

University of Edinburgh

Staff Homeworking Experience Survey

EDI Report

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Introduction

A survey was conducted at University level during 26th June – 6th July to better understand the experiences of staff members while working from home during the COVID-19 pandemic. A total of 5069 staff members participated in the survey. A report illustrating the overall results of the survey and the most pronounced demographic differences was shared previously. A ‘power BI dashboard’ was also created so that managers and other staff members can interrogate the data (including demographic differences where this was possible) independently.

However, the Power BI dashboard does not highlight where differences in responses are statistically significant, and the overall report highlights where statistical difference is associated with high percentage differences. The present report aims to fill this gap by including all statistically significant findings for all demographic groups¹.

Using this report

Results are presented as whole numbers for ease of reading, with rounding performed at the last stage of calculation for maximum accuracy. Values from X.00 to X.49 are rounded down and values from X.50 to X.99 are rounded up. This is why the summary figure used within text is sometimes slightly different from those displayed on the graph.

Statistical testing has been employed for all comparisons. Please note the number of respondents affects this procedure: a seemingly small percentage difference may still be statistically significant at University level while seemingly large percentage differences may not be statistically significant within smaller groups. This is especially important when comparing different demographic groups. Differences associated with statistical difference should be treated as more important. Where comparisons have been made, a *p-value* of 0.05 is used for statistical testing. It is possible that a significant difference at University level does not exist within a college or professional service or smaller units (at school or directorate level). For ease of reading, this report only focuses on Equality, Diversity and Inclusion (EDI) differences at University level. Managers are encouraged to request reports for the most

¹ The only demographic question excluded completely from this report is “Do you consider yourself to be a trans person?”. This is because less than 1% of respondents identified as a trans person and the small numbers would not allow for demographic analysis. Descriptive graphs are included where possible in the Power BI dashboard.

relevant unit to them. When this is not possible due to small numbers, results from the next most relevant unit should be considered.

In total 5069 respondents participated in the Staff Homeworking Experience Survey. Respondents were asked to leave questions blank if they did not feel comfortable answering them and were also given the option of Prefer Not to Say for all demographic questions and some main questions. This is why the total numbers of respondents may vary between questions.

The summary section of the report is organised by demographics and lists the summary of responses for each demographic question. Only extreme responses have been included in the summary section (i.e. large negative/positive impacts, strongly agree/disagree). The summary section is organised in gradient: Demographics with the highest significant negative responses will appear at the top, while the demographics with the highest significant positive responses will appear at the bottom. This gradient is also used to organise the characteristics within each demographic.

The body of the report is organised by survey questions. For each question, the overall result at University level is followed by demographic analysis. The demographic analysis is organised by percentage differences: biggest differences will appear at the top. Only differences associated with statistical significance have been included in the body. For ease of reading, graphs for demographic comparison are not included. However, all graphs can be viewed using the Power BI dashboard following this link: <https://app.powerbi.com/Redirect?action=OpenApp&appId=35799c3a-0597-4585-95d9-e491ceff9643&ctid=2e9f06b0-1669-4589-8789-10a06934dc61>

Summary

Scores were calculated based on the respondents' responses to gain a general overview of various demographics. For the purpose of this scoring, only significantly different negative and positive responses have been considered (those significantly *less* likely to report a value have not been included in the scoring). Large negative impacts and strongly disagrees counted for a -1 score, while negative impacts and disagrees counted for a -.05 score. Similarly, large positive impacts and strongly agrees counted for a +1 score, while slight positive impacts and agrees counted for a +0.5 score. Scores across questions for each demographic were then summed up to produce the final scores displayed below. In total, 29 questions were considered for the scoring below (experience of homeworking, type of equipment used, and interest in future homeworking were not scored). Please note, this summary is a general overview and does not take into account the size of the impact.

Those from College of Humanities, Arts and Social Sciences (CHASS), academic staff, non-EU citizens, carers, and those on grade UE09 saw the biggest negative impacts. Those living with family members who are shielding, those from Corporate Services Group (CSG), spiritual respondents, those on grade UE05, and Christian respondents saw the biggest positive impacts.

The table also incorporates results from the demographic analysis on the working from home in the future question to investigate which groups would be more interested in return to their offices on campus. Please note, where groups have "no significant difference in preference" the general result at University level should be assumed: 66% interested in partial homeworking, 21% interested in complete homeworking, and 13% not interested in homeworking. Similarly, a preference for a certain option does not necessarily signify the majority of responses, only relative preference compared to other groups.

Demographic	Score	Interested in WFH in the Future?
College of Humanities, Arts and Social Sciences (CHASS)	-26	Not interested in WFH in the future
Academic Staff	-24	Not interested in WFH in the future
Non-EU citizens	-21	Not interested in WFH in the future
Carer	-18.5	Interested in Partial or Complete Homeworking
UE09	-18.5	Not interested in WFH in the future
Research Lab	-16	Not interested in WFH in the future
Guaranteed Hours Contract	-15	Not interested in WFH in the future
Single Occupancy Office	-15	Not interested in WFH in the future
Non-White Ethnic Background	-12.5	No significant difference in preference
Manager	-9	Interested in Partial Homeworking
With Disability	-8.5	Interested in Complete Homeworking
36 - 45 age group	-7.5	No significant difference in preference
Working for the University for between 10 and 15 years	-6	No significant difference in preference
Male	-5.5	Not interested in WFH in the future
No Religion	-5.5	No significant difference in preference
Bisexual	-4.5	Interested in Complete Homeworking
Non-Christian Religion	-4	No significant difference in preference
Fixed-term Contract	-3	Not interested in WFH in the future
Working for the University for between 5 and 10 years	-2	No significant difference in preference
UE10	-1.5	Not interested in WFH in the future
Working for the University for between 1 year and 2 years	-1	No significant difference in preference
46 - 55 age group	-0.5	No significant difference in preference

Working for the University for between 15 and 20 years	-0.5	No significant difference in preference
Working for the University for between 25 and 30 years	-0.5	No significant difference in preference
Part-time	-0.5	No significant difference in preference
College of Science and Engineering (CSE)	-0.5	No significant difference in preference
UK citizens	0	Interested in Partial or Complete Homeworking
No Disabilities	0	Not Interested in Complete Homeworking
Not shielding	0	No significant difference in preference
Working for the University for between 6 months and 1 year	0	No significant difference in preference
Hot-desk/Shared desk space	0	No significant difference in preference
Shared Office	0	No significant difference in preference
White Ethnic Background	0	No significant difference in preference
UE06	0	No significant difference in preference
UE08	0	No significant difference in preference
Full-time Normal Hours	0	No significant difference in preference
Heterosexual	0	No significant difference in preference
EU citizens	0.5	Not interested in WFH in the future
Gay or Lesbian	0.5	Not interested in Partial Homeworking
26 - 35 age group	1	No significant difference in preference
66+ age group	1	Not interested in WFH in the future
Non-carer	1	Not interested in WFH in the future
Working for the University for between 20 and 25 years	1	No significant difference in preference
Normally Homeworking	1	No significant difference in preference
UE04	1	No significant difference in preference

Technical Staff	1	No significant difference in preference
Information Services Group	1.5	Interested in Complete Homeworking
16 - 25 age group	2	No significant difference in preference
Open-ended Contract	2	Interested in Partial or Complete Homeworking
Working for the University for less than 6 months	2	No significant difference in preference
UE07	2	No significant difference in preference
Working for the University for between 2 and 5 years	3	No significant difference in preference
Working for the University for more than 30 years	3	No significant difference in preference
Full-time Flexible Hours	3	Interested in Complete Homeworking
College of Medicine and Veterinary Medicine (CMVM)	3	No significant difference in preference
Female	4	Interested in Partial or Complete Homeworking
University Secretary's Group (USG)	4	Interested in Partial or Complete Homeworking
56 - 65 age group	4.5	Not interested in WFH in the future
Open-plan Office	6.5	Interested in Complete Homeworking
Shielding	7	Interested in Partial or Complete Homeworking
Professional Staff	7	Interested in Complete Homeworking
Non-manager	7.5	Interested in Complete Homeworking
Christian	8	No significant difference in preference
UE05	9.5	Interested in Partial or Complete Homeworking
Spiritual	12	Interested in Complete Homeworking
Corporate Services Group (CSG)	12	Interested in Partial or Complete Homeworking
Family shielding	13.5	Interested in Partial or Complete Homeworking

Colleges and professional services

- Those in CHASS were more likely to have experience of regularly working from home, and were more likely to find the transition somewhat or extremely difficult. They were also more likely to be very dissatisfied with the amount of equipment provided by the University. Those in CHASS were more likely to report a large negative impact of space, equipment, internet, working hours, work-life balance, non-work responsibilities, childcare, and other caring responsibilities while working from home. They were more likely to report a large negative impact on their research output and grant applications. They were more likely to report an overall large negative impact of home working on their work experience. They were more likely to report much less productivity, and much more tiredness and stress than before. They were more likely to not be satisfied with the University resources in place to help them, and they did not feel comfortable with the pressure placed upon them at this time. They were more likely to report low values on life satisfaction, worthwhile, and happiness measures, and high values on anxiety ONS measures. They were more likely to not be interested in homeworking in the future.
- Those in Information Services Group (ISG) were more likely to report a large positive impact on childcare while working from home. They were more likely to be interested in complete homeworking in the future.
- Those in College of Medicine and Veterinary Medicine (CMVM) were more likely to be using wholly personally owned equipment. They were more likely to report a large positive impact on their ability to conduct research, and were more likely to report very low values for their anxiety levels.
- Those from University Secretary's Group (USG) were more likely not to have prior experience of home working and were more likely to find the transition somewhat or extremely easy. They were more likely to be using mainly University provided equipment and were more likely to be very satisfied with the amount of equipment provided by the University. They were more likely to think that they are kept informed about matters affecting them, and they were more likely to think that their line managers have been supportive during the lockdown.
- Those from Corporate Services Group (CSG) were more likely not to have prior experience of home working and were more likely to find the transition somewhat or extremely easy. They were more likely to be using wholly University provided equipment, and were more likely to be very satisfied with the amount of equipment provided by the University. They were more likely to report a large positive impact of internet, working hours, work-life balance, non-work responsibilities, and other caring responsibilities while working from home. They were more likely to report an overall large positive impact of home working on their working experience. They were more likely to report very high values on Office of National statistics (ONS) life satisfaction, worthwhile, and happiness measures.

Role

- Academic staff were less likely to not have previous home working experience and were more likely to have regular home working experience. They were more likely to find the transition to complete home working somewhat or extremely difficult, and were more likely to be using wholly personally owned equipment. They were also more likely to be very dissatisfied with the amount of equipment provided by the University. They were more likely to report a large negative impact of space, equipment, internet, working hours, work-life balance, non-work responsibilities, childcare, and other caring responsibilities while working from home. They were more likely to report an overall large negative impact of home working on their work experience. Academics were more likely to report much less productivity and job satisfaction

than before. They were more likely to not be satisfied with the University resources in place to help them, and not feel comfortable with the pressure placed upon them at this time. They were more likely to report low ratings on life satisfaction, worthwhile, and happiness, and high ratings on anxiety ONS measures. They were less likely to be interested in homeworking in the future.

- Technical staff were more likely to report very low ratings on the anxiety ONS measure.
- Professional staff were more likely to not have previous home working experience and were less likely to have regular home working experience. They were more likely to be using wholly University of Edinburgh (UoE) supplied equipment, and they were more likely to be very satisfied with the amount of equipment provided by the University. They were more likely to report a large positive impact on work-life balance, non-work responsibilities, and other caring responsibilities while working from home. They were more likely to report an overall large positive impact of home working on their work experience. They were more likely to think that their line managers have been supportive during the lockdown. They were more likely to be interested in complete homeworking in the future.

Citizenship

- Non-EU citizens were more likely to find the transition to complete home working extremely difficult and were more likely to be using wholly personally owned equipment. They were also more likely to be very dissatisfied with the amount of equipment provided by the University. They were more likely to report a large negative impact of space, equipment, internet, working hours, work-life balance, non-work responsibilities, and other caring responsibilities on their working from home. They were more likely to report an overall large negative impact of home working on their work experience. They were more likely to report much less productivity, job satisfaction, and motivation and much more stress than before. They were more likely to be dissatisfied with the University resources in place to help them, and not feel comfortable with the pressure placed upon them at this time. They were more likely to report low values on life satisfaction and worthwhile, and high values on anxiety ONS measures. They were more likely to not be interested in homeworking in the future.
- Non-UK, EU citizens were more likely to find the transition to complete home working extremely difficult and were more likely to be using wholly personally owned equipment. They were more likely to report a large negative impact of space and internet on their home working. They were more likely to report a large positive impact on all aspects of their research. They were more likely to not be interested in homeworking in the future.

Caring Responsibilities

- Carers were more likely to have regular experience in home working and were less likely to not have previous home working experience. Carers were more likely to find the transition to complete home working extremely difficult. They were more likely to report a large negative impact of space, working hours, work-life balance, and non-work responsibilities while working from home. They were also more likely to report a large negative impact on all aspects of their research. They were more likely to report an overall large negative impact of home working on their work experience. Carers were more likely to report much less productivity and job satisfaction and much more tiredness than before. They were more likely to not feel comfortable with the pressure placed upon them at this time. They were more likely to think that their line managers have not been flexible with their workload during the lockdown. They were more likely to report low ratings on life satisfaction, and high ratings anxiety ONS measures.

- Non-carers were more likely to think that their line managers have been supportive during the lockdown. They were more likely to not be interested in homeworking in the future.

Grade

- Those on grade UE09 were more likely to find the transition to complete home working extremely difficult. They were more likely to report a large negative impact of space, internet, working hours, work-life balance, non-work responsibilities, childcare, and other caring responsibilities while working from home. They were more likely to report a large negative impact on all aspects of their research. They were more likely to report much less job satisfaction and much more tiredness and stress than before. They were more likely to report low ratings on happiness and high ratings on anxiety ONS measures. They were less likely to be interested in homeworking in the future.
- Those on grade UE10 were more likely to report a large negative impact of internet on their home working. They were more likely to be dissatisfied with the University resources to help them at this time. They were more likely to think that their line managers have not been flexible with their normal routines during the lockdown. They were more likely to report very high ratings on life satisfaction and worthwhile ONS measures. They were less likely to be interested in homeworking in the future.
- Those on grade UE08 were less likely not to have prior home working experience.
- Those on grade UE04 were less likely to have prior home working experience and were more likely to be using wholly UoE supplied equipment. They were more likely to report much less stress than before.
- Those on grade UE07 were more likely to report a large positive impact on their ability to conduct research and their research output.
- Those on grade UE05 were less likely to have prior home working experience and were more likely to be using wholly UoE supplied equipment. They were also more likely to be very satisfied with the amount of equipment provided by the University. They were more likely to report a large positive impact on work-life balance and other caring responsibilities while working from home. They were more likely to report much less tiredness and stress than before. They were more likely to think that they are kept informed about matters affecting them, and be satisfied with the University resources in place to help them at this time. They were more likely to report very high ratings on happiness, and very low ratings on anxiety ONS measures.

Pre-COVID Office

- Those previously working in research labs were more likely to find the transition to complete home working extremely difficult. They were more likely to be using wholly personally owned equipment. They were more likely to report a large negative impact of equipment on their working from home. They were also more likely to report a large negative impact on their ability to conduct research, and their research output. They were more likely to report an overall large negative impact of home working on their work experience. They were more likely to report much less productivity, job satisfaction, and motivation than before. They were more likely to think that they are not kept informed about matters affecting them. They were more likely to report low values on the ONS worthwhile measure. They were less likely to be interested in homeworking in the future.
- Those previously in single occupancy offices were less likely to not have previous experience in home working, and were more likely to find the transition to complete home working extremely difficult. This group was more likely to report a large negative impact of space,

working hours, work-life balance, non-work responsibilities, childcare, and other caring responsibilities while working from home. They were more likely to report a large negative impact on their grant applications. They were more likely to report an overall large negative impact of home working on their work experience. They were more likely to report much less job satisfaction and much more tiredness and stress than before. They were more likely to be dissatisfied with the University resources in place to help them, and not be comfortable with the pressure placed upon them at this time. They were more likely to report low ratings on life satisfaction and happiness ONS measures. They were less likely to be interested in homeworking in the future.

- Those previously working at home were more likely to be using wholly personally owned equipment. They were more likely to report very high values on the ONS happiness measure.
- Those previously working in open-plan offices were more likely to find the transition to complete home working extremely easy and were more likely to be very satisfied with the amount of equipment provided by the University. They were more likely to report a large positive impact of home working on work-life balance, childcare, and other caring responsibilities. They were more likely to be interested in complete homeworking in the future.

Contract Type

- Those on guaranteed hours contracts were more likely to find the transition to complete home working somewhat or extremely difficult. They were more likely to be using wholly personally owned equipment and they were more likely to be very dissatisfied with the amount of equipment provided by the University. They were more likely to report a large negative impact of space on their working from home. However, they were more likely to report a positive impact of internet on their working from home. They were more likely to report an overall large negative impact of home working on their work experience. They were more likely to report much less productivity, job satisfaction, and motivation than before. They were more likely to think that they are not kept informed about matters affecting them, and be dissatisfied with the University resources in place to help them at this time. They were more likely to report low ratings on the worthwhile and happiness ONS measure. They were more likely to not be interested in homeworking in the future.
- Those on fixed-term contracts were more likely to find the transition to complete home working somewhat difficult. They were more likely to be using wholly personally owned equipment. They were more likely to report a large negative impact of equipment on their working from home. However, they were more likely to report a large positive impact of internet on their working from home. They were more likely to report a positive impact on their grant applications. They were more likely to report much less productivity, job satisfaction, and motivation than before. However, they were more likely to think that their line managers have been supportive, and flexible with their workload during the lockdown. They were more likely to report low ratings on the worthwhile and happiness ONS measures, and high ratings on the anxiety measure. They were more likely to not be interested in homeworking in the future.
- Those on open-ended contracts were more likely to report an overall large positive impact of home working on their work experience. They were more likely to report very high ratings on the ONS life satisfaction measure.

Ethnicity²

- Non-White respondents were more likely to find the transition to complete home working extremely difficult. They were more likely to be using mainly or wholly personally owned equipment and they were more likely to be very dissatisfied with the amount of equipment provided by the University. They were more likely to report a large negative impact of space, working hours, work-life balance, non-work responsibilities, and other caring responsibilities while working from home. They were more likely to report an overall large negative impact of home working on their work experience. They were more likely to report much more tiredness than before.

Managerial Responsibilities

- Managers were more likely to report they have sometimes worked from home prior to the lockdown and were less likely to not have prior home working experience. They were more likely to be using a mix of personally owned and University supplied equipment. They were more likely to be very satisfied with the amount of equipment provided by the University. They were more likely to report a negative impact of household internet, working hours, work-life balance, non-work responsibilities, childcare, and other caring responsibilities while working from home. They were more likely to report an overall large negative impact of home working on their work experience. They were more likely to report much more tiredness and stress than before. They were more likely to be dissatisfied with the University resources in place to help them at this time. They were more likely to report very high ratings on the worthwhile ONS measure. They were more likely to be interested in partial homeworking in the future.
- Non-managers were more likely to be using personally owned equipment, and they were more likely to be neither satisfied nor dissatisfied with the amount of equipment provided by the University. They were more likely to report a large positive effect of other caring responsibilities while working from home. They were more likely to report an overall large positive impact of home working on their work experience. They were more likely to report more job satisfaction and much less stress than before. They were more likely to think that their line managers have been supportive and flexible with their workload and normal routines during the lockdown. They were more likely to be interested in complete homeworking in the future.

