Our Values in action
Queen Mary Our Values in action

**Inclusive**
Maintaining our tradition of nurturing and supporting talented students and staff regardless of their background.

**Ambitious**
Foster innovation, disrupt convention, respond with imagination to new opportunities.

**Proud**
Proud of the difference we make when we work collectively.

**Ethical**
Always acting with the highest ethical standards and integrity.

**Collegial**
Strong community built on openness, listening, understanding, co-operation and co-creation.
For all of us, this means:

- Welcoming people, their voices and experience from our entire University and beyond, to add depth, insight, value and diversity of thought to everything we do
- Striving for equity and fairness, and maintaining dignity and respect for all our communities
- Actively considering the range of needs in our community
- Nurturing and celebrating our networks of students, colleagues, and community
- Respecting people's different skills and knowledge, acknowledging their contribution and their demands as well as their successes
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For all of us, this means:

• Highlighting our own and others’ successes
• Ensuring we are informed about the University’s achievements, and celebrating them widely, recognising that we are stronger together than individually
• Recognising our strengths, communicating and building on them
• Providing appropriate, healthy challenge and support to others
• Holding ourselves individually and collectively accountable for our commitments
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For all of us, this means:

• Aiming for excellence in everything we do
• Seeking out the best available evidence to inform sustainable, timely, robust decisions
• Seeking opportunities for continuous improvement, being ready to challenge the status quo
• Having the confidence to experiment with new and creative approaches
• Understanding that we will sometimes fail, but having the confidence to acknowledge and learn from our mistakes and to support others to do likewise
• Focusing on outcomes rather than processes
• Being clear about our priorities, to sustain successful delivery
For all of us, this means:

- Working collaboratively, building strong partnerships across Queen Mary and beyond, to resolve major challenges
- Seeking to understand academic and professional services challenges so that we can build healthy, productive working relationships
- Being prepared to, and feeling comfortable to, share ideas as well as offering constructive challenge when appropriate
- Listening to and acting on constructive and supportive feedback
- Working with others to resolve issues respectfully, and committing to the decisions and outcomes
- Actively supporting and endorsing each others’ work and being committed to each others’ success
Queen Mary Our Values in action

For all of us, this means:

- Demonstrating Queen Mary Values through both our work and our behaviours
- Acting with integrity at all times
- Seeking out, implementing and championing good practice
- Understanding our own capacity and capability to deliver
- Accepting personal responsibility for resolving issues
- Understanding our impact on others, including our partners and stakeholders
- Building a supportive network to identify when we, or others, need help

Ethical
We will act with the highest ethical standards, and with integrity, in all that we do.