Services EDI Representative: Ms Tracy Skinner

Early Career Researchers EDI Representative: Dr Tricia Seow
Dep. Brain Repair and Rehabilitation: Dr Harpreet Hyare
Dep. Clinical and Experimental Epilepsy: Ms Charlotte Burt
Dep. Clinical and Movement Neuroscience: Professor Rohan de Silva
Dep. Imaging Neuroscience: Ms Cassandra Hugill
Dep. Neurodegenerative Disease: Dr Lauren Byrne
Dep. Neuroinflammation: Professor Ahmed Toosy
Dep. Neuromuscular Disease: Dr Gita Ramdharry

Our EDI Committee members

**Thank you** to everyone who volunteers their time, insight and expertise to the EDI work at the QS IoN.

Dr Sao Bettencourt (Dep. Neurodegenerative Diseases); Dr Ariana Gatt (Dep. Neurodegenerative Diseases); Dr Adam Liston (Teaching); Dr Ashwani Jha (Dep. Brain Repair and Rehabilitation); Dr Ben O’Callaghan (Dep. Neuromuscular Diseases); Ms Debbie Hadley (Dep. Neuromuscular Diseases); Dr Ian Clark (Dep. Imaging Neuroscience); Ms Jackie Casey (PGR student); Dr Pedro Machado (Dep. Neuromuscular Diseases); Ms Rebecca Street (UK Dementia Research Institute); Ms Sandra Porteous (Central Administration); Dr Sumanjit Gill (Teaching); Dr Valeria Iodice (Dep. Brain Repair and Rehabilitation); Dr Bilal Malik (Dep. Neuromuscular Diseases); Professor Ed Wild (Dep. Neurodegenerative Diseases); Dr Jo Barnes (Dep. Neurodegenerative Diseases); Dr Chris Hardy (Dep. Neurodegenerative Diseases); Dr Ali Alim-Marvasti (Dep. Clinical and Experimental Epilepsy); Ms Sophie Roberts (Dep. Imaging Neuroscience); Mr Phillip Muza (Dep. Neuromuscular Diseases); Ms Katie Kelly (PGR student); Dr Tim Young (Teaching); Ms Tracy Skinner (Central Administration); Ms Tatiana Georgiades (PGT student); Mr Benito Maffei (PGR student); Ms Jessica Jiang (PGR student); Professor Olga Ciccarelli (Dep. Neuroinflammation); Dr James Jepson (Dep. Clinical and Experimental Epilepsy); Dr Lauren Byrne (Dep. Neurodegenerative Diseases); Dr Pamela Farshim (Dep. Neurodegenerative Diseases); Dr Rina Bandopadhay (Dep. Clinical and Movement Neurosciences); Dr Ioana Butnaru (Dep. Neuromuscular Diseases); Dr Aikaterini Papadopoulou (Dep. Neurodegenerative Diseases); Ms Saadia Rahman (Dep. Clinical and Movement Neurosciences); Ms Cassandra Hugill (Dep. Imaging Neuroscience); Dr Hélène Crutzen (Central Administration); Dr Dervis Salih (UK Dementia Research Institute); Ms Sarah Lawson (Central Administration); Dr Melissa Leija Salazar (UK Dementia Research Institute); Dr Arman Eshaghi (Dep. Neuroinflammation); Dr Joubert Vargas (Dep. Neuromuscular Diseases); Dr Gita Ramdharry (Dep. Neuromuscular Disease); Professor Rohan de Silva (Dep. Clinical and Movement Neuroscience); Dr Harpreet Hyare (Dep. Brain Repair and Rehabilitation); Professor Ahmed Toosy (Dep. Neuroinflammation); Ms Charlotte Burt (Dep. Clinical and Experimental Epilepsy); Dr Alice Rockliffe (Dep. Clinical and Movement Neurosciences); Dr Amanda Almacellas Barbanoj (Dep. Clinical and Experimental Epilepsy); Dr Jenna Carpenter (Dep. Clinical and Experimental Epilepsy); Dr Michael Foster (Dep. Neuroinflammation).
STAFF AND STUDENT DATA
Our staff profile