Disability

- Those with a disability were more likely to be very dissatisfied with the amount of equipment provided by the University. They were more likely to think that they are not kept informed about matters affecting them, be dissatisfied with the University resources in place to help them, and not feel comfortable with the pressure placed upon them at this time. They were more likely to report low values on life satisfaction, worthwhile, and happiness, and high values on anxiety ONS measures. They were more likely to be interested in complete homeworking in the future.

Age

- Those in the 36 – 45 age group were more likely to find the transition to complete home working extremely easy. They were more likely to report a large negative impact on working

² To analyse the effects of ethnicity, all responses to the ethnicity question were recoded to White/Non-White/Prefer Not to Say. This allowed for the analysis to be conducted by ethnicity. The original codes were too small to allow for this analysis.

hours, non-work responsibilities, childcare, and other caring responsibilities while working from home. They were more likely to report a negative impact on their grant applications. They were more likely to report an overall large negative impact of home working on their work experience. They were more likely to report much more stress than before. They were more likely to not feel comfortable with the pressure placed upon them at this time.

- Those in the 46 – 55 age group were more likely to report a large negative impact of internet access and work-life balance while home working. They were more likely to report very low values on the ONS anxiety measure.
- Those older than 66 were more likely to report very high ratings on the ONS happiness measure. They were less likely to be interested in homeworking in the future.
- Those in the 16 – 25 age group were less likely to have previous home working experience and were more likely to be using wholly personally owned equipment. They were more likely to report a positive impact on their grant applications.
- Those in the 26 – 35 age group were less likely to have previous home working experience and regular experience in home working and were more likely to find the transition to complete home working extremely difficult. They were more likely to report a large positive impact on other caring responsibilities while working from home. They were more likely to report a positive impact on their grant applications. They were more likely to report much more job satisfaction and much less tiredness than before. However, they were also more likely to report much less motivation than before. They were more likely to think that their line managers have been supportive during the lockdown. They were more likely to report low ratings on the ONS worthwhile measure.
- Those in the 56 – 65 age group were more likely to report a large positive impact of internet access on their home working. They were more likely to report very high ratings on life satisfaction, worthwhile, and happiness, and very low ratings on anxiety ONS measures. They were less likely to be interested in homeworking in the future.

Length of Service

- Those working for the University for between 10 and 15 years were more likely to report a large negative impact of home working on working hours, work-life balance, and non-work responsibilities. They were more likely to report an overall large negative impact of home working on their work experience. They were more likely to not feel comfortable with the pressure placed upon them at this time.
- Those working for the University for between 5 and 10 years were more likely to find the transition to complete home working extremely difficult. They were more likely to report a large negative impact on their research output.
- Those working for the University for between 1 and 2 years were less likely to have previous home working experience. They were more likely to report low ratings on the ONS worthwhile measure.
- Those working for the University for between 6 months and 1 year were less likely to have previous home working experience. They were more likely to be using wholly personally owned equipment. They were more likely to report much less motivation than before. However, they were more likely to be satisfied with the University resources in place to help them at this time.
- Those working for the University for between 20 and 25 years were more likely to report very low values on the ONS anxiety measure.

- Those working for the University for less than 6 months were more likely to be using wholly personally owned equipment. They were more likely to think that their line managers have been supportive during the lockdown.
- Those working for the University for between 2 and 5 years were more likely to report a positive impact of internet and non-work responsibilities while working from home. They were more likely to report much more job satisfaction than before.
- Those working for the University for more than 30 years were more likely to report very high ratings on life satisfaction and happiness, and very low values on anxiety ONS measures.

Gender

- Men were more likely to report a large negative impact of space, internet, working hours, and non-work responsibilities while working from home. They were more likely to report an overall large negative impact of home working on their work experience. Men were more likely to report low ratings for life satisfaction. They were more likely to not be interested in homeworking in the future.
- Women were more likely to not have previous experience of home working, and were more likely to have their equipment wholly supplied by the University. They were more likely to report a large positive impact on working hours, non-work responsibilities, and other caring responsibilities while working from home. However, they were more likely to report a large negative impact on childcare while working from home. They were more likely to report a large negative impact on their research output. They were more likely to report an overall large positive impact of home working on their work experience. Women were more likely to report much more productivity than before. However, they were also more likely to report much more tiredness than before. Women were more likely to think that they are kept informed about matters affecting them, and be satisfied with the University resources in place to help them at this time. Women were more likely to report very high values on happiness, and high values for anxiety ONS measures.

Religion or Belief³

- Those with no religion were more likely to report a negative impact of equipment on their home working. They were more likely to report less motivation than before. They were more likely to think that they are not kept informed about matters affecting them. They were more likely to report low ratings on the worthwhile ONS measure.
- Members of non-Christian religions were more likely to be dissatisfied with the amount of equipment provided by the University. They were more likely to report a large negative impact of space, working hours, and work-life balance while working from home. However, they were more likely to report a positive impact of internet access on their working from home. They were more likely to report much more stress than before. They were more likely to report high values on the ONS anxiety measure.
- Christian respondents were more likely to be satisfied with the amount of equipment provided by the University. They were more likely to report a positive impact of internet access on their working from home. They were more likely to feel comfortable with the pressure placed upon them at this time. They were more likely to report very high ratings on life satisfaction, worthwhile, and happiness and very low ratings on the anxiety ONS measures.

³ To analyse the effects of religion, all responses to the ethnicity question were recoded to combine all non-Christian religions into one category. This allowed for the analysis to be conducted by religion. The original codes were too small to allow for this analysis.

- Those with spiritual beliefs were both more likely to have previous regular home working experience and have no previous experience of home working. This group was less likely to report they sometimes worked from home prior to the lockdown. They were more likely to report a large positive impact of space, internet, working hours, and work-life balance while working from home. They were more likely to report an overall positive impact of home working on their work experience. They were more likely to report more motivation and much less stress than before. They were more likely to report very high ratings on the ONS happiness measure. They were more likely to be interested in complete homeworking in the future.

Sexual Orientation

- Those identifying as bisexual were more likely to report much more stress than before. They were more likely to report low values on the worthwhile and happiness ONS measures, and high values on the anxiety measure. They were more likely to be interested in complete homeworking in the future.
- Those identifying as gay or lesbian were more likely to not be interested in homeworking in the future but they were also more likely to be interested in complete homeworking in the future.

Working Pattern⁴

- Those working guaranteed hours were more likely to report much more tiredness than before. They were more likely to think that their line managers have not been supportive during the lockdown. They were more likely to report low values for life satisfaction.
- Those working part-time were more likely to report a large negative impact of non-work responsibilities while working from home. They were more likely to think that their line managers have been flexible with their normal routine during the lockdown.
- Those working full-time on flexible option were less likely to not have previous home working experience and were more likely to have regular experience in home working. This group was more likely to find the transition to complete home working extremely easy. They were more likely to report a large positive impact of internet access on their working from home. They were more likely to report an overall large positive impact of home working on their work experience. They were more likely to be interested in complete homeworking in the future.
- Those working full-time on normal hours were less likely to have regular home working experience.

Shielding

- Those shielding found the transition to complete home working extremely easy. They were more likely to be using wholly personally owned equipment. They were more likely to report a positive impact of internet access and non-work responsibilities while working from home. They were more likely to report an overall large positive impact of home working on their work experience. They were more likely to report much more job satisfaction and much less stress than before. However, they were more likely to think that they are not kept informed about matters affecting them. They were more likely to be interested in complete homeworking in the future.
- Those living with family member(s) who were shielding found the transition to complete home working extremely easy. They were more likely to report a large positive impact of space, equipment, internet, and non-work responsibilities while working from home. They were

⁴ Those on guaranteed hours contracts have been included in the analysis for Contract type, unless their responses differed between the two demographic categories.

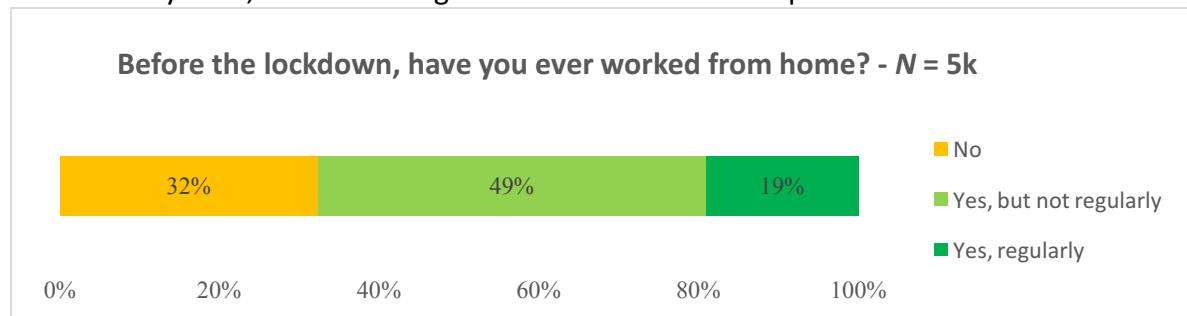
more likely to report an overall large positive impact of home working on their work experience. They were more likely to report more or much more productivity and job satisfaction and much less tiredness and stress than before. They were more likely to be interested in complete homeworking in the future.

Analysis

Experience of Working from Home

Before the lockdown, have you ever worked from home?

At University level, home working was new for a third of respondents.



Demographic Differences

There were no significant differences by sexual orientation, ethnicity, disability, shielding, contract type, and citizenship.

Those on grades UE04 and UE05 were less likely to have previous home working experience. Home working was new for 83% and 65% of these groups respectively. Those on grade UE08 were less likely not to have prior home working experience. Home working was new for only 14% of this group.

Younger respondents (16 – 35) were more likely to not have previous home working experience. Home working was new for two-thirds (66%) of those in the 16 – 25 age group and was new for just under half (42%) of those in the 36 – 45 age group. Those in the 26 – 35 age group were also less likely than others to have regular home working experience.

Those who previously worked in single occupancy offices were less likely to not have previous home working experience. Home working was new for 15% of this group.

Academic staff were less likely to not have previous home working experience and were more likely to have regular home working experience. Home working was new for 16% of academic staff while 28% had regular home working experience. Professional staff were less likely to have previous home working experience and they were less likely to have regular home working experience. Home working was new for 41% of professional staff while 14% regularly worked from home prior to the lockdown.

Those working for the University for less than 5 years were less likely to have previous home working experience. This effect was more pronounced for those working for the University for between 6 months and 2 years. Home working was new for 42% of those working for the University for between 6 months and 1 year and was new for 44% of those working for the University for between 1 and 2 years.

Those with spiritual beliefs were more likely than others to have both regular experience of home working and not have previous home working experience. Home working was new for under half (41%) of this group, while just under a quarter (24%) regularly worked from home before the lockdown. Staff members in this group were less likely to report they sometimes worked from home before. This was the case for just above a third (35%) of this group.

Those working full-time on flexible hours option were less likely to not have previous homeworking experience and were more likely to have previous regular home working experience. Home working was new for just above a fifth (21%) of this group, while a quarter (24%) had previous home working experience. Those working full-time on normal hours were less likely to have regular home working experience. This was the case for 17% of this group. Managers were more likely report that they have sometimes worked from home before. This was the case for more than half (58%) of the managers while this figure was 43% for non-managers. Managers were also less likely to not have previous home working experience. Home working was new for more than a third (39%) of non-managers, while this figure was 22% for managers.

Staff members in CHASS were more likely to have the experience of regularly working from home prior to the lockdown. A quarter (25%) of this college had previous experience in regular home working. Those in USG and CSG were more likely to not have previous home working experience. More than a third (35% and 40% respectively) did not have previous home working experience.

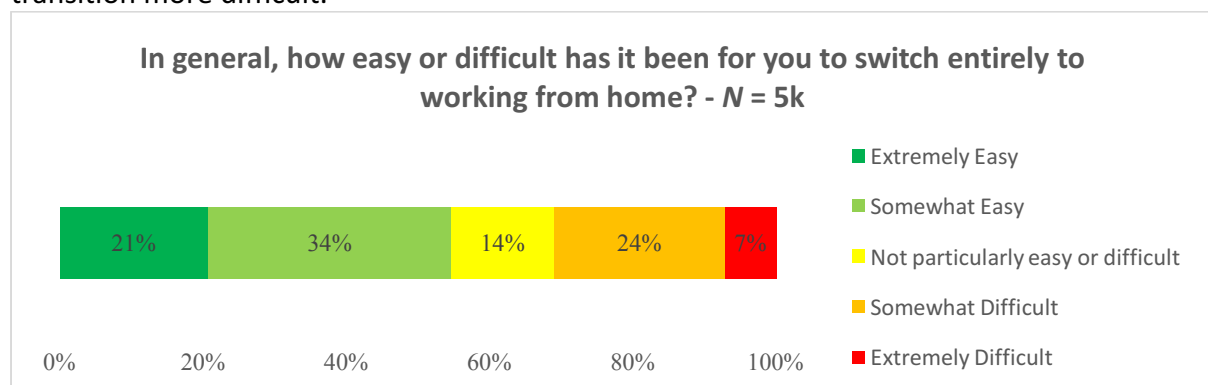
Those with caring responsibilities were more likely to have regular home working experience. This was the case for just under a quarter (24%) of carers, while 15% of non-carers had regular home working experience prior to the lockdown. Carers were also less likely to not have previous home working experience. Home working was new for 25% of carers while it was new for 39% of non-carers.

Female respondents were more likely to not have previous home working experience. Home working was new for more than a third (35%) of female respondents. This figure was 28% for men.

Difficulty in Transition

In general, how easy or difficult has it been for you to switch entirely to working from home?

At University level, more than half (55%) of the respondents found the transition easy. Those who regularly worked from home before the lockdown were more likely to find the transition extremely easy. Similarly, those who used University supplied equipment were more likely to find the transition somewhat or extremely easy. In general, those in colleges found the transition more difficult.



Demographic Differences

There were no significant differences by gender, managerial responsibilities, sexual orientation, religious beliefs, or disability.

Those on guaranteed hours' contracts were more likely to find the transition somewhat or extremely difficult. The transition was difficult for more than half (52%) of this group. Those

on fixed-term contracts were more likely to find the transition somewhat difficult. The transition to complete home working was somewhat difficult for 29% of staff in this group. Those previously working in research labs or single occupancy offices were more likely to find the transition extremely difficult. The transition was extremely difficult for almost a quarter (24%) of staff previously working in research labs and 11% of those previously working in single occupancy offices. Those previously working in open-plan offices were more likely to find the transition extremely easy. The transition was extremely easy for more than a quarter (26%) of respondents in this group.

Those in CHASS in particular found the transition difficult. Just under half (41%) found the transition somewhat or extremely difficult. Those in USG and CSG found the transition particularly easy. More than two-thirds (70% and 69% respectively) found the transition somewhat or extremely easy.

Academic staff were more likely to find the transition somewhat or extremely difficult. The transition to complete home working was difficult for nearly half (45%) of the academic staff. This figure was 22% for professional staff.

Those who were shielding following the Scottish Government's advice, and those who lived with family member(s) who were shielding were more likely to find the transition extremely easy. Almost a third (29% and 32% respectively) of these groups found the transition to complete home working extremely easy.

Non-UK citizens were more likely to find the transition extremely difficult. The transition to complete home working was extremely difficult for 13% of non-EU citizens and 10% of EU citizens. The transition was extremely difficult for 6% of UK citizens.

Non-White respondents were more likely to find the transition extremely difficult. The transition to complete home working was extremely difficult for 12% of staff members in this group.

Those on grade UE09 were more likely to find the transition extremely difficult. The transition to complete home working was extremely difficult for 11% of this group. This figure was 2% for those on grades UE04 and UE05.

Those in the 36 – 45 age group were more likely to find the transition extremely difficult. The transition was extremely difficult for 10% of this age group. In contrast, those in the 46 – 55 age group were more likely to find the transition extremely easy. The transition to complete home working was extremely easy for about a quarter (24%) of those in this age group.

Those with caring responsibilities were more likely to find the transition to complete home working extremely difficult. The transition was extremely difficult for 10% of carers. This figure was 4% for non-carers.

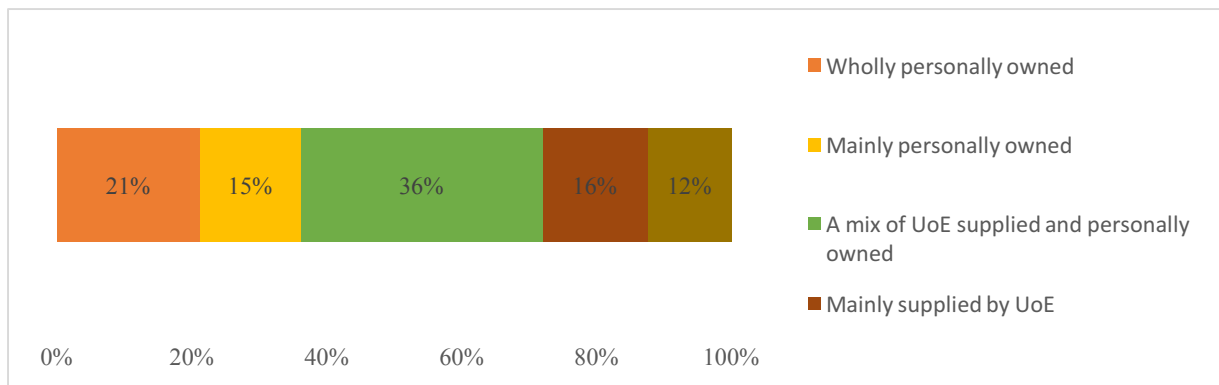
Those working full-time on the flexible hours option were more likely to find the transition extremely easy. Just under a quarter (24%) of this group found the transition to complete home working extremely easy.

Those working for the University for between 5 and 10 years were more likely to find the transition extremely difficult. The transition to complete home working was extremely difficult for 9% of this group.

Equipment

Which of the following reflects your situation best: The equipment I am using is:

Most respondents were using either personally owned equipment or a mix of personal and UoE provided equipment.



Demographic Analysis

There were no significant differences by sexual orientation, religious beliefs, disability, or working pattern.

Those who previously worked in research labs as well as those who normally worked from home before the lockdown were more likely to be using wholly personally owned equipment. This was the case for 52% and 60% of these groups respectively.

Those guaranteed hours and fixed-term contracts were more likely to be using wholly personally owned equipment. This was the case for 53% and 29% of these groups respectively. This figure was 17% for those on open-ended contracts.

Those in the 16 – 25 age group were more likely to be using wholly personally owned equipment. This was the case for more than a third (38%) of respondents in this age group.

Non-white respondents were more likely to be using mainly or wholly personally owned equipment. This was the case for half (50%) of this group.

Those working for the University for less than a year were more likely to be using wholly personally owned equipment. This figure was 33% and 29% respectively for those working for the University for less than 6 months and those working for the University for between 6 months and 1 year.

Those in CSG were more likely to report that their equipment is wholly supplied by UoE. This was the case for more than a fifth (22%) of the respondents within CSG. Similarly, those in USG were more likely to report that their equipment is mainly provided by the University. This was the case for a quarter (25%) of respondents within USG. In contrast, those in CMVM were more likely to be using wholly personally owned equipment. This was the case for 29% of respondents within CMVM.

Those on grades UE04 and UE05 were more likely to be using wholly UoE supplied equipment. This was the case for 22% and 18% of the staff members in these grades respectively.

Non-UK citizens were more likely to be using wholly personally owned equipment. This was the case for 30% of non-EU citizens and 26% of Non-UK, EU citizens.

Managers were more likely to be using a mix of University supplied and personally owned equipment. This was the case for nearly half (41%) of managers. Non-managers were more likely to be using wholly personally owned equipment. This was the case for 27% of non-managers. This figure was 13% for managers.

Academic staff were more likely to be using wholly personally owned equipment. This was the case for nearly a third (29%) of the academic staff, compared to 15% of professional staff members. In contrast, professional staff were more likely to be using wholly UoE supplied equipment. This was the case for nearly a fifth (18%) of professional staff, compared to 5% of academic staff.

