What works

Between 20 July and 7 August 2020 a survey was available to staff to complete either online or via a paper version sent to the home addresses of 434 colleagues on furlough leave. Five qualitative questions were asked to gain a rich insight into the experiences of colleagues and a thematic analysis was carried out on the 8,000+ individual answers.

In summary: 2,077 colleagues took part online.

- 70% were Professional Services staff
- 26% were academic/research staff
- 4% were cultural institutions or other staff
- 93% of respondents have mainly been working from home since 18 March 2020
- 1.5% have mainly been working on campus since 18 March 2020
- 5.5% have been on furlough leave at some point since 18 March 2020
- 38% have line management responsibility
- 41.5% have a caring responsibility
- 62% do not have line management responsibility
- 58.5% do not have a caring responsibility
Positive aspects of working flexibly

49% said both working from home and working flexible hours.

68% Opportunities for all to do blended working combining working from home with working on campus post-COVID.

More productive working flexibly.

No commute = better work-life balance and better for the environment.

More time for exercise, family, eating well.
Challenging aspects of working flexibly

- Not having access to the right equipment to work from home
- Blurred lines between work and home life
- Poor mental health or wellbeing / feeling unsupported
- Missing face to face communication with colleagues and students
- Balancing work with caring/childcare