Sex

All Staff
54.9% Female
45.1% Male
1.1% Female since 2020

Senior Managerial Staff*
29% Female
71% Male
1.4% Female since 2020

Professorial Staff
27.7% Female
72.3% Male
3.9% Female since 2020

Ethnicity

All Staff
15.9% Ethnic Minority
63.1% White
1.4% Ethnic Minority since 2020
3.6% White since 2020

Senior managerial Staff*
10.7% Ethnic Minority
63.1% White
0.9% Ethnic Minority since 2020
1.2% White since 2020

Professorial Staff
9.6% Ethnic Minority
78.3% White
0.4% Ethnic Minority since 2020
2% White since 2020

Religion and Belief

No religion 52.1%
Christian 25.6%
Muslim 4.5%
Hindu 2.5%
Jewish 2.3%
Spiritual 1.8%
Buddhism 1.3%
Sikh 0.3%
Other 1.8%

Sexuality

Heterosexual 83%, Gay/Lesbian/Bisexual/Other 10%, Prefer not to say/No reply 7%

Age

16-24 4.2%
25-34 36.5%
35-44 29.5%
45-54 16.6%
55-64 10.2%
65 and over 3%

Disability

10.8% Disabled
77.6% Non-disabled
11.6% Unknown
4.3% Disabled since 2020

* All staff (Academics, Researchers, Technicians, PSS) in UCL Grades 9 and 10 contracts (or clinical equivalent)
Our staff profile (continuation)

**Occupational Group**
- Researchers: 60%
- Academics: 11%
- Teachers: 1%
- Professional Services (Technicians): 10%
- Professional Services: 17%
- NHS: 2%

**Research Department**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>BRR</td>
<td>4.3%</td>
</tr>
<tr>
<td>CEE</td>
<td>10%</td>
</tr>
<tr>
<td>CMN</td>
<td>16%</td>
</tr>
<tr>
<td>NMD</td>
<td>18.6%</td>
</tr>
<tr>
<td>IN</td>
<td>11.2%</td>
</tr>
<tr>
<td>ND</td>
<td>22.9%</td>
</tr>
<tr>
<td>NI</td>
<td>5.1%</td>
</tr>
<tr>
<td>UK DRI</td>
<td>6.5%</td>
</tr>
<tr>
<td>Central Admin</td>
<td>5.4%</td>
</tr>
</tbody>
</table>

**Contract type for scientists and teachers**

- **Clinical**
  - 31.8% Female vs. 68.2% Male
  - 14.4% Ethnic Minority vs. 60.6% White
  - 35.6% Academics
  - 62.1% Researchers
  - 2.3% Teachers

- **Non-clinical**
  - 54% Female vs. 46% Male
  - 13.2% Ethnic Minority vs. 64.2% White
  - 9% Academics
  - 90% Researchers
  - 1% Teachers

**Part-time working patterns**
- 13.9% of IoN staff work part-time
- UCL average: 63.1% in PTE

**Nationality**
- 53 Nationalities
- 38 languages

- UK: 60.5%
- EU: 27.3%
- Overseas: 12.3%
- UK DRI: 24.7%
- Clinical: 75.3%
- Non-clinical: 24.7%
HR Data for 2020-21 Academic Year

New staff starters

<table>
<thead>
<tr>
<th>Gender</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Male</td>
<td>148</td>
</tr>
<tr>
<td>Female</td>
<td>66.2%</td>
</tr>
<tr>
<td>Male</td>
<td>33.8%</td>
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Leavers

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</thead>
<tbody>
<tr>
<td>Male</td>
<td>149</td>
</tr>
<tr>
<td>Female</td>
<td>59.1%</td>
</tr>
<tr>
<td>Male</td>
<td>40.9%</td>
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Professors

<table>
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<tr>
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</thead>
<tbody>
<tr>
<td>Male</td>
<td>82</td>
</tr>
<tr>
<td>Female</td>
<td>27.7%</td>
</tr>
<tr>
<td>Male</td>
<td>72.3%</td>
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</table>