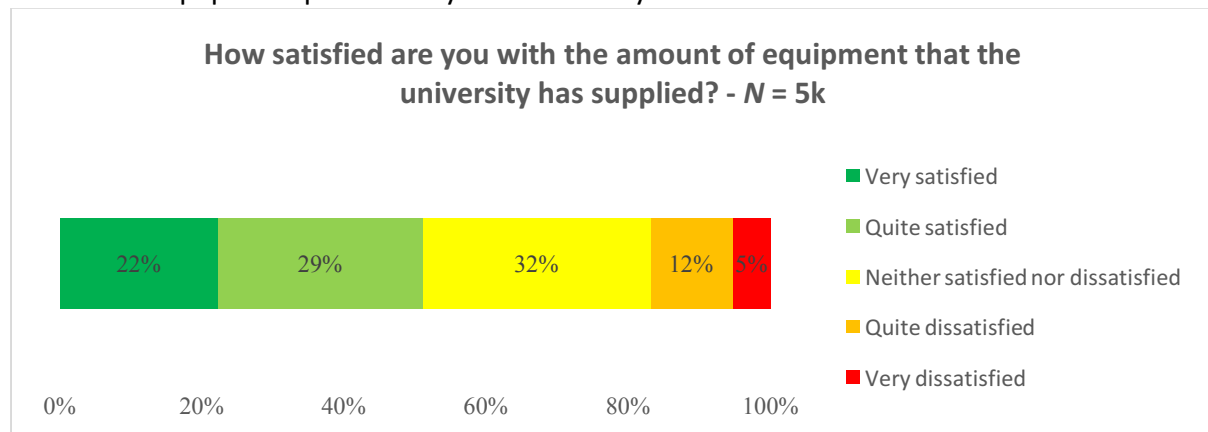
Those who were shielding were more likely to be using wholly personally owned equipment. This was the case for 15% of this group.

Those with caring responsibilities were more likely to be using a mix of personally owned and University supplied equipment. This was the case for 39% of carers, while this figure was 33% for non-carers. In contrast, non-carers were more likely to be using wholly personally owned equipment. This was the case for nearly a quarter (24%) of non-carers. This figure was 18% for carers.

Female respondents were more likely to report that their equipment is wholly supplied by the University. This was the case for 14% of female respondents, while this figure was 10% for men.

How satisfied are you with the amount of equipment that the university has supplied:

More than half (51%) of the respondents were satisfied with the equipment. Those who were using wholly UoE supplied equipment were more likely to be very satisfied while those who used wholly personally owned equipment were more likely to be very dissatisfied with the amount of equipment provided by the University.



Demographic Analysis

There were no significant differences by age, caring responsibilities, sexual orientation, shielding, and length of service.

Those who previously worked in open-plan offices were more likely to be very satisfied with the amount of equipment provided by the University. This was the case for 28% of those in this group. This figure can be compared to that of those previously working in research labs (9%) and those previously working in single occupancy offices (16%) who were less likely to be very satisfied. Those previously working in research labs were more likely to neither be satisfied nor dissatisfied with the amount of equipment provided by the University. This was the case for nearly half (49%) of the respondents in this group.

Those in CSG and USG were more likely to be very satisfied with the amount of equipment provided by the University. This was the case for 37% and 35% of those in these professional services respectively. Those in CHASS were more likely to be very dissatisfied with the amount of equipment provided by the University. This was the case for 9% of those in CHASS.

Non-EU citizens were more likely to be very dissatisfied with the amount of equipment provided by the University. This was the case for 8% of staff members in this group. They were also less likely than other groups to be very satisfied with the amount of equipment. Only 9% of staff in this group were very satisfied.

Academic staff were more likely to be very dissatisfied with the amount of equipment provided by the University. This was the case for 9% of academic staff. In contrast, professional staff were more likely to be very satisfied with the amount of equipment

provided by the University. This was the case for nearly a third (31%) of professional staff members, compared with 11% of academic staff who were less likely to be very satisfied. Christian respondents were more likely to be quite or very satisfied with the amount of equipment provided by the University. This was the case for more than half (56%) of Christian respondents. In contrast, members of other religions were more likely to be quite or very dissatisfied with the equipment. This was the case for more than a quarter (26%) of this group. Those on guaranteed hours' contracts were more likely to be very dissatisfied with the amount of equipment provided by the University. This was the case for 12% of respondents in this group. This figure was 6% for those on fixed-term contracts. Those on fixed-term contracts were more likely to have a neutral stance. This was the case for more than a third (38%) of respondents in this group.

Those on grade UE05 were more likely to be very satisfied with the amount of equipment provided by the University. This was the case for 29% of respondents in this group. Those on grade UE07 were more likely to take a neutral stance. This was the case for more than a third (35%) of respondents in this group, compared to 25% among those in grade UE05 who were less likely to take a neutral stance.

Non-White respondents were more likely to be very dissatisfied with the amount of equipment provided by the University. This was the case for 9% of this group.

Managers were more likely to be very satisfied with the amount of equipment provided by the University. This was the case for a quarter (25%) of managers, while this figure was 21% for non-managers. Non-managers were more likely to have a neutral opinion. This was the case for more than a third (34%) of non-managers, while this figure was 29% for managers.

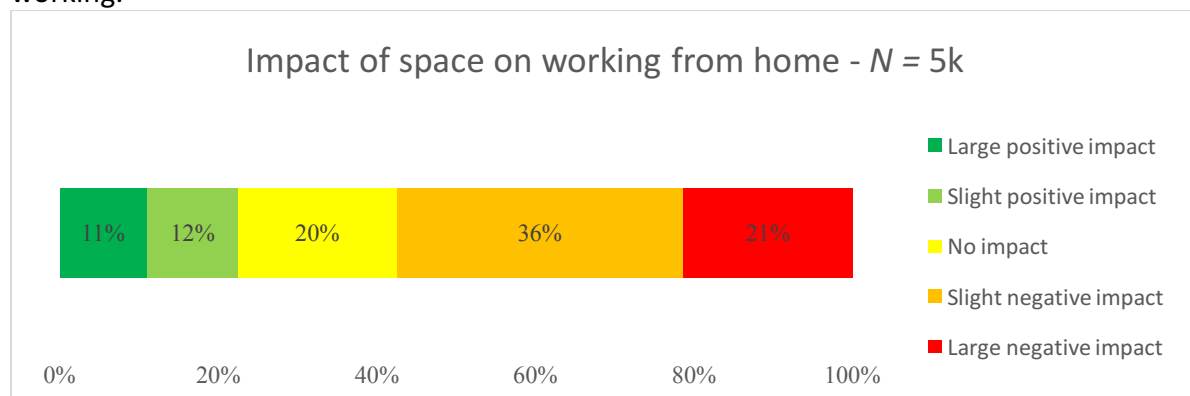
Those with a disability were more likely to be very dissatisfied with the amount of equipment provided by the University. This was the case for 8% of the respondents in this group, compared with 5% of those without a disability.

Men were more likely to be neither satisfied nor dissatisfied with the amount of equipment provided by the University. This was the case for just above a third (34%) of male respondents, while this figure was 30% for women.

Impact

Space in which to work⁵

More than half (58%) of respondents reported a negative impact of their space on their working.



Demographic Analysis

There were no significant differences by managerial responsibilities, sexual orientation, and working pattern.

⁵ Those who responded this question with Not Applicable have been excluded from graphs and analyses

Those previously working in single occupancy offices were more likely to report a large negative impact. This was the case for 27% of respondents in this group. Those who previously normally worked from home were more likely to report no impact (50%).

Those on guaranteed hours contracts were more likely to report a large negative impact. This affected more than a third (35%) of respondents in this group.

Those following non-Christian religions were more likely to report a large negative impact. This affected a third (33%) of respondents in this group, compared to 18% of Christian respondents who were less likely to report a large negative impact and were more likely to report no impact of space (24%). In contrast, spiritual respondents were more likely to report a large positive impact (21%).

Those working for the University for more than 30 years were less likely to report a large negative impact (10%).

Non-UK citizens were more likely to report a large negative impact. This affected nearly a third (32%) of non-EU citizens and a quarter (25%) of non-UK, EU citizens. These figures can be compared with 20% of UK citizens who were less likely to report a large negative impact of space.

Those on pay grade UE09 were more likely to report a large negative impact. This affected more than a quarter (27%) of respondents in this group. This figure can be compared to 12% of those on grade UE04 who were less likely to report a large negative impact. Those on grade UE10 were more likely to report no impact of space (29%).

Those from CHASS were more likely to report a large negative impact (29%) and were less likely to report a large positive impact (6%).

Those in the 56 – 65 age group were more likely to report no impact. More than a quarter (28%) of respondents in this age group were not affected by space issues, compared with those in the 26 – 35 age group who were less likely to report no impact (14%). Those in the 56 – 65 age group were also less likely to report a large negative impact (13%).

Non-White respondents were more likely to report a large negative impact. This affected 28% of respondents in this group.

Academic staff were more likely to report a large negative impact. This affected 29% of academic staff. This can be compared with 17% of professional staff who were less likely to report a large negative impact of space.

Those not shielding themselves, but living with family member(s) who are where more likely to report no (24%) or large positive impact (16%).

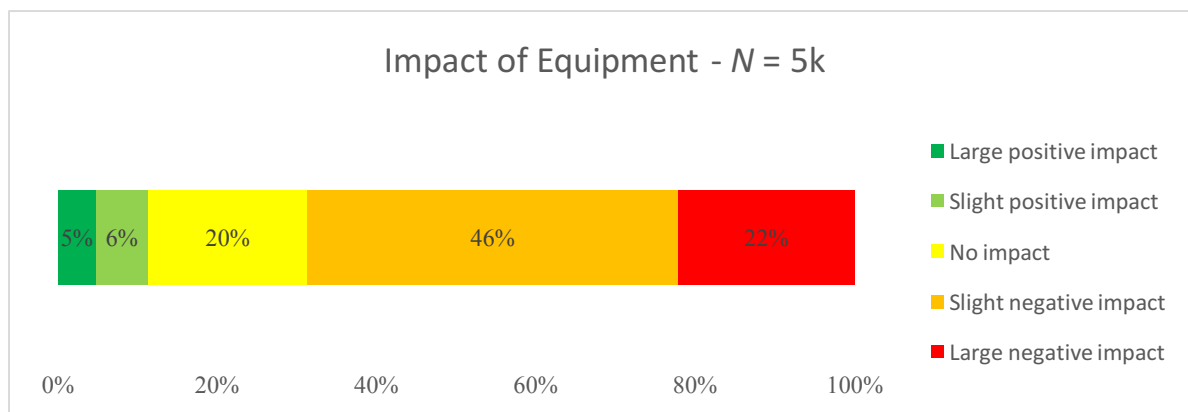
Those with caring responsibilities were more likely to report a large negative impact. This affected a quarter (25%) of carers compared with 18% of non-carers who were less likely to report a large negative impact.

Those with a disability were more likely to report the options at the two ends of the spectrum. Just under a quarter (23%) reported a large negative impact while 14% reported a large positive impact.

Men were more likely to report no impact. More than a fifth (22%) reported no impact of space, compared to 19% of women who were less likely to report no impact. However, they were also more likely to report a large negative impact of space (22%). In contrast, women more likely to report a slight negative impact. This was the case for more than a third (38%) of women, compared to 34% of men who were less likely to report a slight negative impact.

Equipment (this includes phone, a suitable chair, suitable computer, etc)

Over two-thirds (68%) of respondents reported a negative impact of their equipment on their working.



Demographic Analysis

There were no significant differences by managerial responsibilities, caring responsibilities, sexual orientation, disability, and length of service.

Those who previously worked in research labs were more likely to report a large negative impact. This affected more than a third (35%) of respondents in this group. This figure can be compared to 17% of those previously working in open plan offices who were less likely to report a large negative impact. Those previously working from home were more likely to report no impact (50%).

Members of non-Christian religions as well as spiritual respondents were more likely to report a slight or large positive impact of equipment on their working from home. This was the case for 18% and 19% of staff in these groups respectively. Christian respondents were more likely to report no impact (24%). In contrast, those with no religion were more likely to report a slight or large negative impact of equipment on their home working (57%).

Non-EU citizens were more likely to report a large negative impact. This affected nearly a third (31%) of respondents in this group, compared with 21% of UK citizens who were less likely to report a large negative impact.

Those from CHASS were more likely to report a large negative impact. This affected nearly a third (30%) of staff in CHASS. This figure can be compared to those from CSG and USG (both 14%) who were less likely to report a large negative impact.

Academic staff were more likely to report a large negative impact. This affected nearly a third (30%) of respondents in this group, compared to 17% of professional staff who were less likely to report a large negative impact.

Those in the 56 – 65 age group were more likely to report no impact (26%). This can be compared to 17% of those in the 26 – 35 age group who were less likely to report no impact. Those working part-time were more likely to report a slight negative impact. This affected more than half (52%) of the respondents in this group.

Non-White respondents were more likely to report a large negative impact of equipment on their home working (28%). However, they were also more likely to report a slight positive impact (9%).

Those who live with family members who are shielding were more likely to report a large positive impact (11%) of equipment on working from home.

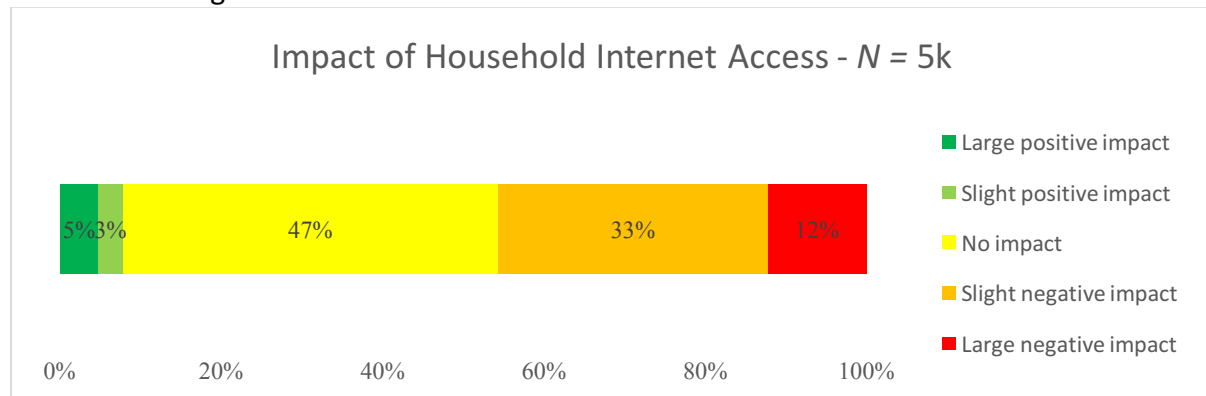
Those on fixed-term contracts were more likely to report a large negative impact. This affected more than quarter (26%) of staff in this group compared to 21% of those on open-ended contracts who were less likely to report a large negative impact.

Those on grade UE05 were more likely to report a large positive impact. This affected 7% of the respondents in this group, compared to 3% and 2% of those in grades UE09 and UE10 who were less likely to report a large positive effect.

Men were more likely to report no (22%) or slight positive impact (8%) of equipment on their work. This figures can be compared to those of women (19% and 6% respectively) who were less likely to report no impact or slight positive impact.

Household internet access

Just under half (46%) of respondents reported a negative impact of household internet access on their working.



Demographic Analysis

There were no significant differences by sexual orientation, ethnicity, and disability.

Those following religions as well as spiritual respondents were more likely to report a positive impact. This affected 16% of those following non-Christian religions, 13% of spiritual respondents, and 10% of Christian respondents. These figures can be compared with 7% of those with no religion who were less likely to report a positive impact.

Those on grades UE09 and UE10 were more likely to report a large negative impact. This affected 16% and 20% of these groups respectively.

Those who previously worked in single occupancy offices were more likely to report a large negative impact. This affected nearly a fifth (19%) of the respondents in this group, compared to 9% of those previously working in open-plan offices who were less likely to report a large negative impact.

Those from CHASS were more likely to report a large negative impact. This affected nearly a fifth (18%) of the respondent sin this group, compared to 6% of those in USG who were less likely to report a large negative impact. In contrast, those in CSG were more likely to report a large positive impact (8%).

Academic staff were more likely to report a large negative impact. This affected nearly a fifth (18%) of academic staff compared to 8% of professional staff who were less likely to report a large negative impact.

Managers were more likely to report slight or negative impact. This affected nearly half (49%) of managers. This can be compared to 43% of non-managers who were less likely to report slight or large negative impact.

Non-UK citizens were more likely to report a large negative impact. This was the case for 16% of non-EU citizens and 14% of non-UK, EU citizens.

Those shielding or living with family members who are were more likely report slight or large positive impact (14% and 15% respectively).

Those with caring responsibilities were more likely to report a large negative impact. This affected 14% of carers compared to 10% of non-carers who were less likely to report a large negative impact. Non-carers were more likely to report no impact (51%) compared to 43% of carers who were less likely to report no impact.

Men were more likely to report a large negative impact. This affected 13% of respondents in this group. Women more likely to report a slight negative impact. This affected more than a third (36%) of respondents in this group, compared with 30% of men who were less likely to report a slight negative impact.

Those in the 46 – 55 age group were more likely to report a large negative impact. This affected 14% of the respondents in this group, compared to 9% of those in the 26 – 35 age group who were less likely to report a large negative impact. In contrast, those in the 56 – 65 age group were more likely to report a large positive impact (6%).

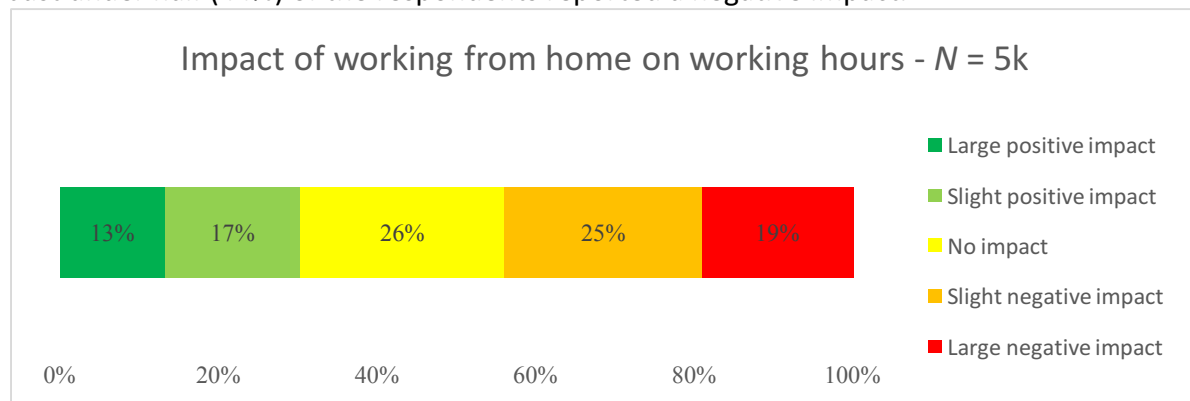
Those working for the University for between 2 – 5 years were more likely to report a large positive impact. This affected 6% of the respondents in this group. This can be compared to 3% of those working for the University for between 10 and 15 years who were less likely to report a large positive impact.

Those guaranteed hours and fixed-term contracts were more likely to report a large positive impact. This affected 6% of respondents in both groups.

Those working full-time flexible working option were more likely to report a large positive impact (6%).

Working hours

Just under half (44%) of the respondents reported a negative impact.



Demographic Analysis

There were no significant differences by sexual orientation, disability, and working pattern.

Those on grade UE09 were more likely to report a large negative impact. This affected more than a third (35%) of respondents in this group, compared to 4% and 7% of those on grades UE04 and UE05 respectively who were less likely to report a large negative impact. Those on grade UE04 were more likely to report no impact on their working hours (44%).

