

Dear colleague,

We hope this email finds you well. This is a short update in relation to the change in regulations around Covid-19 and industrial action. Before we get to that, we would like to highlight some of the fantastic impact our research is having across the world! From genome sequencing to protecting ourselves online, our research has widespread impact across society. Do have a look at [our website](#) for the latest news. In addition, at the forthcoming Festival of Education, we will launch a digital representation of our Education Strategy. Our educational approach is [gathering significant acclaim](#), and is the envy of many across the sector, who are looking to copy what we are doing.

### **Covid restrictions easing**

You will have seen in the media that the Government has launched its '[Living with Covid-19](#)' plan, and [further guidance](#) has also been issued to universities. This means a further easing of restrictions, including:

- You no longer need to take a lateral flow test twice a week;
- Although it is no longer a legal requirement to self-isolate following a positive Covid test, you are still advised, if you test positive, to stay at home. You are advised to stay at home and avoid contact with other people for at least five full days, and, after that period, until you have tested negative on two consecutive days;
- Government is no longer recommending the use of the NHS Covid pass to enter large venues, although you will be able to access the pass on the NHS app for the time being. The NHS app will also still enable you to access your vaccination status for [international travel](#).

### **Vaccinations**

Being vaccinated is the single most important thing we can all do to keep ourselves and each other safe. If you haven't had your first, second or booster jab, please [do so as soon as possible](#), and please encourage your students to get fully vaccinated too.

### **Face coverings**

Face coverings are no longer required anywhere on our campuses. Of course, if you wish to still wear one you are very welcome to do so; we should all respect each other's rights to wear a face covering, in line with our Values.

We know that some colleagues are still, understandably, worried about Covid. We can all reduce the risk from the virus by taking sensible precautions such as ensuring rooms are well ventilated, and following Government [public health advice](#).

### **Industrial action**

We would like to thank colleagues across the University for working together to mitigate the impact of the industrial action upon our students. We know that it is very difficult for everyone in periods of industrial action, and we appreciate the work of colleagues across the University to protect our students' education.

Finally, we wanted to correct some misinformation that seems to have been publicly circulated regarding prioritising educational activities during action short of a strike (ASOS). No one will have their pay deducted for ASOS, as long as all planned educational activities are carried out and any

educational activities that have been cancelled as a result of strike action are rescheduled. We accept that prioritisation of education during ASOS means that there may be disruption to all other non-educational activities, including research and administration. Pay will only be deducted for taking strike action, or if colleagues are taking ASOS and fail to carry out planned educational activities, or fail to re-schedule educational activities that have been missed due to strike action. We have put this measure in place to safeguard our students' education, as education is core to our purpose as a University. We accept that there may be disruption to the University in all other activities due to staff taking industrial action.

There is more detail on our [FAQ page](#).

We will write to you again when there is a further update to share.

Best wishes,

### **Queen Mary Senior Executive Team**

Colin Bailey – President and Principal  
Stephanie Marshall – Vice-Principal (Education)  
Andrew Livingston – Vice-Principal (Research and Innovation)  
Wen Wang – Vice-Principal (Science and Engineering)  
Matthew Hilton – Vice-Principal (Humanities and Social Sciences)  
Mark Caulfield – Vice-Principal (Health)  
Philippa Lloyd – Vice-Principal (Policy and Strategic Partnerships)  
Colin Grant - Vice Principal (International)  
Sheila Gupta – Vice-Principal (People, Culture and Inclusion)  
Jonathan Morgan – Chief Governance Officer and University Secretary  
Karen Kroger – Chief Financial Officer  
Ghazwa Alwani-Starr – Chief Operations Officer



### **Message to students: Message from Queen Mary Senior Executive Team: coronavirus update**

Dear student,

We hope this email finds you well, and you are enjoying Semester 2. We hope you are taking advantage of all our University and campuses have to offer: as well as [places to study](#), there is a vibrant programme of [social](#) and [sporting](#) activities – from Hawaiian nights to board games, there is something for everyone! There are also [resources to support your wellbeing](#), and access to [LinkedIn Learning](#), which will enable you to gather new skills and knowledge at your own pace.

This is a short update in relation to the change in regulations around Covid-19. Before we get to that, we just wanted to highlight on some of our fantastic research! From genome sequencing to protecting ourselves online, our research has widespread impact across society. Do have a look at [our website](#) for the latest news.

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We know that some people are still, understandably, worried about Covid. We can all reduce the risk from the virus by taking sensible precautions such as ensuring rooms are well ventilated, and following [government advice](#).

## **Industrial action**

We are working hard across the University to do everything we can to mitigate the impact of this industrial action on your education and experience. We are asking colleagues taking part in industrial action to prioritise educational activities, above all their other duties.

If there has been any disruption to your education your School/Institute will be in touch to tell you how the learning will be made up. Please do look out for messages.

One question that has come from students is a concern that the industrial action may prevent final year students graduating. We want to reassure you that this industrial action will not affect students’ ability to graduate: all students who meet the required standard will graduate this year.

If you have any questions about the industrial action, have a look at the [FAQ page](#), and then talk to your Advisor, or contact the [Student Enquiry Centre](#) or the Principal at [principal@qmul.ac.uk](mailto:principal@qmul.ac.uk). There is more information about the issues behind this industrial action at the links below.

We do hope you are enjoying your time with us. If you are concerned about anything, remember we are here to support you – talk to your Advisor, or have a look at our wellbeing resources. If you have financial concerns there is help available, including a [financial assistance fund](#) that is open to all students.

Please do enjoy your time with us, and remember we are here to support you. We will write again when there is a further update to share.

Best wishes,

Colin Bailey – President and Principal

Stephanie Marshall – Vice-Principal (Education)

Wen Wang – Vice-Principal (Science and Engineering)

Matthew Hilton – Vice-Principal (Humanities and Social Sciences)

Mark Caulfield – Vice-Principal (Health)



**Further information on industrial action:**

[FAQs](#)

On USS pension scheme

- material from the [information briefing sessions](#) held by an independent pensions expert from Mercer in October, and by using the USS [pension modeller](#), which helps USS members see the potential impact of the changes upon them individually, based on their own circumstances.

On pay and working conditions:

- Sheila Gupta has recently written blogs with current information on [gender inequality](#) and [fixed-term and casual contracts](#) at Queen Mary
- There is further information on our [EDI webpages](#).