Emeritus Professors

<table>
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<th>Gender</th>
<th>Total</th>
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<tbody>
<tr>
<td>Male</td>
<td>23</td>
</tr>
<tr>
<td>Female</td>
<td>21.7%</td>
</tr>
<tr>
<td>Male</td>
<td>78.3%</td>
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Executive Committee

<table>
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<tbody>
<tr>
<td>Male</td>
<td>30</td>
</tr>
<tr>
<td>Female</td>
<td>36.7%</td>
</tr>
<tr>
<td>Male</td>
<td>63.3%</td>
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Early Career Researchers Promotions

<table>
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<tbody>
<tr>
<td>Male</td>
<td>6</td>
</tr>
<tr>
<td>Female</td>
<td>50%</td>
</tr>
<tr>
<td>Male</td>
<td>50%</td>
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% of ART women in Grades 6 and 7: 59.8%

Senior Researchers Promotions

<table>
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<tbody>
<tr>
<td>Male</td>
<td>11</td>
</tr>
<tr>
<td>Female</td>
<td>18.2%</td>
</tr>
<tr>
<td>Male</td>
<td>81.8%</td>
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% of ART women in Grades 8 and 9: 34.8%

Professional Services Staff Regrading

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<tr>
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<td>2</td>
</tr>
<tr>
<td>Female</td>
<td>50%</td>
</tr>
<tr>
<td>Male</td>
<td>50%</td>
</tr>
</tbody>
</table>

% of women in PSS roles: 73.4%
Career pipeline at QS IoN for Researchers, Teachers and Academics

By Sex

Grade 6
- Research Assistant
- Research Fellow

Grade 7
- Senior Research Assistant
- Principal Research Fellow

Grade 8
- Professorial Research Fellow

Grade 9
- Lecturer (Teaching)
- Associate Professor (Teaching)
- Professor (Teaching)

Grade 10
- Lecturer
- Associate Professor
- Professor

By Sex
- 85.9% Male
- 51.3% Female
- 48.7% Male
- 27.7% Female
- 14.1% Male
- 2.7% Female
- 36.6% Male
- 2.4% Female
- 63.4% Male
- 3.9% Female
- 69.0% Male
- 7.6% Female
- 72.3% Male
- 7.6% Female

Our progress Strategic priorities Glossary
Career pipeline at QS IoN for Researchers, Teachers and Academics
By Ethnicity

Grade 6
Research: Research Assistant
Teaching: Lecturer (Teaching)
Academic: Lecturer

Grade 7
Research: Research Fellow
Teaching: Associate Professor (Teaching)
Academic: Associate Professor

Grade 8
Research: Senior Research Assistant
Teaching: Professor (Teaching)
Academic: Professor

Grade 9
Research: Principal Research Fellow

Grade 10
Research: Professorial Research Fellow
Building your Career in QS IoN

Proleptic appointments
(or tenure-track appointment)

2015-2021

24

33% Female 67% Male

5% Ethnic Minority
67% White

0% Disability

FBS average: 37%F vs. 63%M
No benchmark data available for ethnicity and disability

Professorial Promotions

2015-2021

34

26.5% Female 73.5% Male

9% Ethnic Minority
62% White

0% Disability

IoN Grade 9 in 2021: 31%F vs. 69%M;
14.3% Ethnic Minority vs. 78.6% White;
6% Disabled vs. 94% Enabled
**Professorial Pay Gap**

**By sex:**
Male vs. Female Professors

- Mean Pay Gap: 0.37%
- Median Pay Gap: -1.23%

For every £1 earned by a male professor at QS IoN, their female counterparts were paid £1.01.

Their median hourly pay is 1.23% higher than their male colleagues.

**By ethnicity:**
White vs. Ethnic Minority Professors

- Mean Pay Gap: 7.35%
- Median Pay Gap: -3.79%

For every £1 earned by a White professor at QS IoN, their Ethnic Minority colleagues were paid £1.04.

Their median hourly pay is 3.79% higher than their white colleagues.

**By Contract type:**
Clinical vs. Non-Clinical Professors

- Mean Pay Gap: 14.14%
- Median Pay Gap: 20.65%

For every £1 earned by a Clinical professor at QS IoN, their Non-Clinical counterparts were paid 79p.