Those who previously worked in single occupancy offices were more likely to report a large negative impact. This affected a third (33%) of the respondents in this group, compared to 11% of those previously working in open-plan offices who were less likely to report a large negative impact.

Non-EU citizens were more likely to report a large negative impact. This affected nearly a third (32%) of respondents in this group.

Those following non-Christian religions were more likely to report a large negative impact (26%). In contrast, spiritual respondents were more likely to report a large positive impact (24%).

Academic staff were more likely to report a large negative impact. This affected nearly a third (30%) of academic staff, compared with 13% of those in professional services who were less likely to report a large negative impact.

Those from CHASS were more likely to report a large negative impact. This was the case for more than a quarter (27%) of respondents in this group. This can be compared to 9% of respondents in ISG who were less likely to report a large negative impact. Those from CSG were more likely to report a large positive impact (23%).

Carers were more likely to report a large negative impact. This affected more than a quarter (28%) of carers compared to 11% of non-carers who were less likely to report a large negative impact. Non-carers were more likely to report no impact (31%) compared to 20% of carers who were less likely to report no impact.

Those in the 36 – 45 age group were more likely to report a large negative impact. This affected a quarter (25%) of those in this age group, compared to 14% of those in the 26 – 35 age group who were less likely to report a large negative impact. Those in the 55 – 65 age group were more likely to report no impact (34%).

Managers were more likely to report a large negative impact. This affected more than a quarter (26%) of managers compared to 14% of non-managers who were less likely to report a large negative impact.

Non-White respondents were more likely to report a large negative impact (25%).

Those shielding and those living with family members who are shielding were more likely to report a large positive impact. This was the case for nearly a fifth (18% and 19% respectively) of these groups.

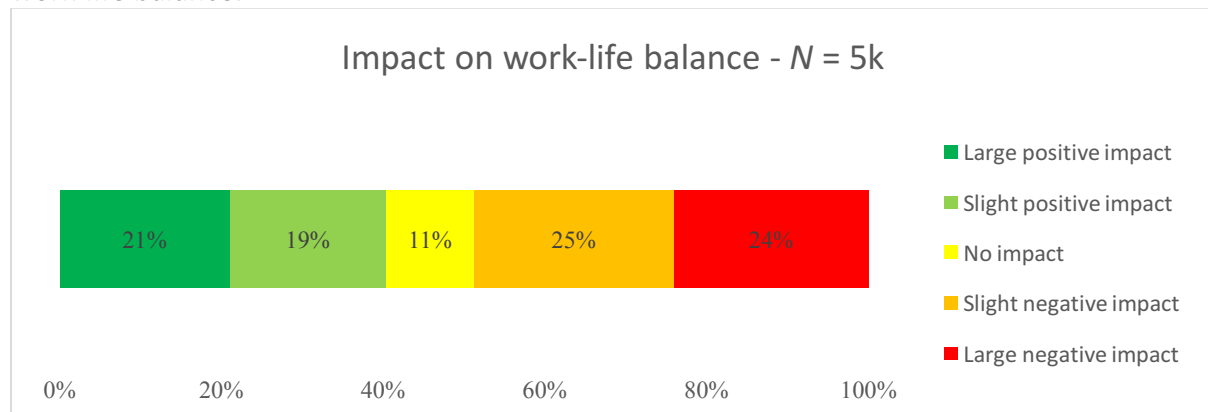
Those working for the University for between 10 and 15 years were more likely to report a large negative impact (25%), while those working for the University for less than 6 months were more likely to report a slight positive impact (15%).

Those on fixed-term contracts were more likely to report a slight positive impact (20%), while those on guaranteed hours contracts were more likely to report a slight negative impact (30%).

Men were more likely to report a large negative impact (20%). In contrast, women were more likely to report a large positive impact. This affected 14% of women compared to 11% of men who were less likely to report a large positive impact.

Work-life balance

Nearly half (49%) of the respondents reported a negative impact of home working on their work-life balance.



Demographic Analysis

There were no significant differences by gender, sexual orientation, disability, shielding, and working pattern.

Those in the 46 – 45 age group were more likely to report a large negative impact (29%). Those older than 55 were more likely to report no impact. This affected 17% of those in the 56 – 65 age group and 30% of those older than 66.

Those on grade UE05 were more likely to report a large positive impact (33%). In contrast, those on grade UE09 were more likely to report a large negative impact. This affected more than a third (40%) of respondents in this group, compared to 8% and 11% of those on grades UE04 and UE05 who were less likely to report a large negative impact.

Those from CHASS were significantly more likely to report a large negative impact (35%). In contrast, those from CSG were more likely to report a large positive impact. This was the case for more than a third (35%) of respondents within CSG, compared to 13% of those in CHASS who were less likely to report a large positive impact.

Non-EU citizens were more likely to report a large negative impact. This affected more than a third (38%) of respondents in this group.

Those previously working in open-plan offices were more likely to report a large positive impact. This was the case for more than a quarter (28%) of respondents in this group, compared to 10% of those previously working in single occupancy offices who were less likely to report a large positive impact. In contrast, those previously working in single occupancy offices were more likely to report a large negative impact. This was the case for more than a third (37%) of respondents within this group compared to 16% of those previously working in open-plan offices who were less likely to report a large negative impact.

Academic staff were more likely to report a large negative impact. This affected more than a third (36%) of respondents in this group, compared to 17% of professional staff members who were less likely to report a large negative impact. In contrast, professional staff members were more likely to report a large positive impact. This affected nearly a third (29%) of respondents in this group compared to 9% of Academic staff who were less likely to report a large positive impact.

Those working for the University for between 10 and 15 years were more likely to report a large negative impact. This affected nearly a third (31%) of the respondents in this group, compared to 13% of those working for the University for less than 6 months who were less likely to report a large negative impact. Those working for the University for more than 30 years were more likely to report no impact (19%).

Christian respondents were more likely to report no impact (12%). Followers of other religions were more likely to report a large negative impact (31%), and spiritual respondents were more likely to report a large positive impact (30%).

Carers were more likely to report a large negative impact. This was the case for nearly a third (32%) of carers compared to 17% of non-carers who were less likely to report a large negative impact. Non-carers were more likely to report no impact. This was the case for 14% of non-carers compared with 8% of carers who were less likely to report no impact.

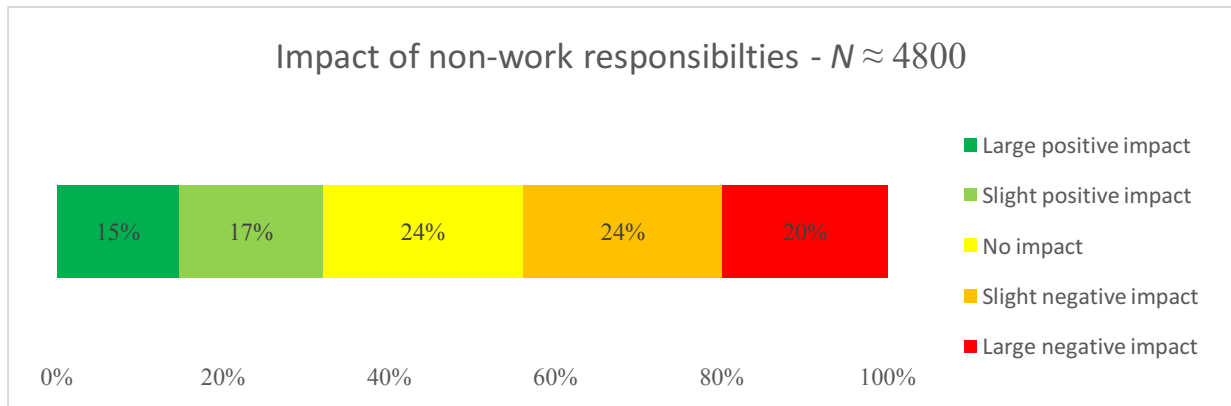
Non-White respondents were more likely to report a large negative impact. This affected nearly a third (31%) of the respondents in this group.

Managers were more likely to report a large negative impact. This affected nearly a third (31%) of managers, compared to 20% of non-managers who were less likely to report a large negative impact.

Those on fixed-term contracts were more likely to report a slight negative impact (28%).

Balancing non-work responsibilities with work

Just under half (44%) of the respondents reported a negative of non-work responsibilities on their work.



Demographic Analysis

There were no significant differences by sexual orientation, religion, disability, and contract type.

Those on grade UE09 were more likely to report a large negative impact. This affected more than a third (36%) of respondents in this group, compared to 6% and 9% of those on grades UE04 and UE05 who were less likely to report a large negative impact.

Those who previously worked in single-occupancy offices were more likely to report a large negative impact. This affected nearly a third (32%) of the respondents in this group and can be compared to 13% of those previously working in open-plan offices who were less likely to report a large negative impact.

Those in the 36 – 45 age group were more likely to report a large negative impact. This affected more than a quarter (27%) of the respondents in this age group, compared to 13% of those in the 26 – 35 age group who were less likely to report a large negative impact. Those in the 56 – 65 age group were more likely to report no impact (35%).

Carers were more likely to report a large negative impact. This affected a third (33%) of carers compared to 8% of non-carers who were less likely to report a large negative impact. Non-carers were more likely to report no impact. This was the case for more than a third (35%) of non-carers, compared to 13% of carers who were less likely to report no impact.

Those from CHASS were more likely to report a large negative impact (29%). In contrast, those in CSG were more likely to report a large positive impact. This affected a quarter (25%) of those in CSG and can be compared to 9% of those in CHASS who were less likely to report a large positive impact.

Academic staff were more likely to report a large negative impact. This was the case for nearly a third (30%) of academic staff, compared to 13% of professional staff members who were less likely to report a large negative impact. In contrast, those in professional services were more likely to report a large positive impact. This was the case for a fifth (20%) of those in professional services compared to 7% of academics.

Those following shielding measures were more likely to report a large positive impact. This affected more than a fifth (21%) of this group. Similarly, those living with family members who were shielding were more likely to report a slight or large positive impact. This was the case for 41% of the respondents in this group.

Non-White respondents were more likely to report slight or large negative impact. This was the case for more than half (52%) of non-White respondents.

Non-EU citizens were more likely to report a large negative impact. This was the case for more than a quarter (28%) of the respondents in this group.

Those working for the University for between 10 and 15 years were more likely to report a large negative impact (28%). In contrast, those working for the University for between 2 and 5 years were more likely to report a large positive impact (19%).

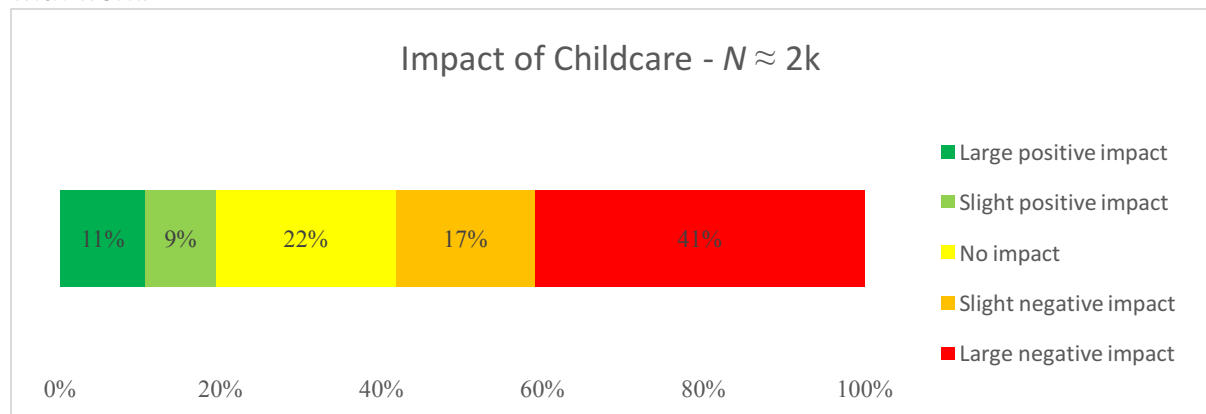
Those working part-time were more likely to report a large negative impact. This affected a quarter (25%) of the respondents in this group compared to 18% of those working full-time on normal hours who were less likely to report a large negative impact.

Managers were more likely to report a large negative impact. This affected nearly a quarter (24%) of managers and can be compared to 17% of non-managers who were less likely to report a large negative impact.

Men were more likely to report a large negative impact (21%). Women were more likely to report a large positive impact. This affected 16% of women and can be compared to 12% of men who were less likely to report a large positive impact.

Balancing childcare responsibilities with work⁶

More than half (58%) of the respondents reported a negative impact on balancing childcare with work.



Demographic Analysis⁷

There were no significant differences by religion, ethnicity, disability, shielding, contract type, and citizenship.

Those in the 36 – 45 age group were more likely to report a large negative impact. This affected more than half (53%) of the respondents in this age group, compared to 11% of those in the 56 – 65 age group who were less likely to report a large negative impact. Those in the 56 – 65 age group were more likely to report no impact. This was the case for more than half (57%) of the respondents in this age group compared to 10% of those in the 36 – 45 age group who were less likely to report no impact.

Those working for the University for more than 30 years were more likely to report no impact. This was the case for nearly half (47%) of the respondents, compared to 14% of those who have been working for the University for between 5 and 10 years who were less likely to report no impact.

Those on grade UE09 were more likely to report a large negative impact. This was the case for nearly two-thirds (61%) of respondents in this group, compared to 16% of those in grade UE04 who were less likely to report a large negative impact. Those on grade UE04 were more likely to report no impact. This was the case for nearly half (43%) of the respondents in this group, compared to 11% of those on grade UE09 who were less likely to report no impact.

⁶ Those who marked this question as Not Applicable have been excluded from the graph and analysis for this question

⁷ Analysis by sexual orientation was not possible for this question due to small numbers

Those who previously worked in open-plan offices were more likely to report a large positive impact. This was the case for 15% of the respondents in this group, compared to 6% of those previously working in single occupancy offices who were less likely to report a large positive impact. In contrast, those previously working in single occupancy offices were more likely to report a large negative impact. This affected more than half (55%) of the respondents in this group, compared to 31% of those previously working in open-plan offices who were less likely to report a large negative impact.

Academic staff were more likely to report a large negative impact. This affected more than half (55%) of academics, compared to 33% of those in professional services who were less likely to report a large negative impact.

Those from CHASS were more likely to report a large negative impact. This affected more than half (53%) of the respondents in CHASS, compared to 28% of those in CSG and ISG who were less likely to report a large negative impact. In contrast, those in ISG were more likely to report a large positive impact. This was the case for nearly a fifth (18%) of those in ISG.

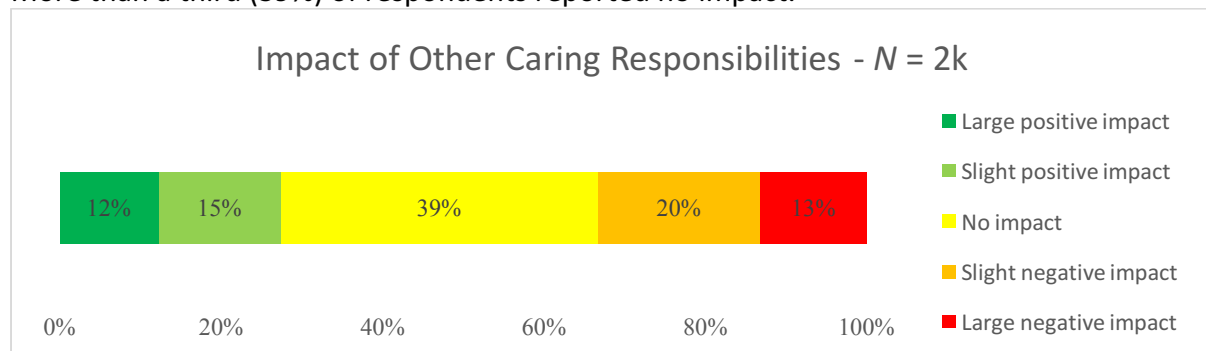
Those working full-time on normal hours were more likely to report no impact. This was the case for a quarter (25%) of the respondents in this group, compared to 16% of those working part-time who were less likely to report no impact.

Women were more likely to report a large negative impact. This was the case for just under half (43%) of female respondents, compared to 37% of men who were less likely to report a large negative impact. In contrast, men were more likely to report no impact (25%, compared to 21% of women) or a slight positive impact (10%, compared to 8% of women).

Managers were more likely to report a large negative impact. This affected just under half (45%) of managers, compared to 38% of non-managers who were less likely to report a large negative impact. Non-managers were more likely to report no impact. This was the case for a quarter (25%) of non-managers, compared to 18% of managers who were less likely to report no impact.

Balancing other caring responsibilities with work⁸

More than a third (39%) of respondents reported no impact.



Demographic Analysis

There were no significant differences by sexual orientation, religion, contract type, and working pattern.

Non-EU citizens were more likely to report a slight or large negative impact. This was the case for half (50%) of the respondents in this group.

Those between the ages of 16 – 25 were more likely to report a slight positive impact (29%). Those between the ages of 26 – 35 were more likely to report a large positive impact. This

⁸ Those who marked this question as Not Applicable have been excluded from the graph and analysis for this question

was the case for nearly a fifth (19%) of the respondents in this age group. In contrast, those in the 36 – 45 age group were more likely to report a large negative impact. This was the case for nearly a fifth (18%) of those in this age group.

Those who previously worked in single occupancy offices were more likely to report slight or large negative impact. This was the case for nearly half (46%) of the respondents in this group compared to 23% of those previously working in open-plan offices who were less likely to report a negative impact. In contrast, those who previously worked in open-plan offices were more likely to report a slight or large positive impact. This was the case for more than a third (34%) of the respondents in this group, compared to 16% of those who previously worked in single occupancy offices who were less likely to report a positive impact.

Those from CHASS were more likely to report a large negative impact. This was the case for more than a fifth (21%) of respondents in this group. In contrast, those in CSG were more likely to report a large positive impact. This was the case for nearly a quarter (24%) of the respondents in this group, compared to 7% of those in CHASS who were less likely to report a large positive impact.

Non-White respondents were more likely to report a slight or large negative impact. This affected nearly half (45%) of non-White respondents.

Those on grade UE05 were more likely to report a large positive impact. This was the case for nearly a quarter (23%) of respondents in this group, compared to 3% of those on grade UE10 who were less likely to report a large positive impact. In contrast, those on grade UE09 were more likely to report a large negative impact. This was the case for a quarter (25%) of respondents in this group.

Those working for the University for between 25 and 30 years were more likely to report a slight negative impact. This was the case for nearly a third (31%) of respondents in this group. Academic staff were more likely to report a large negative impact. This was the case for a fifth (20%) of academic staff, compared to 8% of professional staff members who were less likely to report a large negative impact. In contrast, those in professional services were more likely to report a large positive impact. This was the case for nearly a fifth (17%) of those in professional services compared to 6% of academics.

Those living with family members who were shielding were more likely to respond on the two extremes of the spectrum. Nearly a fifth (18%) of this group reported a large negative impact while 17% reported a large positive impact.

Female respondents were more likely to report a large positive impact. This affected 14% of women, compared to 10% of men who were less likely to report a large positive impact. Men were more likely to report no impact. This was the case for nearly half (43%) of men, compared to 38% of women who were less likely to report no impact.