Their median hourly pay is 21% lower than their clinical colleagues.

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The median Pay Gap is 0% between female and male clinical professors.

The median Pay Gap is -9% between female and male non-clinical professors. For every £1 earned by a non-clinical male professor, their female counterparts were paid £1.09.
Our student profile

Sex

73% Female
27% Male

Disability

0% Disabled
91% Enabled
9% Unknown

Sexuality

Heterosexual 78.3%,
Gay/Lesbian/Bisexual/Other 8.7%,
Prefer not to say / No reply 13%

Ethnicity

Arab
Asian/Asian British (Bangladeshi)
Asian/Asian British (Indian)
Asian/Asian British (Pakistani)
Other Asian
Black/Black British (African)
Other Black
Chinese
Mixed (White/Asian)
Mixed (White/Black African)
Mixed (White/Black Caribbean)
Other mixed background
Other ethnic background
White
Not known

Religion and Belief

No religion
Christian
Muslim
Hindu
Jewish
Spiritual
Buddhism
Sikh
Other

Sex

61% Female
39% Male

Disability

13% Disabled
79% Enabled
8% Unknown

Sexuality

Heterosexual 73%,
Gay/Lesbian/Bisexual/Other 16%,
Prefer not to say / No reply 10%

Ethnicity

Arab
Asian/Asian British (Bangladeshi)
Asian/Asian British (Indian)
Asian/Asian British (Pakistani)
Other Asian
Black/Black British (African)
Other Black
Chinese
Mixed (White/Asian)
Mixed (White/Black African)
Mixed (White/Black Caribbean)
Other mixed background
Other ethnic background
White
Not known

Religion and Belief

No religion
Christian
Muslim
Hindu
Jewish
Spiritual
Buddhism
Sikh
Other
OUR PROGRESS
Our progress

Building an equitable and inclusive community is a long journey that requires strategy and commitment from all levels of an organisation. The QS IoN Athena SWAN Self-Assessment Committee was first established in 2012. The Institute received its first Athena Swan Bronze Award in 2013, followed by an upgrade to Silver in 2015. In December 2019, we applied for the renewal of our Silver award, which was successfully granted in the summer of 2020.

Since 2021, the Athena SWAN committee has transformed itself into the EDI Committee and we have broadened the remit of our equality work to monitor staff and student key impact indicators with regards many of the protected characteristics. At the QS IoN we are aiming to use the Athena SWAN methodology to understand the layers of disproportionated attrition affecting some of our staff and students, and we will devise evidence-based actions to drive positive change.

Key progress achieved from 2015 until 2020

► **Increased career development support available.** We expanded the number of participants in the QS IoN Academic Mentoring Scheme and have implemented Promotions Workshops in the institute. As a direct impact we saw a record increase in the number of applications to promotion: from 25 in 2015 to 131 in 2019, of which 41% were from female colleagues. This was followed by a 400% increase in successful female promotions (10 in 2015 compared to 52 in 2019).

► **Increased representation of women in leadership positions.** Currently, 55% of our Heads of Research Department are women (compared to 22% in 2015) - a value that is more reflective of the gender ratio in our Institute (Academic/Research staff: 51.2% Female to 48.8% Male).

► **Narrowing the Professorial Gender Gap.** The number of female academics promoted to Professor have been steadily increasing over the past years. In 2020, we saw 100% record of success for candidates for senior promotions and welcomed 5 new female Professors (representing 50% of the newly appointed Professors in that senior promotion round).

► **Making career progression criteria more transparent.** The QS IoN Athena SWAN Committee developed a new appraisal checklist which includes promotion as a mandatory discussion item during appraisals. This example of good practice was regarded as a beaconing initiative and has been adopted throughout the entire Faculty of Brain Sciences, thus impacting 2000 women and 2400 men across the Faculty.

► **Tackling bullying and harassment.** In an effort to tackle bullying and harassment, and to foster an inclusive and respectful work culture, we are ensuring our staff complete UCL Taking the Lead training (99% of Professors and 95% of all PIs) and UCL Where Do You Draw the Line training (50% of all staff and PGR students).

<table>
<thead>
<tr>
<th>Increased from</th>
<th>22% (2015)</th>
<th>to 55% (2021)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female Heads of Research Departments at the IoN</td>
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</table>
2020 and 2021 in review

Assessing the impact of Covid-19 in our community. In early 2020, the whole world stood still because of the Covid-19 pandemic. At the Institute we were committed to monitoring closely the impact caused by the UK national lockdown and the Covid-19 UCL policies in our community.

In the summer of 2020, we ran the QS IoN Coping with Covid Survey to assess the needs of our members of staff and students. At that time, UCL was slowly opening back its wet lab spaces and allowing scientific staff and students back into campus under strict guidelines, while most professional services staff were still working remotely. Our data analysis of the survey indicated that 89% of respondents found QS IoN’s response to the Covid-19 crisis either helpful or very helpful.

Many of our respondents placed great emphasis in the need to foster a healthy work-life balance for those working from home and the difficulty in managing workload when unable to have unrestrained access to lab spaces. In March 2021 our Institute Director, Professor Mike Hanna, appealed to compassionate leadership and issued the QS IoN Covid Code of Conduct, to encourage Heads of Departments and all those with line manager responsibilities to maintain efforts to regularly adjust and review expectations within your teams, providing the vital support needed by students and staff need facing increased pressures.

The Covid-19 pandemic did not impact everyone equally. As part of our commitment to understand the impact of the Covid-19 crisis in our community, we reviewed the data on the members of staff who had been furloughed during the first and second national lockdowns (2020-2021). Our analysis showed that the Covid-19 pandemic did not impact everyone equally at the IoN. Women and Ethnic Minorities were more likely to have been furloughed during the first and second national lockdowns. Furthermore, we have also noted that members of staff in lower pay grades were more likely to have been furloughed.

Additionally, we noted that a higher proportion of female members of staff (17%) reported feeling worst after the first national lockdown, compared to their male counterparts (11%). 25% of female PGR students indicated that the Covid-19 pandemic has significantly affected their mental health (compared to 0% male PGR students).

On a positive note, our analysis of the effects of the coronavirus pandemic showed no obvious gendered effect on publication outputs for IoN scientists in 2020. We performed a bibliometric analysis publications by IoN authors, from January 2019 until January of 2021. We studied publication patterns for both lead and non-lead authorship, and we found no significant differences between men and women in publication patterns for the same periods of 2020, and 2019 overall. However, we recognise that there is a lag time from manuscript submission to publication. Sector data suggest that female scientists posted fewer preprints and started fewer research projects than their male peers during the early days of the Covid-19 crisis. To fully ascertain the impact of lockdowns, caring duties and social distancing in scientific output we will need to keep monitoring our bibliometric data.
**Renewal of Athena Swan Silver Award.** In August of 2020, the institute secured a coveted Athena Swan Silver award in recognition of our commitment and progress towards gender equality in Academia.

**Developing a strong leadership and governance of EDI.** In November of 2020, Professor Helene Plun-Favreau was appointed as QS IoN Deputy Director for Equality, Diversity and Inclusion. Furthermore, the institute hired a full-time Equality, Diversity and Inclusion Project Manager to ensure resourcing required to implement culture change. Since 2021, a strong EDI governance was set in place to ensure departmental engagement with EDI issues. Professor Plun-Favreau encouraged the formation of local EDI committees and/or nomination of local EDI representative for each department. One representative from each department was invited to join the central QS IoN EDI Committee to facilitate flow of information between central and local organs. Finally, the institute worked diligently to increase representation of ethnic minorities, junior members of staff, students, and professional services in the central QS IoN EDI Committee. In 2020, our committee had: 19% BAME, 8% students (all PGR); 11% Professional Services. In 2021, the committee had 26% BAME, 16% students (PGT and PGR) and 16% Professional Services. The creation of 3 new EDI representative roles – EDI Student Representative, EDI Early Career Researcher Representative and EDI Professional Services Representative – ensures we give voice and a leadership opportunity to some of the most junior members of our community.