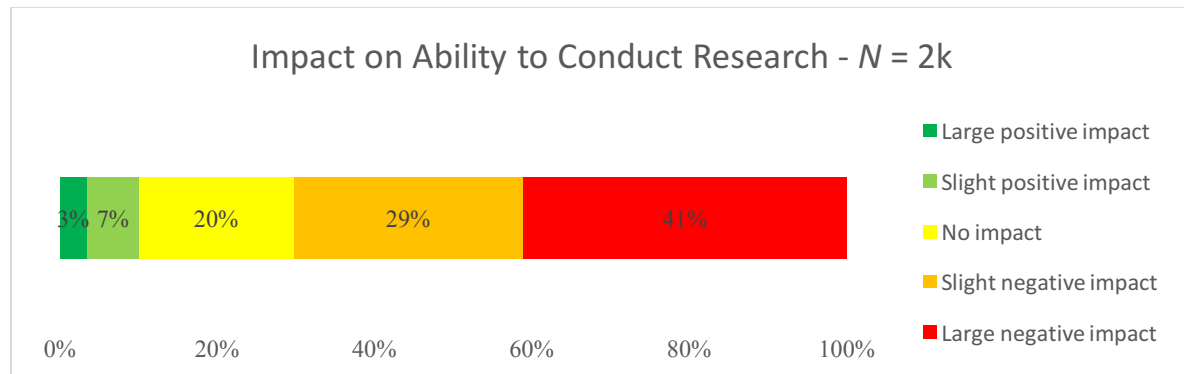
Those with a disability were more likely to respond on the two extremes of the spectrum. Fifteen percent of this group reported a large negative impact while 16% reported a large positive impact.

Managers were more likely to report a large negative impact. This was the case for 16% of managers, compared to 11% of non-managers who were less likely to report a large negative impact. In contrast, non-managers were more likely to report a large positive impact. This was the case for 14% of non-managers, compared to 10% of managers who were less likely to report a large positive impact.

Research⁹

Impact on ability to conduct research

More than two-thirds (70%) of respondents reported a negative impact on their ability to conduct research.



Demographic Analysis¹⁰

There were no significant differences by gender, managerial responsibilities, age, sexual orientation, ethnicity, disability, contract type, and working pattern.

Those previously working in research labs were more likely to report a large negative impact. This was the case for more than three-quarters (79%) of these respondents.

Those on grade UE09 were more likely to report a large negative impact. This affected more than half (54%) of the respondents in this group. In contrast, those on grade UE07 were more likely to report a large positive impact. This affected 6% of the respondents in this group.

Those with caring responsibilities were more likely to report a large negative impact. This was the case for nearly half (47%) of the respondents in this group compared to 37% of non-carers. Non-carers were more likely to report a slight negative impact. This was the case for more than a third (34%) of respondents in this group, compared to 25% of carers.

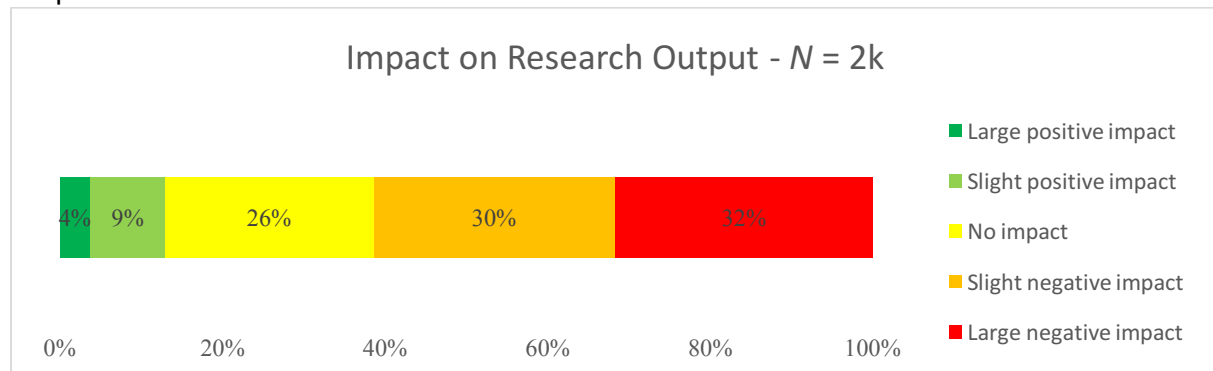
Non-UK, EU citizens were more likely to report a slight or large positive impact (15%).

Those working for the University for between 6 months and 1 year were more likely to report a slight positive impact (12%).

Those in CMVM were more likely to report a large positive impact. This was the case for 4% of the respondents in this college. They were also more likely to report no impact (19%).

Impact on research output

Nearly two-thirds (62%) of respondents reported a negative impact on their research output.



⁹ Those who marked these questions as Not Applicable have been excluded from the graph and analysis for these questions

¹⁰ Analysis by religion and shielding was not possible for this question due to small numbers

Demographic Analysis

There were no significant differences by managerial responsibilities, sexual orientation, religion, ethnicity, disability, shielding, contract type, or working pattern.

Those previously working in research labs were more likely to report a large negative impact. This was the case for more than half (55%) of these respondents.

Those in the 16 – 35 age group were more likely to report a slight negative impact. This was the case for more than a third (34%) of respondents in this age group, compared to 25% of those in the 46 – 55 age group who were less likely to report a slight negative impact. Those in the 46 – 55 age group were more likely to report a slight positive impact. This was the case for nearly a fifth (19%) of this age group.

Those from CHASS were more likely to report a large negative impact. This was the case for just under half (40%) of the respondents in this group. Those in CMVM were more likely to report a slight positive impact (12%), while those in CSE were more likely to report a slight negative impact (37%).

Those with caring responsibilities were more likely to report a large negative impact. This was the case for more than a third (39%) of the respondents in this group compared to 24% of non-carers who were less likely to report a large negative impact.

Those on grade UE09 were more likely to report a large negative impact. This affected nearly half (40%) of the respondents in this group. In contrast, those on grade UE07 were more likely to report a large positive impact. This affected 6% of the respondents in this group compared to 1% of those in grade UE09 who were less likely to report a large positive impact. Those on grade UE10 were more likely to report a slight positive impact (13%).

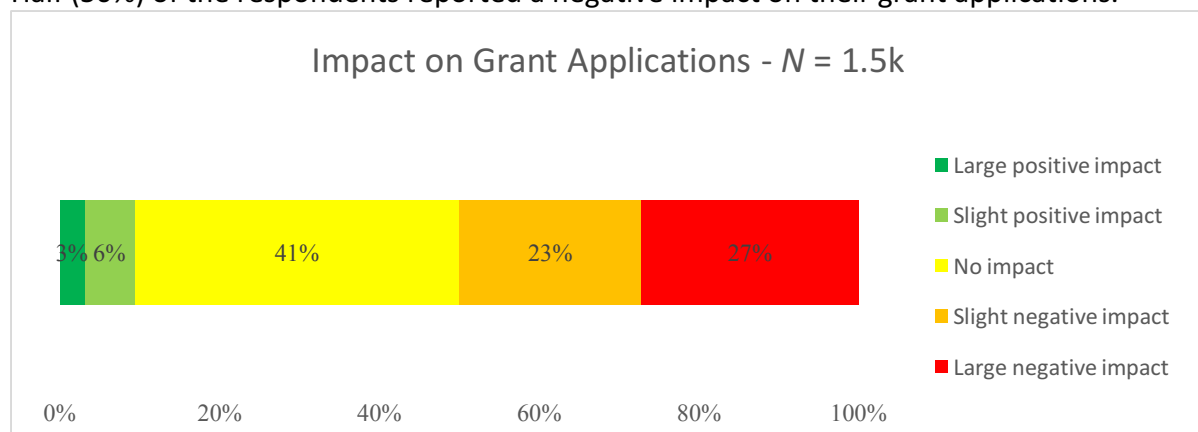
Non-UK, EU citizens were more likely to report a large positive impact. This was the case for 6% of the respondents in this group, compared to 3% of UK citizens who were less likely to report a large positive impact. Non-EU citizens were more likely to report a slight negative impact (37%).

Those working for the University for between 5 to 10 years were more likely to report a large negative impact. This affected more than a third (36%) of the respondents in this group, compared to 26% of those who have been working for the University for between 2 to 5 years who were less likely to report a large negative impact.

Women were more likely to report a large negative impact. This affected more than a third (34%) of female respondents, compared with 28% of men. Men were more likely to report a slight negative impact. This was the case for a third (33%) of male respondents, compared to 28% of women.

Impact on grant applications

Half (50%) of the respondents reported a negative impact on their grant applications.



Demographic Analysis¹¹

There were no significant differences by gender, managerial responsibilities, sexual orientation, religion, ethnicity, disability, shielding, or working pattern.

Those on grade UE09 were more likely to report a slight or large negative impact. This was the case for nearly two-thirds (63%) of the respondents in this group, compared to 28% of those on grade UE06 who were less likely to report a negative impact. Those on grade UE06 were more likely to report no impact. This was the case for nearly two-thirds (65%) of the respondents in this group compared to 29% of those on grade UE09 who were less likely to report no impact.

Those in CHASS were more likely to report a large negative impact. This affected more than a third (38%) of the respondents in this group, compared to 20% of those in CMVM who were less likely to report a large negative impact. In contrast, those in CMVM were more likely to report a slight positive impact (9%).

Those who previously worked in single occupancy offices were more likely to report a large negative impact. This was the case for more than a third (34%). In contrast, those who previously worked in research labs were more likely to report a slight positive impact (16%). Carers were more likely to report a large negative impact. This affected more than a third (35%) of carers compared to 18% of non-carers who were less likely to report a large negative impact. Non-carers were more likely to report no impact. This was the case for just under half (48%) of non-carers, compared to 34% of carers who were less likely to report no impact.

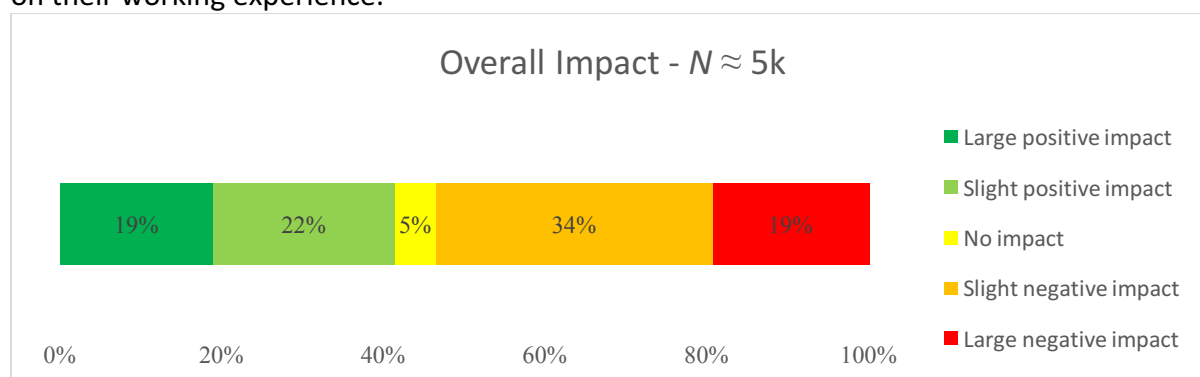
Those on fixed-term contracts were more likely to report a slight or large positive impact. This was the case for 15% of the respondents in this group.

Those in the 16 – 35 age group were more likely to report a slight or large positive impact. This affected 14% of the respondents in this age group, compared to 6% of those older than 56 who were less likely to report a positive impact. Those in the 36 – 45 age group were more likely to report a slight or large negative impact. This was the case for more than half (55%) of the respondents in this age group.

Non-UK, EU citizens were more likely to report a large positive impact. This was the case for 4% of the respondents in this group, compared to 2% of UK citizens who were less likely to report a large positive impact.

Overall, to what extent has working from home affected your working experience?

Just under half (41%) of respondents reported an overall negative impact of home working on their working experience.



Demographic Analysis

There were no significant differences by sexual orientation or disability.

¹¹ Analysis by length of service was not possible for this question due to small numbers

Those who previously worked in research labs and single occupancy offices were more likely to report a large negative impact. This affected 42% and 31% of the respondents in these groups respectively, compared to 11% of those who previously worked in open-plan offices who were less likely to report a large negative impact.

Spiritual respondents were more likely to report a slight or large positive impact. This affected nearly two-third (60%) of the respondents in this group.

Academic staff were more likely to report a large negative impact. This affected more than a third (31%) of respondents in this group, compared to 11% of professional staff members who were less likely to report a large negative impact. In contrast, professional staff members were more likely to report a large positive impact. This affected more than a quarter (26%) of respondents in this group compared to 8% of Academic staff who were less likely to report a large positive impact.

Those on grade UE09 were more likely to report a large negative impact. This affected nearly a third (30%) of respondents in this group, compared to 7% and 9% of those on grades UE04 and UE05 respectively who were less likely to report a large negative impact.

Those from CHASS were significantly more likely to report a large negative impact (29%). In contrast, those from CSG were more likely to report a large positive impact. This was the case for just under a third (31%) of respondents within CSG, compared to 12% of those in CHASS who were less likely to report a large positive impact.

Those working full-time on the flexible hours option were more likely to report a large positive impact. This affected nearly a quarter (23%) of the respondents compared to 8% of those on guaranteed hours contracts who were less likely to report a large positive impact.

Those on guaranteed hours contracts were more likely to report a large negative impact. This was the case for more than a quarter (29%) of the respondents in this group. In contrast, those on open-ended contracts were more likely to report a large positive impact. This was the case for more than a fifth (21%) of the respondents in this group, compare to 10% of those on guaranteed hours contracts and 15% of those on fixed-term contracts who were less likely to report a large positive impact.

Non-EU citizens were more likely to report a large negative impact. This affected more than a quarter (28%) of the respondents in this group.

Carers were more likely to report a large negative impact. This affected a quarter (25%) of carers compared to 14% of non-carers who were less likely to report a large negative impact.

Those who were shielding or live with family members who are shielding were more likely to report a large positive impact. This was the case for a quarter (25%) of both groups.

Non-White respondents were more likely to report a large negative impact. This affected nearly a quarter (24%) of the respondents in this group.

Those working for the University for between 10 and 15 years were more likely to report a large negative impact (24%), while those working for the University for more than 30 years were more likely to report no impact (9%).

Managers were more likely to report a large negative impact. This was the case for more than a fifth (22%) of managers, compared to 18% of non-managers who were less likely to report a large negative impact. In contrast, non-managers were more likely to report a large positive impact. This was the case for a fifth (20%) of non-managers, compared to 17% of managers who were less likely to report a large positive impact.

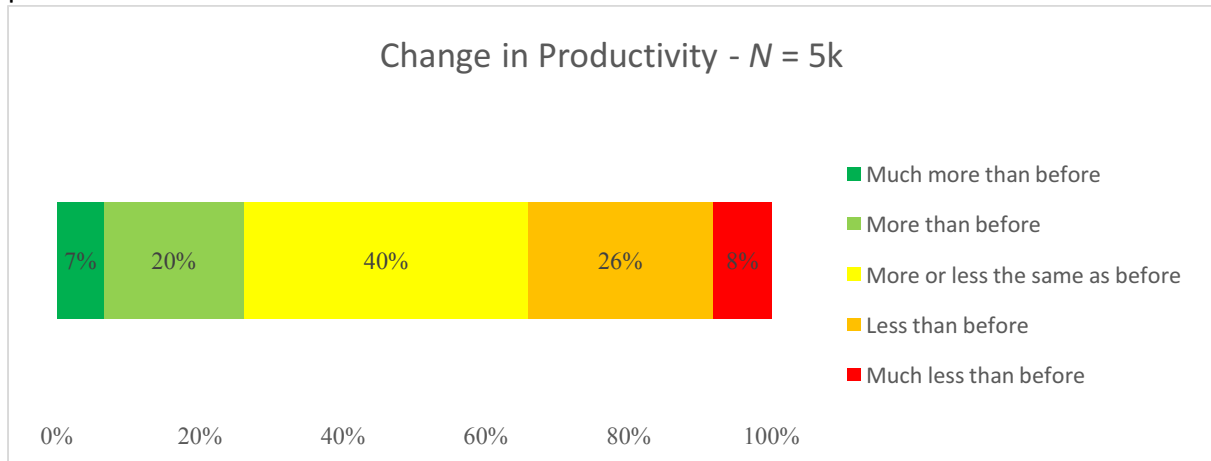
Those in the 36 – 45 age group were more likely to report a large negative impact. This was the case for more than a fifth (22%) of the respondents in this age group.

Men were more likely to report a large negative impact (20%). In contrast, women were more likely to report a large positive impact. This affected 20% of women compared to 17% of men who were less likely to report a large positive impact.

Mental Health and Wellbeing

In the past three weeks, have you noticed a change in the following: Productivity

More than a third (40%) of the respondents reported that they were more or less as productive as before.



Demographic Analysis

There were no significant differences by managerial responsibilities, age, sexual orientation, religion, disability, or length of service.

Those who previously worked in research labs were more likely to report much less productivity than before. This was the case for more than a quarter (28%) of respondents in this group, compared to 4% of those previously working in open-plan offices who were less likely to report much less productivity than before. Those who previously worked in single occupancy offices were more likely to report less productivity than before. This affected more than a third (34%) of respondents in this group compared to 20% of those who previously worked in open-plan offices who were less likely to report less productivity.

Those on grade UE04 were more likely to report no change in their productivity. This affected more than half (53%) of the respondents in this group.

Those on guaranteed hours contracts and those on fixed-term contracts were more likely to report much less productivity than before. This affected 20% and 17% of respondents in these groups respectively compared to 7% of those on open-ended contracts who were less likely to report much less productivity than before.

Non-EU citizens were more likely to report much less productivity than before. This affected nearly a fifth (18%) of the respondents in this group.

Those in CHASS were more likely to report that they were much less productive than before. This affected 12% of the respondents in this group. Those in CSG and ISG were more likely to report more productivity than before. This was the case for more than a quarter (28%) of both groups.

Those shielding or living with family members who were shielding were more likely to report more productivity. This affected 28% and 26% of respondents in these groups respectively.

Non-White respondents were more likely to report much less productivity than before. This affected 15% of respondents in this group.

Academic staff were more likely to report much less productivity than before. This affected 15% of academic staff compared to 3% of professional staff who were less likely to report much less productivity than before.

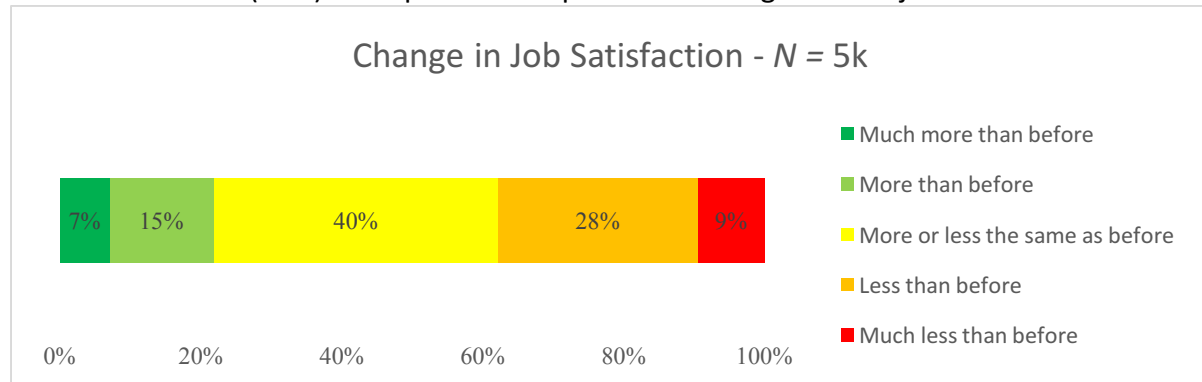
Those working part-time were more likely to report no change in productivity. This was the case for nearly half (45%) of the respondents in this group.

Women were more likely to report much more productivity than before. This affected 7% of female respondents compared to 5% of men who were less likely to report much more productivity than before. Men were more likely to report less productivity than before. This affected 29% of men compared to 24% of women who were less likely to report less productivity than before.