**The QS IoN has become a signatory of the ALBA Declaration for Equality and Inclusion.** Spearheaded by the ALBA Network – a network of brain scientists committed to fostering fair and diverse scientific communities – the Declaration aims to raise awareness of challenges faced by underrepresented groups and provide a concrete set of actions to make organisations more equitable and inclusive.

**Advance EDI literacy in the Institute.** In 2021, the Faculty of Brain Sciences hosted a series of workshops titled 'Whiteness and White Fragility'. The QS IoN has actively encouraged participation in these workshops and has sponsored 81 members of staff (representing 36% of the total participants). In October of 2021, the institute has launched the QS IoN EDI Seminar Series. The inaugural session was led by the Department of Neurogenerative Disease EDI Committee to discuss Intersectionality with special guest Baroness Oona King. Over 190 people joined the event on the day. We recorded an increase from 45% to 70% in the number of attendees reporting to be moderately to highly confident with EDI issues after the event.

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Watch the recording of this event here.
Supporting personal and professional development of all members of staff. Staff data analysis has shown that minoritized groups are highly represented in junior roles. In our institute more than 50% of our members of staff are employed at Grade 7 or below. We have conducted an online survey to assess the training needs of junior members of staff at the QS IoN, and the overwhelming majority (90%) of participants said they would be interested in enrolling in a Leadership programme to develop their career prospects.

UCL has limited capacity to offer opportunities of leadership training. Because of this scarcity, in the past few years our Research Departments have only been able to nominate members of staff in senior contracts to centrally offered career development opportunities. Given women, ethnic minority groups and people with disabilities are represented at higher frequency in lower grades, ensuring equal access to training opportunities is all the more relevant. Our goal is to address this disparity of opportunities by providing Leadership training to those who otherwise would not have access to it. The Institute wishes to inspire, support and equip a critical staff group to feel they are valued and supported. We have developed the QS IoN Leadership Development Programme for Technicians and Research Assistants to benefit members of staff in contracts up to Grade 7, and PhD students who work part-time as Research Assistants or Technicians. The QS IoN Leadership Programme has launched in March 2022 with a cohort of 10 delegates and is currently ongoing.

Tackling underrepresentation of ethnic minorities in Academia. White students are over-represented in PGT and PGR cohorts, compared to the undergraduate population. This suggests challenges with widening participation. We specifically see underrepresentation of British Black and British Asian students at Postgraduate Taught level, compared to the Faculty of Brain Sciences and with UCL at large.

In 2021, the QS IoN launched a new positive action scholarship to attract students from a broader range of backgrounds to tackle the lack of diversity within Neurology and Neuroscience. This new scholarship has been named after Dr. James Samuel Risien Russell (1863 - 1939), who was appointed resident medical officer at the National Hospital (1888) and was one of Britain’s first black British consultants.

Two students have been awarded with Risien Russell scholarships in 2021, in the value of £2,500 per annum each. When asked about the impact the Risien Russell Scholarship had on their ability to study at the QS IoN, one of the recipients answered:

“It has allowed me to focus on my studies and dedicate more time to it. It has allowed me to spend more time exploring other interests within Neuroscience and gain more clinical experience.”

In 2022, the Institute of Neurology is increasing its offering and we currently are advertising three partial fees only scholarships worth £4,000 each for Home fee paying students from ethnic minority backgrounds. As with the previous year, preference will be given to people from under-represented backgrounds at UCL Queen Square Institute of Neurology.

Increasing support for parents-to-be and parental leave takers. We published the new QS IoN Pregnancy and Parental Handbook, aimed to provide information, guidance and procedures to help managers and individuals who are planning on taking leave to have or adopt a child.
Strategic priorities

We are listening

To help shape our EDI strategy and our future initiatives and events, the QS IoN EDI committee has implemented mechanisms to collect quantitative and qualitative data on staff and student experiences at the institute, namely running staff surveys, student surveys and focus groups. In 2021, the IoN EDI committee has:

- Helped develop the **first Faculty of Brain Sciences Staff Survey**. We also secured wide participation in 2021 FBS Staff Survey (56% response rate = 424 participants out of 762 members of staff).
- Developed the **first ever QS IoN Student Survey** (with 19% response rate = 71 students).
- Ran a focus group with students to prepare the QS IoN Student Survey and record feedback on their lived experiences at the QS IoN.
- Ran a focus group with new staff starters to capture feedback on their experience with recruitment and induction at the QS IoN.
- Held the **first IoN Townhall on Equality, Diversity and Inclusion**.