Carers were more likely to report much less productivity than before. This affected 10% of carers, compared to 6% of non-carers who were less likely to report much less productivity than before.

In the past three weeks, have you noticed a change in the following: Job Satisfaction

More than a third (40%) of respondents reported no change in their job satisfaction.



Demographic Analysis

There were no significant differences by sexual orientation or ethnicity.

Spiritual respondents were more likely to report more or much more job satisfaction than before. This affected a third (33%) of the respondents in this group.

Those who previously worked in research labs and single occupancy offices were more likely to report much less job satisfaction than before. This was the case for 21% and 15% of respondents in these groups respectively, compared to 6% of those previously working in open-plan offices who were less likely to report much less job satisfaction. Those who previously worked in open-plan offices were more likely to report more job satisfaction than before. This was the case for a fifth (20%) of respondents in this group, compared to 10% of those who previously worked in single occupancy offices and were less likely to report more job satisfaction than before.

Those in CHASS were more likely to report much less job satisfaction than before. This affected 15% of the respondents in this group. Those in CSG were more likely to report more job satisfaction than before. This was the case for nearly a quarter (24%) of the respondents in this group.

Those on guaranteed hours contracts and those on fixed-term contracts were more likely to report much less job satisfaction than before. This affected 18% and 11% of respondents in these groups respectively.

Non-EU citizens were more likely to report much less job satisfaction than before. This affected nearly a fifth (18%) of the respondents in this group, compared to 8% of UK citizens who were less likely to report much less job satisfaction.

Academic staff were more likely to report much less job satisfaction than before. This affected 15% of academic staff compared to 6% of professional staff who were less likely to report much less job satisfaction than before.

Those shielding or living with family members who were shielding were more likely to report much more job satisfaction. This affected 13% and 10% of respondents in these groups respectively.

Those on grade UE09 were more likely to report much less job satisfaction than before. This affected 14% of the respondents in this group compared to 3% of those on grades UE04 who were less likely to report much less job satisfaction.

Those in the 25 – 36 age group were more likely to report much more job satisfaction than before. This was the case for 9% of the respondents in this age group compared to 4% of those in the 56 – 65 age group who were less likely to report much more job satisfaction than before. Those in the 56 – 65 age group were more likely to report less job satisfaction than before (33%).

Those working for the University for between 2 and 5 years were more likely to report much more job satisfaction than before. This affected 9% of the respondents in this group, compared to 5% of those working for the University for between 10 and 15 years who were less likely to report much more job satisfaction than before. Those working for the University for between 20 and 25 years were more likely to report no change in job satisfaction.

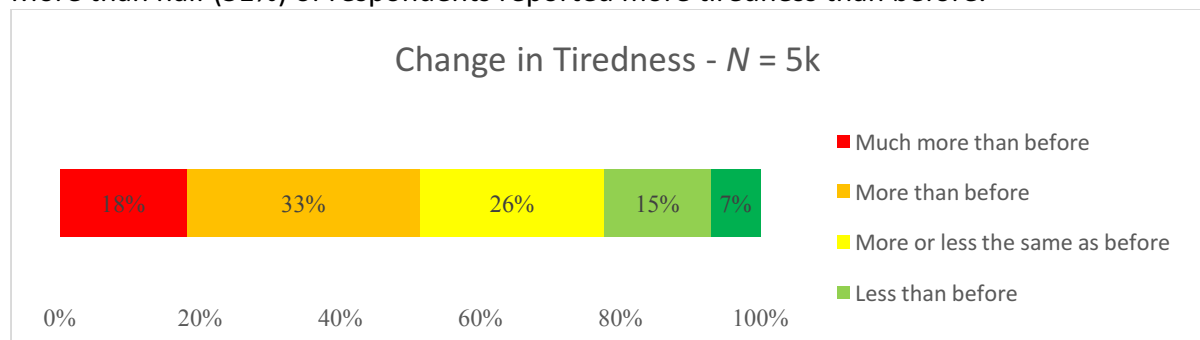
Men were more likely to report more job satisfaction than before. This affected 16% of men compared to 14% of women who were less likely to report more job satisfaction than before. Women were more likely to report no change in job satisfaction. This affected 43% of female respondents compared to 38% of men who were less likely to report no change in job satisfaction.

Non-managers were more likely to report more or much more job satisfaction than before. This was the case for nearly a quarter (24%) of non-managers, compared to 18% of managers. Carers were more likely to report much less job satisfaction than before. This affected 11% of carers, compared to 8% of non-carers who were less likely to report much less job satisfaction than before. Non-carers were more likely to report more job satisfaction than before, this affected 16% of non-carers, compared to 14% carers who were less likely to report more job satisfaction than before.

Those with a disability were more likely to respond using the two extreme options of the spectrum. Eight percent reported much more job satisfaction than before while 11% reported much less job satisfaction than before.

In the past three weeks, have you noticed a change in the following: Tiredness

More than half (51%) of respondents reported more tiredness than before.



Demographic Analysis

There were no significant differences by sexual orientation, religion, or contract type.

Those working for the University for between 15 and 20 years were more likely to report more tiredness than before. This affected more than a third (40%) of the respondents in this group. Those working for the University for more than 30 years were more likely to report no change in tiredness (39%).

Those on guaranteed hours contracts were more likely to report much more tiredness than before. This affected nearly a third (31%) of the respondents in this group.

Those on grade UE04 were more likely to report no change in tiredness (37%). Those on grade UE05 were more likely to report much less tiredness than before (11%). Those on grade UE09 were more likely to report much more tiredness than before. This affected more than a quarter (27%) of the respondents in this group.

Non-EU citizens were more likely to report much more tiredness than before. This affected more than a quarter (28%) of the respondents in this group, compared to 17% of UK citizens who were less likely to report much more tiredness.

Academic staff were more likely to report much more tiredness than before. This affected nearly a quarter (23%) of academic staff compared to 9% of technical staff who were less likely to report much more tiredness than before.

Those in CHASS were more likely to report much more tiredness than before. This affected more than a quarter (26%) of respondents in this group, compared to 10% of those in CSG who were less likely to report much more tiredness than before.

Those in the 25 – 36 age group were more likely to report much less tiredness than before. This was the case for 10% of the respondents in this age group. Those in the 56 – 65 age group were more likely to report no change in tiredness (34%).

Those shielding were more likely to report less tiredness than before. This affected nearly a quarter (23%) of respondents in this group. Those living with family members who were shielding were more likely to report much less tiredness than before. This affected 13% of respondents in this group.

Non-White respondents were more likely to report much more tiredness than before. This affected a quarter (25%) of the respondents in this group.

Those who previously worked in single occupancy offices were more likely to report much more tiredness than before. This was the case for nearly a quarter (24%) of respondents in these group, compared to 14% of those previously working in open-plan offices who were less likely to report much more tiredness. Those who previously worked in open-plan offices were more likely to report less tiredness than before. This was the case for nearly a fifth (19%) of respondents in this group, compared to 11% of those who previously worked in single occupancy offices and were less likely to report less tiredness than before.

Managers were more likely to report much more tiredness than before. This was the case for more than a fifth (22%) of managers, compared to 15% of non-managers who were less likely to report much more tiredness than before.

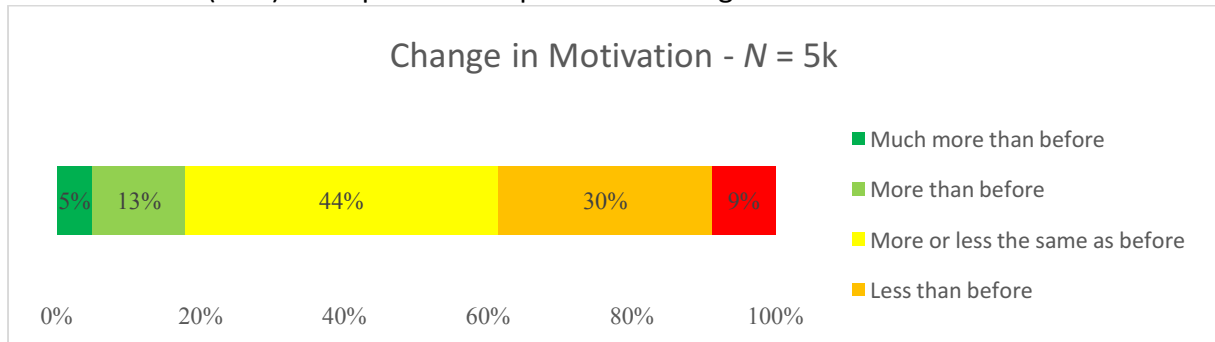
Carers were more likely to report much more tiredness than before. This affected more than a fifth (22%) of carers, compared to 15% of non-carers who were less likely to report much more tiredness than before.

Women were more likely to report much more tiredness than before. This affected a fifth (20%) of women compared to 15% of men who were less likely to report much more tiredness than before.

Those with a disability were more likely to report much more tiredness than before. This affected more than a fifth (21%) of the respondents in this group.

In the past three weeks, have you noticed a change in the following: Motivation

Just under half (44%) of respondents reported no change in motivation.



Demographic Analysis

There were no significant differences by gender, caring responsibilities, sexual orientation, shielding, or working pattern.

Those who previously worked in research labs were more likely to report much less motivation than before. This was the case for nearly a quarter (23%) of respondents in this group, compared to 6% of those previously working in open-plan offices who were less likely to report much less motivation.

Those working for the University for between 6 months and 1 year were more likely to report much less motivation than before. This affected 13% of the respondents in this group. Those working for the University for between 20 and 30 years were more likely to report no change in motivation (56%).

Those with no religion were more likely to report less or much less motivation than before. This affected 41% of respondents in this group, compared to 28% of spiritual respondents who were less likely to report much less motivation than before. Spiritual respondents were more likely to report more or much more motivation than before (23%).

Those in the 25 – 36 age group were more likely to report much less motivation than before. This was the case for 12% of the respondents in this age group. Those in the 56 – 65 age group were more likely to report no change in motivation. This affected nearly half (49%) of respondents in this age group, compared to 34% of those in the 25 – 36 age group who were less likely to report no change in motivation.

Those on guaranteed hours contracts and those on fixed-term contracts were more likely to report much less motivation than before. This affected 19% and 13% of respondents in these groups respectively, compared to 7% of those on open-ended contracts who were less likely to report much less motivation than before.

Non-EU citizens were more likely to report much less motivation than before. This affected nearly a fifth (17%) of the respondents in this group, compared to 8% of UK citizens who were less likely to report much less motivation.

Those on grade UE10 were more likely to report no change in motivation. This affected more than half (51%) of the respondents in this group compared to 37% of those on grades UE06 who were less likely to report no change in motivation.

Those in CHASS were more likely to report much less motivation than before. This affected 12% of the respondents in this group, compared to 4% of those in CSG and USG who were less likely to report much less motivation than before.

Non-White respondents were more likely to report the two extremes of the spectrum. Fourteen percent of respondents in this group reported less or much less motivation and 8% reported more or much more motivation than before.

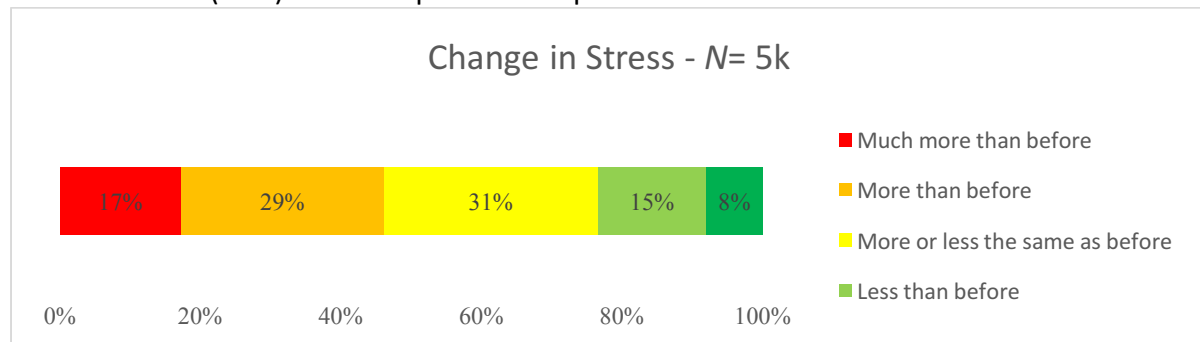
Academic staff were more likely to report much less motivation than before. This affected 14% of academic staff compared to 5% of professional staff who were less likely to report much less motivation than before.

Managers were more likely to report no change in motivation. This was the case for nearly half (47%) of managers, compared to 41% of non-managers who were less likely to report no change in motivation.

Those with a disability were more likely to respond using the two extreme options of the spectrum. Six percent reported much more motivation than before while 10% reported much less motivation than before.

In the past three weeks, have you noticed a change in the following: Stress

Just under half (45%) of the respondents reported more stress than before.



Demographic Analysis

There were no significant differences by contract type or working pattern.

Those working for the University for between 10 and 15 years were more likely to report much more stress than before. This affected more than a fifth (21%) of the respondents in this group, compared to 9% of those who have been working for the University for less than 6 months who were less likely to report much more stress than before. Those working for the University for less than 6 months were more likely to report no change in stress (41%).

Those on grades UE04 and UE05 were more likely to report much less stress. This affected 15% and 14% of respondents in these groups respectively. In contrast, those on grade UE09 were more likely to report much more stress than before. This affected more than a quarter (27%) of the respondents in this group.

Those in CHASS were more likely to report much more stress than before. This affected a quarter (25%) of respondents in this group, compared to 9% of those in CSG and USG who were less likely to report much more stress than before.

Non-EU citizens were more likely to report much more stress than before. This affected a quarter (25%) of the respondents in this group.

Those who previously worked in single occupancy offices were more likely to report much more stress than before. This was the case for nearly a quarter (24%) of respondents in these group, compared to 13% of those previously working in open-plan offices who were less likely to report much more stress.

Those identifying as bisexual were more likely to report much more stress than before. This affected nearly a quarter (24%) of respondents in this group. Those identifying as gay or lesbian were more likely to report less stress than before. This affected more than a fifth (22%) of respondents in this group.

Those following non-Christian religions were more likely to report much more stress than before. This affected nearly a quarter (24%) of respondents in this group. In contrast, spiritual

respondents were more likely to report much less stress than before. This affected 14% of respondents in this group.

Those shielding and those who live with family members who are shielding were more likely to report much less stress than before. This affected 15% and 12% of respondents in these groups respectively.

Academic staff were more likely to report much more stress than before. This affected nearly a quarter (23%) of academic staff compared to 14% of professional staff who were less likely to report much more stress than before.

Those in the 36 – 45 age group were more likely to report much more stress than before. This was the case for more than a fifth (21%) of the respondents in this age group, compared to 12% of those in the 56 – 65 age group who were less likely to report much more stress than before.

Carers were more likely to report much more stress than before. This affected more than a fifth (22%) of carers, compared to 13% of non-carers who were less likely to report much more stress than before. Non-carers were more likely to report no change in stress levels (34%).

Non-White respondents were more likely to report the two extremes of the spectrum. More than a fifth (22%) of respondents in this group reported much more stress than before while 10% reported much less stress than before.

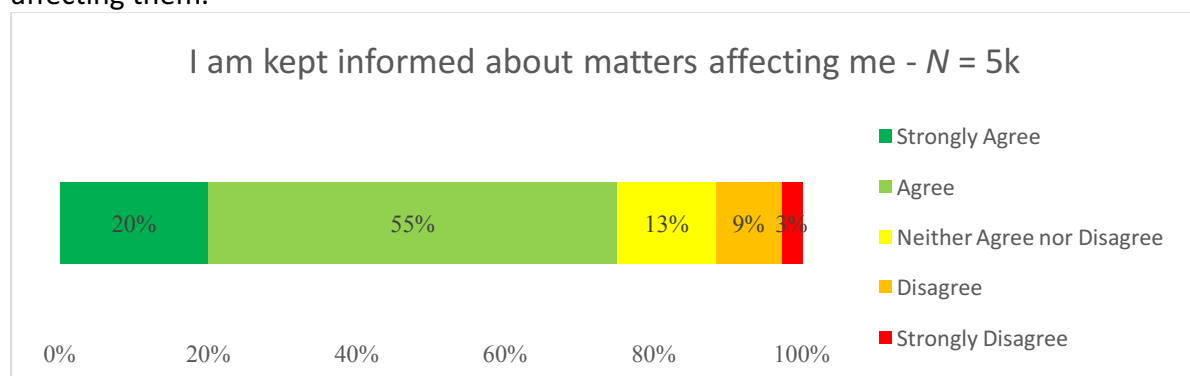
Managers were more likely to report much more stress than before. This was the case for more than a fifth (21%) of managers, compared to 15% of non-managers who were less likely to report much more stress than before. Non-managers were more likely to report much less stress than before. This was the case for 10% of non-managers, compared to 5% of managers who were less likely to report much less stress than before.

Those with a disability were more likely to report the two extremes of the spectrum. More than a fifth (21%) of respondents in this group reported much more stress than before while 10% reported much less stress than before.

Women were more likely to report much less than before. This affected 9% of women compared to 6% of men who were less likely to report much less stress than before. Men were more likely to report no change in stress (33%).

I am kept informed about matters affecting me at this time

Three-quarter (75%) of respondents agreed that they are kept informed about matters affecting them.



Demographic Analysis

There were no significant differences by managerial responsibilities, age, caring responsibilities, sexual orientation, ethnicity, or citizenship.

Those shielding were more likely to disagree or strongly disagree that they are kept informed about matters affecting them. This affected more than a fifth (22%) of the respondents in this group.

Those in USG were more likely to strongly agree with the statement. This was the case for more than a quarter (29%) of the respondents in this group, compared to 14% of those in CHASS and CSE who were less likely to strongly agree with the statement.

Those on guaranteed hours contracts were more likely to strongly disagree that they are kept informed about matters affecting them. This was the case for 9% of the respondents in this group.

Those working for the University for between 15 and 25 years were more likely to neither agree nor disagree with the statement. This was the case for 17% of those working for the University for between 15 and 20 years and 19% for those working for the University for between 20 and 25 years.

Professional staff members were more likely to strongly agree with the statement. This affected nearly a quarter (24%) of professional staff, compared to 15% of academic staff who were less likely to strongly agree. In contrast, academic staff were more likely to disagree with the statement. This was the case for 12% of academic staff, compared to 7% of professional staff who were less likely to disagree with the statement.

Those who previously worked in research labs were more likely to strongly disagree with the statement (6%). Similarly, those who previously worked in single occupancy offices were more likely to disagree with the statement (13%).

Those with no religion were more likely to disagree or strongly disagree with the statement. This was the case for 12% of the respondents in this group, compared to 8% of Christians who were less likely to disagree with the statement.

Those on grade UE05 were more likely to strongly agree with the statement. This was the case for nearly a quarter (24%) of respondents in this group. Those on grade UE10 were more likely to disagree with the statement. This was the case for 10% of the respondents in this group compared to 7% of those on grade UE06 who were less likely to disagree.

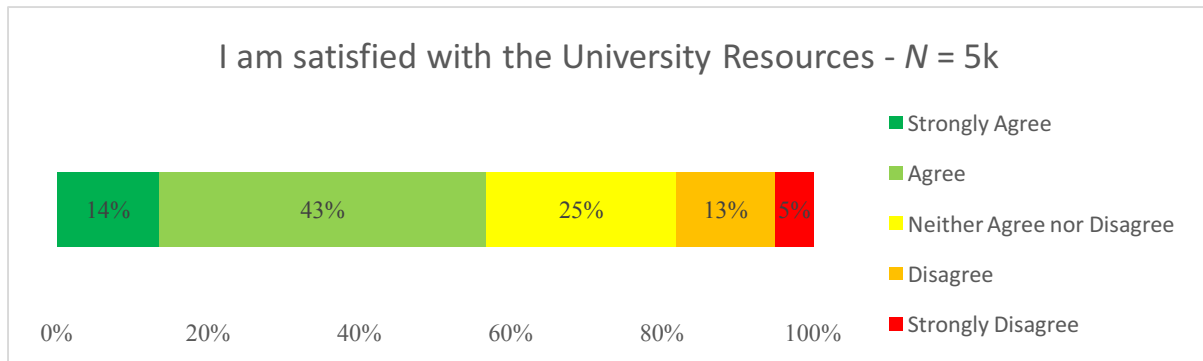
Those working full-time on the flexible hours option were more likely to neither agree nor disagree with the statement. This affected 16% of the respondents in this group.

Women were more likely to strongly agree with the statement. This was the case for more than a fifth (22%) of women, compared to 18% of men who were less likely to strongly agree. Men were more likely to disagree with the statement. This was the case for 10% of men, compared to 8% of women who were less likely to disagree.

Those with a disability were more likely to strongly disagree with the statement. This affected 4% of the respondents in this group, compared to 2% of respondents without a disability.

I am satisfied with the University Resources in place to help me at this time.

More than half (54%) of the respondents were satisfied the University resources in place to help them at this time.



Demographic Analysis

There were no significant differences by age, caring responsibilities, sexual orientation, religion, shielding, or working pattern.

Those in CHASS were more likely to disagree or strongly disagree with the statement. This affected nearly a third (30%) of the respondents in this group.

Academic staff were more likely to disagree or strongly disagree with the statement. This was the case for more than a quarter (29%) of academic staff.

Non-EU citizens were more likely disagree or strongly disagree that they are satisfied with the University resources in place to help them at this time. This affected more than a quarter (28%) of the respondents in this group. Non-UK, EU citizens were more likely to neither agree nor disagree with the statement. This affected nearly a third (30%) of the respondents in this group.

Those working for the University for between 6 months and 1 year were more likely to strongly agree with the statement. This was the case for nearly a fifth (18%) of those working for the University for between 6 months and 1 year. This group was also more likely to neither agree nor disagree with the statement. This was the case for just under a third (32%) of the respondents in this group.

Those on grade UE05 were more likely to strongly agree with the statement. This was the case for a fifth (20%) of respondents in this group. Those on grade UE09 were more likely to disagree with the statement. This was the case for a fifth (20%) of the respondents in this group. Similarly, those on grade UE10 were more likely to strongly disagree with the statement. This was the case for 9% of the respondents in this group.

Those who previously worked in single occupancy offices were more likely to disagree or strongly disagree with the statement. This affected nearly a third (30%) of the respondents in this group.

Non-White respondents were more likely to strongly disagree with the statement. This was the case for 8% of the respondents in this group.

Those on guaranteed hours contracts were more likely to strongly disagree that they are satisfied with the University resources in place to help them at this time. This was the case for 8% of the respondents in this group. Those on fixed-term contracts were more likely to neither agree nor disagree with the statement (28%).

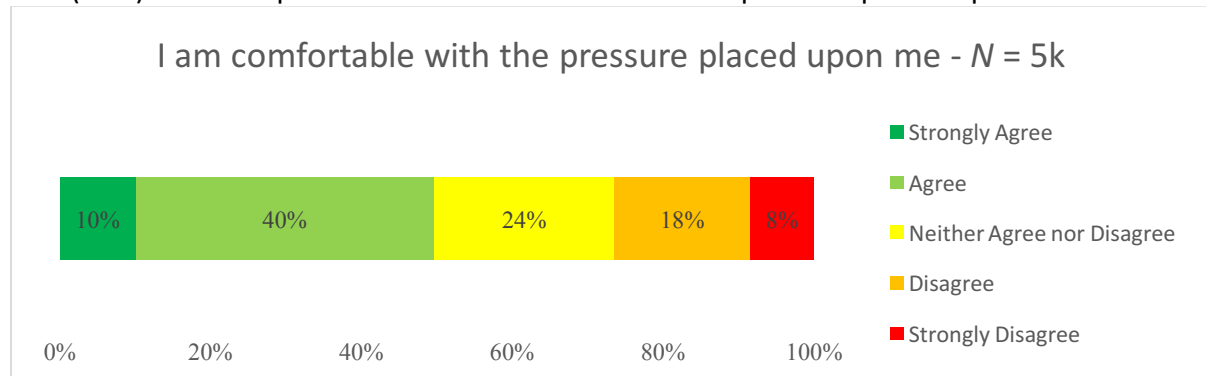
Women were more likely to strongly agree with the statement. This was the case for 15% of women, compared to 12% of men who were less likely to strongly agree. Men were more likely to disagree with the statement. This was the case for 14% of men, compared to 12% of women who were less likely to disagree.

Managers were more likely to disagree or strongly disagree with the statement. This affected a fifth (20%) of managers.

Those with a disability were more likely to neither agree nor disagree (27%) or strongly disagree (6%) with the statement.

I feel comfortable with the pressure placed upon me at this time.

Half (50%) of the respondents felt comfortable with the pressure placed upon them.



Demographic Analysis

There were no significant differences by gender, sexual orientation, ethnicity, or shielding.

Those in the 16 – 35 age group were more likely to agree with the statement. This affected 56% of those in the 16 – 25 age group and 46% of those in the 26 – 35 age group. In contrast, those in the 36 – 45 age group were more likely to strongly disagree with the statement. This affected 10% of the respondents in this age group.

Those working for the University for between 10 and 15 years were more likely to strongly disagree with the statement. This was the case for 12% of the respondents in this group.

Those working for the University for less than 6 months were more likely to agree with the statement. This was the case for more than half (54%) of the respondents in this group.

Those on grade UE09 were more likely to disagree with the statement. This was the case for more than a quarter (29%) of the respondents in this group.

Academic staff were more likely to disagree or strongly disagree with the statement. This was the case for more than a third (36%) of academic staff.

Managers were more likely to disagree with the statement. This affected nearly a quarter (23%) of managers, compared to 15% of non-managers who were less likely to disagree. Non-managers were more likely to agree with the statement. This affected nearly half (45%) of non-managers, compared to 33% of managers who were less likely to agree.

Those who previously worked in single occupancy offices were more likely to disagree or strongly disagree with the statement. This affected more than a third (41%) of the respondents in this group.

Those on fixed-term contracts were more likely to agree with the statement. This was the case for nearly half (45%) of the respondents in this group.

Those in CHASS were more likely to disagree or strongly disagree with the statement. This affected more than a third (40%) of the respondents in this group.

Those with a disability were more likely to strongly disagree with the statement. This affected 12% of the respondents in this group, compared to 7% of those without a disability who were less likely to strongly disagree.

Non-EU citizens were more likely to strongly disagree that they feel comfortable with the pressure placed upon them at this time. This affected 12% of the respondents in this group.

Carers were more likely to strongly disagree with the statement, this was the case for 10% of carers, compared to 6% of non-carers who were less likely to strongly disagree. Non-carers

were more likely to agree with the statement. This was the case for 43% of non-carers, compared to 37% of carers who were less likely to agree with the statement.

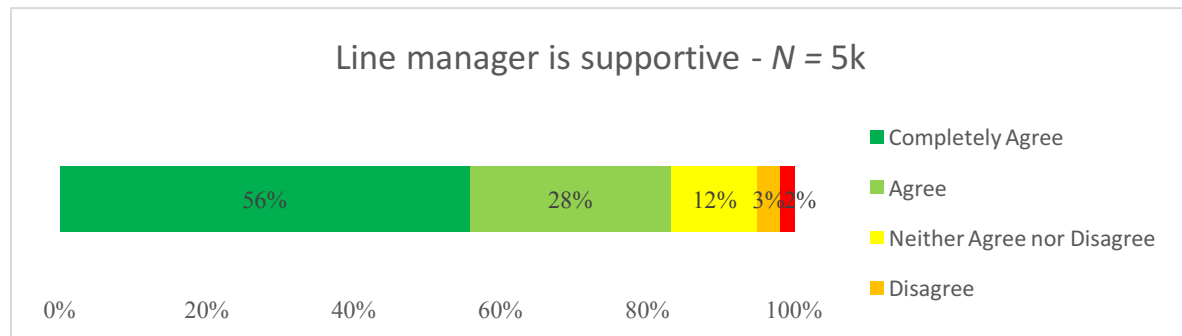
Christian respondents were more likely to strongly agree with the statement. This was the case for 13% of Christian respondents, compared to 9% of those with no religion who were less likely to strongly agree.

Those working full-time on the flexible hours option were more likely to neither agree nor disagree with the statement. This was the case for more than a quarter (27%) of the respondents in this group.

Line Manager

My line manager has been supportive during the lockdown

Most (83%) respondents agreed that their line manager has been supportive during the lockdown.



Demographic Analysis

There were no significant differences by gender, sexual orientation, religion, ethnicity, disability, shielding, or citizenship.

Those working for the University for less than 6 months were more likely to completely agree with the statement. This was the case for nearly three-quarters (73%) of the respondents in this group. Those working for the University for 20 and 25 years were more likely to neither agree nor disagree with the statement. This was the case for nearly a fifth (18%) of the respondents in this group.

Those in USG were more likely to completely agree with the statement. This affected just under two-thirds (65%) of the respondents in this group.

Those in the 26 – 35 age group were more likely to completely agree with the statement. This affected just under two-thirds (65%) of the respondents in this age group. Those in the 56 – 65 age group were more likely to neither agree nor disagree with the statement. This affected 16% of the respondents in this age group.

Professional staff were more likely to completely agree with the statement. This was the case for nearly two-thirds (61%) of professional staff, compared to 47% of academic staff who were less likely to completely agree. Academic staff were more likely to neither agree nor disagree with the statement. This was the case for nearly a fifth (17%) of academic staff, compared to 9% of professional staff who were less likely to neither agree nor disagree with the statement. Those who previously worked in single occupancy offices were more likely to neither agree nor disagree with the statement. This affected nearly a fifth (18%) of the respondents in this group.

Those on grade UE08 and UE10 were more likely to neither agree nor disagree with the statement. This was the case for 15% of the respondents on grade UE08 and 18% of those on grade UE10.

Non-managers were more likely to completely agree with the statement. This affected nearly two thirds (59%) of non-managers, compared to 51% of managers who were less likely to completely agree. Managers were more likely to neither agree nor disagree with the statement. This affected 14% of managers, compared to 10% of non-managers who were less likely to agree.

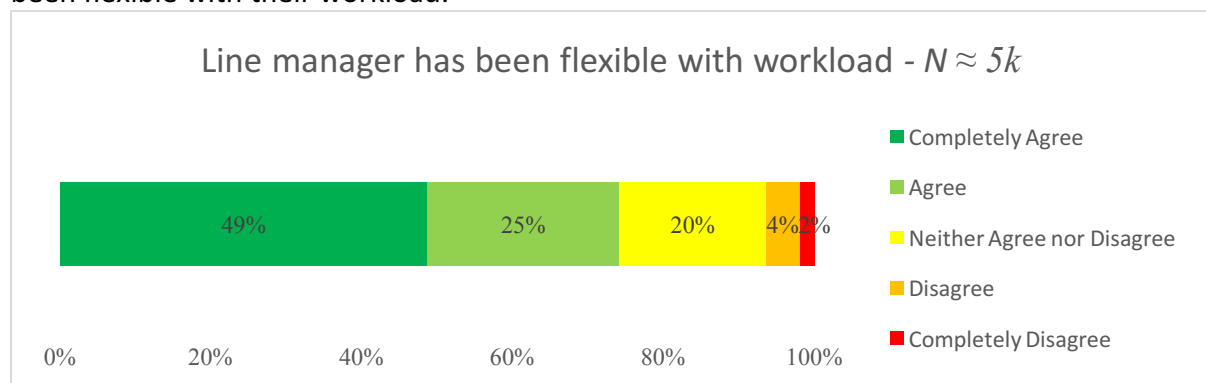
Those working guaranteed hours were more likely to completely disagree with the statement. This was the case for 7% of the respondents in this group.

Those on fixed-term contracts were more likely to completely agree with the statement. This was the case for nearly two-thirds (60%) of the respondents in this group.

Non-carers were more likely to completely agree with the statement. This was the case for nearly two-thirds (59%) of non-carers, compared to 53% of carers who were less likely to completely agree. Carers were more likely to neither agree nor disagree with the statement. This was the case for 13% of carers, compared to 10% of non-carers who were less likely to neither agree nor disagree with the statement.

My line manager has been flexible with my workload during the lockdown

Just under three-quarters (74%) of the respondents agreed that their line managers have been flexible with their workload.



Demographic Analysis

There were no significant differences by sexual orientation, religion, ethnicity, disability, shielding, or citizenship.

Those on grade UE09 and UE10 were more likely to neither agree nor disagree with the statement. This was the case for 26% of the respondents on grade UE09 and 33% of those on grade UE10.

Those who previously worked in single occupancy offices were more likely to neither agree nor disagree with the statement. This affected nearly a third (31%) of the respondents in this group, compared to 14% of those who previously worked in open-plan offices who were less likely to neither agree nor disagree with the statement.

Those working for the University for 20 and 25 years and those working for the University for more than 30 years were more likely to neither agree nor disagree with the statement. This was the case for nearly a third (29% and 31% respectively) of the respondents in these groups, compared to 9% of those working for the University for less than 6 months who were less likely to neither agree nor disagree with the statement.

Those in CHASS were more likely to disagree with the statement. This was the case for 6% of the respondents in this group. This group was also more likely to neither agree nor disagree with the statement. This was the case for 23% of the respondents in this group, compared to 13% and 12% of those in CSG and ISG respectively who were less likely to neither agree nor disagree with the statement.

Non-managers were more likely to completely agree with the statement. This affected more than half (53%) of non-managers, compared to 43% of managers who were less likely to completely agree. Managers were more likely to neither agree nor disagree with the statement. This affected just under a quarter (24%) of managers, compared to 14% of non-managers who were less likely to agree.

Those on fixed-term contracts were more likely to completely agree with the statement. This was the case for more than half (54%) of the respondents in this group. Those on open-ended contracts were more likely to neither agree nor disagree with the statement. This was the case for more than a fifth (21%) of the respondents in this group, compared to 14% of those on fixed-term contracts who were less likely to neither agree nor disagree with the statement. Academic staff were more likely to neither agree nor disagree with the statement. This was the case for more than a quarter (26%) of academic staff, compared to 16% of professional staff who were less likely to neither agree nor disagree with the statement.

Those working full-time normal hours were more likely to neither agree nor disagree with the statement. This was the case for a fifth (20%) of the respondents in this group, compared to 15% of those working part-time who were less likely to neither agree nor disagree with the statement.

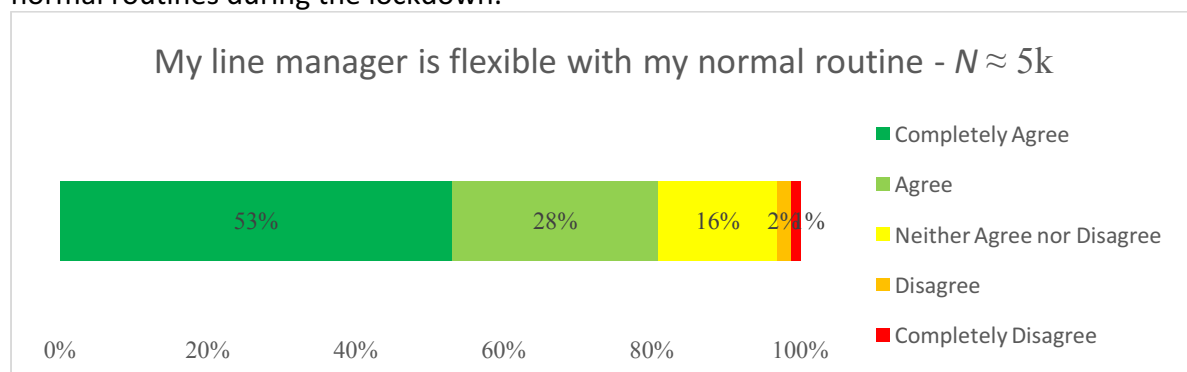
Those in the 46 – 55 age group were more likely to neither agree nor disagree with the statement. This affected just under a quarter (24%) of the respondents in this age group, compared to 17% of those in the 26 – 35 age group who were less likely to neither agree nor disagree with the statement.

Men were more likely to agree with this statement. This was the case for more than a quarter (28%) of male respondents.

Carers were more likely to disagree or completely disagree with the statement. This was the case for 8% of carers, compared to 5% of non-carers who were less likely to disagree.

My line manager has been flexible with my normal routine during the lockdown

Most (81%) of the respondents agreed that their line managers have been flexible with their normal routines during the lockdown.



Demographic Analysis

There were no significant differences by sexual orientation, religion, ethnicity, disability, shielding, or citizenship.

Those on guaranteed hours contracts were more likely to neither agree nor disagree with the statement. This was the case for more than half (54%) of the respondents in this group, compared to 14% of those on fixed-term contracts who were less likely to neither agree nor disagree with the statement.

Those working part-time were more likely to completely agree with the statement. This was the case for nearly two-thirds (59%) of the respondents in this group, compared to 32% of those working guaranteed hours who were less likely to completely agree with the statement. Those on grade UE09 and UE10 were more likely to neither agree nor disagree with the statement. This was the case for 19% of the respondents on grade UE09 and 27% of those on grade UE10, compared to 12% of those on grade UE07 who were less likely to neither agree nor disagree. Those on grade UE10 were also more likely to completely disagree with the statement. This was the case for 3% of those on grade UE10.

Those who previously worked in single occupancy offices were more likely to neither agree nor disagree with the statement. This affected just under a quarter (24%) of the respondents in this group.

Those in CHASS were more likely to neither agree nor disagree with the statement. This was the case for 20% of the respondents in this group, compared to 9% and 11% of those in CSG and USG respectively who were less likely to neither agree nor disagree with the statement. Those older than 46 were more likely to neither agree nor disagree with the statement. This affected 19% of those in the 46 – 55 age group and 23% of those older than 56, compared to 11% of those in the 16 – 35 age group who were less likely to neither agree nor disagree with the statement.

Those working for the University for between 10 and 15 years, or more than 20 years were more likely to neither agree nor disagree with the statement. This was the case for 20% and 23% of the respondents in these groups, compared to 12% of those working for the University for less than 2 years who were less likely to neither agree nor disagree with the statement.

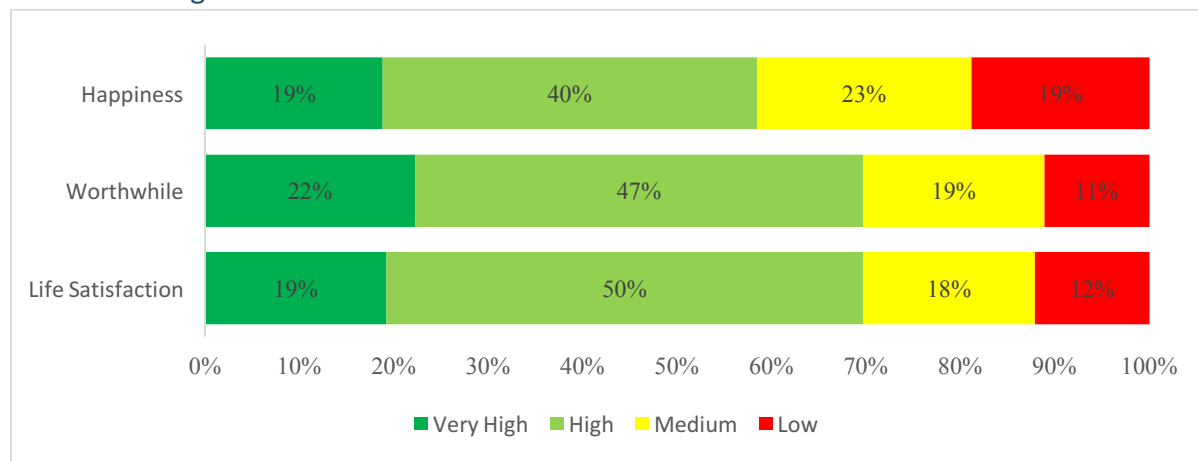
Academic staff were more likely to neither agree nor disagree with the statement. This was the case for more than a fifth (21%) of academic staff, compared to 13% of professional staff who were less likely to neither agree nor disagree with the statement.