We are always keen to collect feedback from our community, to ensure colleagues and students feel supported, by understanding what their needs or concerns might be. The data and feedback gathered via surveys, focus groups and townhall consultation has been instrumental in the elaboration of our EDI strategic plan. Please feel always free to reach out to us if there is any issues you would like to discuss. **Your voice matters!**

Our goals

- **Increase transparency.** We pledge to publish an annual EDI report, from 2022, to share key equality metrics with our community. We will work towards achieving pay gap and workload gap transparency by 2027.

- **Increase mental health support available at the QS IoN.** In recent years, mental health has become a concerning issue within the Higher Education sector. This has been significantly aggravated by the Covid-19 crisis and the pandemic of stress and isolation that derived from it. Our 2021 Staff and Student Surveys highlighted the growing need to offer mental health support locally at the QS IoN. We are currently working hard to improve our local mental health and wellbeing support provisions. In September of 2022 we will run Mental Health First Aid training at QS IoN to increase the number of members of staff who are equipped to be a first point of contact and support staff/students experiencing emotional distress or suffering in silence with mental health problems, such as stress, anxiety or depression. We are committed to ensure representation from all of our departments and ensure balanced representation between gender, ethnicity, people in different roles and at different levels of seniority amongst those who are trained as Mental Health First Aiders at the institute. The list of QS IoN MHFA is available for consultation at our EDI website: [www.ucl.ac.uk/ion/edi](http://www.ucl.ac.uk/ion/edi)

We are considering offering bespoke training to QS IoN managers by 2023 to empower them in dealing with mental health duress within their teams. We also want to train mentors in our mentoring programmes to support mentees’ resilience and wellbeing.
Breaking the silence around mental ill health in Academia. Mental health is a subject often neglected in Academia, with extraordinarily detrimental outcomes for scientists and scientific output. This is particularly true for young researchers, who are the most vulnerable in our community. In 2022 we aim to lead on several events to normalise conversations around mental ill health in Academic settings. Our first event will take place during the 2022 Mental Health Awareness Week and will be led by Professor Schiavo and Dr De La-Rocque. This event will invite the QS IoN community to kick-start an important conversation on wellbeing, work-life balance and the importance of creating a research culture that provides better support and outcomes to us all.

Tackle bullying and harassment. The academic research environment is highly pressurised. In this context problematic behaviours are often excused; suffering is seen as a badge of honour and bullying is endemic in many environments. At the QS IoN we strongly oppose to the ‘thick skin’ rhetoric being used as an excuse to abuse. As such, we invite all the members of our community to help us foster a Culture of Care and create a workplace culture that truly champions diversity and inclusion. Learn more about QS IoN Code of Conduct on our EDI website: www.ucl.ac.uk/ion/edi

We will also keep on promoting specialized training, such as ‘Where do you draw the line’ and ‘Active Bystander’ for staff and students.

Breaking the silos in QS IoN: create cross-departmental networks and events. One of the issues often highlighted in the 2021 Staff and Student surveys and during our Townhall meeting was the need to create more platforms for departmental cross-pollination and networking. In 2022 we supported the re-launch of the QS IoN Seminar Series a monthly seminar series where Early Career Researchers presented their work to PIs, ECRs and students across the Institute in a relaxed environment. In the coming years we are looking into different initiatives to bridge the gap between departments.