Men were more likely to agree with this statement. This was the case for nearly a third (31%) of male respondents.

Non-managers were more likely to completely agree with the statement. This affected more than half (56%) of non-managers, compared to 50% of managers who were less likely to completely agree. Managers were more likely to neither agree nor disagree with the statement. This affected just under a fifth (19%) of managers.

Non-carers were more likely to neither agree nor disagree with the statement. This was the case for 17% of non-carers, compared to 13% of carers who were less likely to neither agree nor disagree.

ONS Wellbeing Measures¹²



On a scale of 1 to 10, how satisfied are you with your life overall?

Just under a fifth (19%) very high (9 or 10) values for life satisfaction. This is not significantly from the value reported in the ONS survey from the first week of June in Great Britain (19%).

Demographic Analysis

There were no significant differences by managerial responsibilities, sexual orientation, ethnicity, or shielding.

Those from CHASS were more likely to report low (1 – 4) or medium (5 – 6) values. Nearly half (47%) of the respondents in this group reported low values (compared to 8% of USG who were less likely to report low ratings), while just over a fifth (21%) reported medium values. Those from CSG were more likely to report very high (9 – 10) values. This was the case for a quarter (25%) of the respondents in this group.

Those on open-ended contracts were more likely to report very high (9 – 10) ratings. This was the case for just over a fifth (21%) of the respondents in this group, compared to 15% of those on fixed-term contracts who were less likely to report very high ratings. Those on guaranteed hours contracts were more likely to report medium (5 – 6) values. This was the case for more than a third (41%) of the respondents in this group.

Those working for the University for more than 30 years were more likely to report very high (9 – 10) ratings. This was the case for nearly a third (31%) of the respondents in this group, compared to 24% of those working for the University for between 1 and 2 years who were less likely to report very high ratings.

Those working guaranteed hours were more likely to report low (1 – 4) or medium (5 – 6) values. Nearly a quarter (23%) of the respondents in this group reported low values (compared to 10% of those working part-time who were less likely to report low ratings), while over a quarter (27%) reported medium values.

Those with a disability were more likely to report low (1 – 4) or medium (5 – 6) values. Just under a fifth (19%) of the respondents in this group reported low values (compared to 10% of those without a disability who were less likely to report low ratings), while over a fifth (22%) reported medium values.

Those on grade UE09 were more likely to report low (1 – 4) ratings. This was the case for 16% of the respondents in this group, compared to 9% of those on grade UE05 were less likely to report low ratings. Those on grade UE10 were more likely to report very high (9 – 10) ratings. This was the case for a quarter (25%) of the respondents in this group.

¹² The number of respondents for these measures vary between 4661 and 4769

Those in the 56 – 65 age group were more likely to report very high (9 – 10) ratings. This was the case for just under a quarter (24%) of the respondents in this age group, compared to 17% of those in the 26 – 35 age group who were less likely to report very high ratings.

Non-EU were more likely to report low (1 – 4) or medium (5 – 6) values. Nearly a fifth (17%) of the respondents in this group reported low values, while over a fifth (22%) reported medium values.

Those who previously worked in single occupancy offices were more likely to report low (1 – 4) ratings. This was the case for 16% of the respondents in this group.

Christian were more likely to report very high (9 – 10) ratings. This was the case for nearly a quarter (23%) of the respondents in this group, compared to 18% of those with no religion who were less likely to report very high ratings.

Academic staff were more likely to report low (1 – 4) ratings. This was the case for 16% of academics, compared to 10% of professional staff who were less likely to report low ratings.

Men were more likely to report low (1 – 4) values. This was the case for 14% of men, compared to 10% of women who were less likely to report low values.

Carers were more likely to report low (1 – 4) ratings. This was the case for 13% of carers, compared to 11% of non-carers who were less likely to report low ratings.

On a scale of 1 to 10, how worthwhile do you feel the things you do are?

Over a fifth (22%) of respondents reported very high (9 or 10) values for how worthwhile they think the things they do are. This is significantly lower than the value reported in the ONS survey from the first week of June in Great Britain (30%).

Demographic Analysis

There were no significant differences by gender, caring responsibilities, ethnicity, shielding, or working pattern.

Those who previously worked in research labs were more likely to report low (1 – 4) and medium (5 – 6) ratings. More than a fifth (22%) reported low values while more than a quarter (28%) reported medium values.

Those on fixed-term and guaranteed hours contracts were more likely to report low (1 – 4) ratings. This was the case for 16% and 21% of the respondents in these groups respectively, compared to 10% of those on open-ended contracts who were less likely to report low ratings.

Those identifying as bisexual were more likely to report low (1 – 4) ratings. This was the case for a fifth (20%) of the respondents in this group.

Non-EU were more likely to report low (1 – 4) values. This affected a fifth (20%) of the respondents in this group.

Those on grade UE10 were more likely to report very high (9 – 10) ratings. This was the case for nearly a third (31%) of the respondents in this group, compared to 18% of those on grade UE07 who were less likely to report very high values. Those on grade UE05 were more likely to report medium (5 – 6) values. This affected just under a quarter (24%) of respondents on this grade, compared to 11% of those on grade UE10 who were less likely to report medium values.

Those from CHASS were more likely to report low (1 – 4) values. This was the case for 15% of the respondents in this group, compared to 7% of USG who were less likely to report low ratings. Those from CSG were more likely to report very high (9 – 10) values. This was the case for over a quarter (29%) of the respondents in this group.

Those in the 56 – 65 age group were more likely to report very high (9 – 10) ratings. This was the case for over a quarter (29%) of the respondents in this age group, compared to 17% of those in the 26 – 35 age group who were less likely to report very high ratings. Those in the

26 – 35 age group were more likely to report low (1 – 4) ratings. This was the case for 16% of the respondents in this age group.

Those with a disability were more likely to report low (1 – 4) values. Nearly a fifth (18%) of the respondents in this group reported low values, compared to 10% of those without a disability who were less likely to report low ratings.

Christian were more likely to report very high (9 – 10) ratings. This was the case for over a quarter (27%) of the respondents in this group, compared to 20% of those with no religion who were less likely to report very high ratings. Those with no religion were more likely to report low (1 – 4) values. This was the case for 13% of the respondents in this group, compared to 8% of Christian respondents who were less likely to report low ratings.

Those working for the University for 1 to 2 years were more likely to report low (1 – 4) values. This was the case for 16% of the respondents in this group, compared to 8% of those working for the University for between 10 and 15 years and 12% of those working for the University for between 20 and 25 years who were less likely to report low ratings.

Academic staff were more likely to report low (1 – 4) ratings. This was the case for 16% of academics, compared to 9% of professional staff who were less likely to report low ratings.

Managers were more likely to report very high (9 – 10) ratings. This was the case for a quarter (25%) of managers. Non-managers were more likely to report medium (5 – 6) ratings. This was the case for just over a fifth (21%) of non-managers, compared to 16% of managers who were less likely to report medium ratings.

On a scale of 1 to 10, how happy did you feel yesterday?

Just under a fifth (19%) of respondents rated their happiness with very high values (9 or 10). This is significantly lower than the value reported in the ONS survey from the first week of June in Great Britain (26%).

Demographic Analysis

There were no significant differences by managerial responsibilities, caring responsibilities, ethnicity, shielding, citizenship, or working pattern.

Those who previously normally worked at home were more likely to report very high (9 – 10) values. This affected more than a third (37%) of the respondents in this group. Those who previously worked in research labs were more likely to report medium (5 – 6) values. This was the case for a third (33%) of the respondents in this group. Those who previously worked in single occupancy offices were more likely to report low (1 – 4) values. This was the case for over a fifth (22%) of the respondents in this group.

Those working for the University for more than 30 years were more likely to report very high (9 – 10) values. This was the case for more than a third (36%) of the respondents in this group. Those older than 56 age group were more likely to report very high (9 – 10) ratings. This was the case for 26% of those in the 56 – 65 age group and 37% of those older than 66, compared to 17% of those in the 26 – 35 age group who were less likely to report very high ratings.

Christians and spiritual respondents were more likely to report very high (9 – 10) ratings. This was the case for just under a quarter (24%) of Christians, and over a quarter (27%) of spiritual respondents, compared to 18% of those with no religion who were less likely to report very high ratings.

Those with a disability were more likely to report low (1 – 4) values. More than a quarter (27%) of the respondents in this group reported low values, compared to 15% of those without a disability who were less likely to report low ratings.

Those on fixed-term and guaranteed hours contracts were more likely to report low (1 – 4) ratings. This was the case for 20% and 27% of the respondents in these groups respectively.

Those from CHASS were more likely to report low (1 – 4) values. This was the case for nearly a quarter (23%) of the respondents in this group, compared to 12% of USG who were less likely to report low ratings. Those from CSG were more likely to report very high (9 – 10) values. This was the case for a quarter (25%) of the respondents in this group, compared to 15% of those in CHASS who were less likely to report very high values.

Those identifying as bisexual were more likely to report low (1 – 4) and medium (5 – 6) ratings. Just under a quarter (24%) of respondents in this group reported low values, while nearly a third (30%) reported medium values.

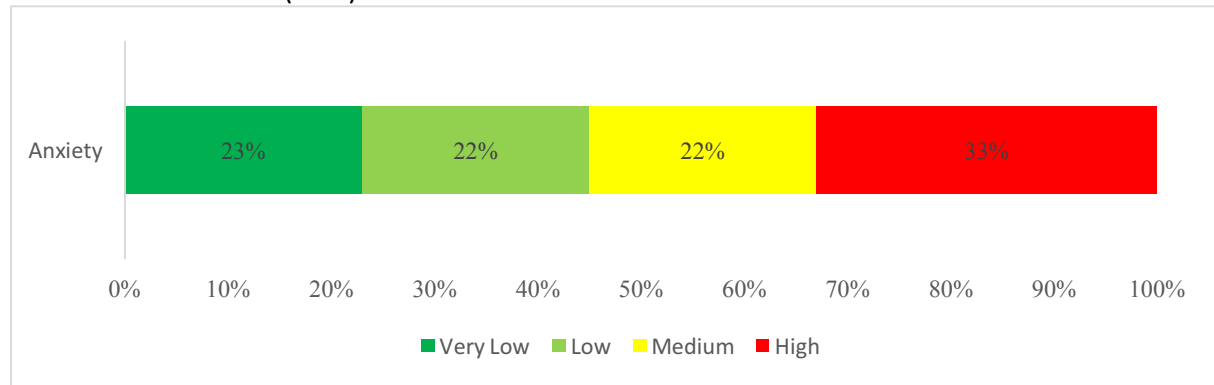
Those on grade UE05 were more likely to report very high (9 – 10) ratings. This was the case for a quarter (25%) of the respondents in this group, compared to 15% of those on grade UE09 who were less likely to report very high values. Those on grade UE09 were more likely to report low (1 – 4) values. This affected just over a fifth (21%) of respondents on this grade.

Academic staff were more likely to report low (1 – 4) or medium (5 – 6) values. Just over a fifth (21%) of the respondents in this group reported low values (compared to 16% of professional staff who were less likely to report low ratings), while just over a quarter (26%) reported medium values.

Women were more likely to report very high (9 – 10) values. This was the case for over a fifth (21%) of women, compared to 17% of men who were less likely to report very high values.

On a scale of 1 to 10, how anxious did you feel yesterday?

Nearly a quarter (23%) of respondents reported their anxiety levels with very low values (1 or 2). This is significantly lower than the value reported in the ONS survey from the first week of June in Great Britain (27%).



Demographic Analysis

There were no significant differences by previous office space, managerial responsibilities, shielding, or working pattern.

Those working for the University for between 20 and 25 years or more than 30 years were more likely to report very low (1 – 2) values. This was the case for 31% and 39% of the respondents in these groups respectively.

Christians respondents were more likely to report very low (1 – 2) ratings. This was the case for over a quarter (27%) of Christians. Those following non-Christian religions were more likely to report high (7 – 10) ratings. This was the case for nearly half (48%) of the respondents in this group.

Those identifying as bisexual were more likely to report high (7 – 10) ratings. This was the case for nearly half (47%) of respondents in this group.

Non-EU citizens were more likely to report high (7 – 10) ratings. This was the case for nearly half (42%) of the respondents in this group.

Those on fixed-term contracts were more likely to report high (7 – 10) ratings. This was the case for more than a third (36%) of the respondents in this group. Those on guaranteed hours contracts were more likely to report medium values. This was the case for nearly a third (30%) of the respondents in this group.

Academic staff were more likely to report high (7 – 10) values. This was the case for more than a third (39%) of the respondents in this group. Technical staff were more likely to report very low (1 – 2) values. This was the case for nearly a third (30%) of the respondents in this group, compared to 19% of academic staff who were less likely to report vary low ratings.

Those on grade UE05 were more likely to report very low (1 – 2) ratings. This was the case for nearly a third (30%) of the respondents in this group. Those on grade UE09 were more likely to report high (7 – 10) values. This affected over a third (40%) of respondents on this grade, compared to 22% of the respondents on grade UE04 who were less likely to report high values.

Those in the 46 – 65 age group were more likely to report very low (1 – 2) ratings. This was the case for 27% of those in the 46 – 55 age group and 29% of those in the 56 – 65 age group.

Those with a disability were more likely to report high (7 – 10) values. More than a third (39%) of the respondents in this group reported high values, compared to 31% of those without a disability who were less likely to report high ratings.

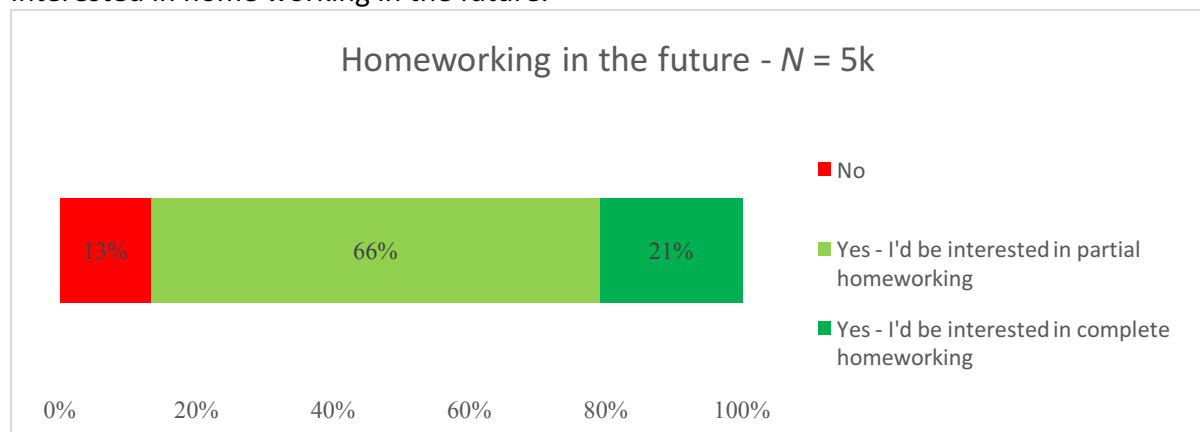
Those from CHASS were more likely to report high (7 – 10) values. This was the case for more than a third (38%) of the respondents in this group. Those from CMVM were more likely to report very low (1 – 2) values. This was the case for more than a quarter (27%) of the respondents in this group, compared to 18% of those in CHASS who were less likely to report very low values.

Women were more likely to report high (7 – 10) values. This was the case for over a third (34%) of women, compared to 31% of men who were less likely to report high values. Men were more likely to report low (3 – 4) ratings. This was the case for just under a quarter (24%) of men, compared to 21% of women who were less likely to report low values.

Those with caring responsibilities were more likely to report high (7 – 10) ratings. This was the case for more than a third (35%) of carers, compared to 31% of non-carers who were less likely to report high ratings.

If it were possible, given the nature of your role, to continue to work from home in the future, would you be interested in doing this?

Despite the negative effects experienced by staff, most (87%) of the respondents were interested in home working in the future.



Demographic Analysis

There were no significant differences by ethnicity or length of service.

Those who previously worked in open-plan offices were more likely to be interested in complete homeworking in the future. This was the case for more than a quarter (28%) of the respondents in this group, compared to 10% of those who previously worked in single occupancy offices who were less likely to be interested in complete homeworking in the future. Those who previously worked in research labs and single occupancy offices were more likely to not be interested in homeworking in the future, this was the case for 37% and 22% of the respondents in these groups respectively, compared to 7% of those who previously worked in open-plan offices who were less likely to say no.

Spiritual respondents were more likely to be interested in complete homeworking. This was the case for more than a third (36%) of the respondents in this group.

Those from CHASS were more likely to say no (19%), compared to 5% and 6% of those in CSG and USG respectively who were less likely to not be interested in homeworking in the future. Those from ISG were more likely to be interested in complete homeworking (34%).

Those shielding as well as those who live with family members who are were more likely to be interested in complete homeworking. This was the case for 31% and 32% of these groups respectively.

Those on fixed-term contracts and guaranteed hours contracts were more likely to say no. This was the case for 15% and 23% of the respondents in these groups respectively, compared to 12% of those on open-ended contracts who were less likely to not be interested in homeworking in the future.

Academic staff were more likely to not be interested in homeworking. This was the case for more than a fifth (22%) of the respondents in this group, compared to 7% of professional staff who were less likely to say no. Professional staff were more likely to be interested in complete homeworking. This was the case for more than a quarter (27%) of professional staff, compared to 12% of academic staff who were less likely to be interested in complete homeworking in the future.

Non-UK citizens were more likely to not be interested in homeworking in the future. This was the case for 21% of non-EU citizens and 16% of non-UK, EU citizens, compared to 12% of UK citizens who were less likely to not be interested in homeworking in the future.

Those on grades UE09 and UE10 were more likely to not be interested in homeworking in the future. This was the case for 21% and 20% of the respondents in these groups respectively, compared to 7% of those on grade UE05 who were less likely to say no.

Those identifying as bisexual were more likely to be interested in complete homeworking in the future. This was the case for just over a quarter (26%) of the respondents in this group. Those identifying as gay or lesbian were more likely to say no, but they were also more likely to be interested in complete homeworking. Nearly a fifth (17%) were not interested in homeworking in the future, while over a quarter (27%) were interested in complete homeworking.

Those with a disability were more likely to be interested in complete home working. This was the case for over a quarter (27%) of those with a disability, compared to 19% of those without a disability who were less likely to be interested in complete homeworking in the future.

Men were more likely to say no. Nearly a fifth (17%) of men were not interested in homeworking in the future, compared to 11% of women who were less likely to say no.

Those older than 56 were more likely to not be interested in homeworking in the future. This was the case for 17% of those in the 56 – 65 age group and 28% of those older than 66.

Managers were more likely to be interested in partial homeworking. This was the case for more than two-thirds (69%) of mangers, compared to 64% of non-managers who were less

likely to be interested in partial homeworking in the future. Non-managers were more likely to be interested in complete homeworking. This was the case for nearly a quarter (23%) of non-managers, compared to 18% of managers who were less likely to be interested in complete homeworking.

Those working full-time on the flexible hours option were more likely to be interested in complete homeworking in the future. This was the case for just under a quarter (24%) of the respondents in this group.

Non-carers were more likely to not be interested in homeworking in the future. This was the case for 14% of non-carers, compared to 12% of carers who were less likely to not be interested in homeworking in the future.