Embed career support initiatives for all staff groups, including ECRs, research services personnel, research assistants and technicians. We will continue to work hard to provide career development support for all members of staff. To this end we will:

- Continuously improve our Promotions’ workshops.
- Renew the QS IoN Leadership Development Programme for Technicians and Research Assistants in 2023.
- Keep on improving our Mentoring offerings to accommodate more mentees. Learn more about it on our Mentoring website.
- Increase transparency of UCL career structures for members of staff in different occupational groups through the creation of a new website page entitled ‘Build your career at QS IoN’ – to be launched in 2022.
- Increase transparency on Proleptic (or tenure-track) appointments at QS IoN by sharing the criteria and guidance on our websites and in our promotions’ workshops.
- Support the FBS Professional Services and Technicians Away Day, taking place in June 2022.
- Organize the ECR Careers Symposium in October of 2022.

Continued support for students from under-represented backgrounds. We are committed to tackling the underrepresentation of students from ethnic minority backgrounds and we are looking into funding strategies to support access to PGR studies in our Institute. We hope to be able to implement a positive action PhD scholarship by 2023.

Apply to Athena SWAN Gold Award by 2024. We are working towards building a strong case to apply for an Athena Swan Gold award by 2024. We will keep pushing for increasing the proportion of women and ethnic minorities in Academic posts. We aim to implement bold recruitment strategies to increase representation of women and ethnic minorities who are shortlisted for senior positions at the IoN by 2027.
# Glossary

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About our data analysis

This report was prepared for Queen Square Institute of Neurology’s Institute Director, Senior Management Team and the EDI committee to inform and guide our equality strategic work. The content of this report is strictly confidential. Dissemination, distribution or copy of part or the entirety of this report without the prior consent from the IoN Institute’s Director, the IoN EDI Deputy Director or the IoN Athena Swan Leads is strictly prohibited.

Staff data on sex, ethnicity, disability status, age, nationality, contract type, pay grade, and occupational group is a snapshot from October 2021 (source: MyHR). Data on the distribution of staff by sexuality and by religious belief was obtained from the responses of the 2021 FBS Staff Survey.

Student data on sex, ethnicity, disability status, age, religious belief, and study mode is a snapshot from the 2021/22 Academic year (source: Central EDI data team). Information on the distribution of students by sexuality was obtained from the responses of the 2021 IoN Student Survey.

Data sets with fewer than 5 respondents for any of the conditions analyzed were not included in this report to prevent risk of identification of respondents.

We have aggregated data for ethnic minority groups to prevent risk of identification of respondents. We acknowledge that aggregated ethnic groups may mask differences in outcomes between their constituent detailed groups.

Professorial Pay Gap was calculated as per UK Government guidelines. All salaries used for comparison purposes are comprised of contractual Basic Salary, London Allowance, and any market supplements that form part of the UCL contractual salary package. We used the full-time equivalent total package for part-time staff to ensure comparability.
Useful links and resources

• Visit the QS IoN EDI website: www.ucl.ac.uk/ion/edi

• QS IoN EDI twitter account: Follow us @UCLIoN_EDI

• Reach out to the QS IoN EDI Committee: ion.edi@ucl.ac.uk

• Learn more about QS IoN Mentoring Schemes: www.ucl.ac.uk/ion/mentoring

• Reach out to the QS IoN Mentoring Leads: ion.mentoring@ucl.ac.uk

• UCL EDI training available for staff and students: https://www.ucl.ac.uk/equality-diversity-inclusion/equality-diversity-inclusion-training

• If you have been the victim of or if you have witnessed bullying and harassment, you can:
  • Reach out to a QS IoN Mental Health First Aider or a QS IoN Dignity Advisor. It is completely confidential! These are colleagues who have received training to offer you support as a first point of contact.
  • Reach out to QS IoN HR team in complete confidentiality. IoN HR Manager: Laura Allum (l.allum@ucl.ac.uk). IoN HR Office: 2nd floor of 23 Queen Square.
  • Report bullying and harassment via the UCL Report + Support Portal, either anonymously or with contact details. https://report-support.ucl.ac.uk/

• UCL Mental Health support services for staff: https://www.ucl.ac.uk/human-resources/health-wellbeing/being-well-ucl/employee-support-care-first

• UCL Mental Health support services for students: https://www.ucl.ac.uk/students/support-and-wellbeing/about-disability-mental-health-and-wellbeing-team