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more coffee less work

More opportunities to help other teams with specific tasks.

A mix of home working and coming into the office - this last few months has proved this can work in our area.

Widespread use of online meetings - would allow more opportunities to work in places other than the office.

Being able to work in different places and spaces, not being tied to coming in to the same desk everyday - we could work collaboratively and network across teams with shared flexible working spaces for colleagues from a wide range of areas

Using collaborative online tools for managing projects and tasks etc. such as Trello, it's frustrating to be constantly told we are not allowed to use things like this when we know it could be transformative to how we work.

Widespread use of hot-desks across campus, where you can dock your laptop and log into a phone. Would help to understand other areas of work.

Have more flexible working hours, for example taking longer lunchbreaks whilst working from home in the winter to be able to get more daylight, or being able to work to your personal natural rhythm such as early mornings or later in the evenings

I think at last it is more widely accepted that working from home means that staff are still as productive, if not more. I had started working from home 1 day a week on a 3 month trial before COVID and I know some people in the office still held

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old fashioned views that you are not working as hard, whereas actually I think people realise now you do get more done, without interruptions, ability to concentrate on a task which is much harder in an open plan office, stress/cost of commuting,

Being able to pick the children up from after school club at 5pm rather than at 5.45pm because of the traffic has led to much calmer evenings which has had such a positive impact on family life. Our office did not have natural light whereas I can

sit by my kitchen window all day. Makes doctors/dentist/opticians appointments all easier to nip out to, taking less time off work rather than having to plan your work day around getting in late or leaving early.

I have enjoyed the additional flexibility and ability to manage my own workload, especially during very busy times when I have been able to work later without having to commute. It meant a lot less stress during assessment and examination time.

I have enjoyed being able to share documents together and edit as we go. This has meant there are no multiple versions of anything, the final document is agreed more promptly and a reduction in having to produce papers and Agendas for meetings .

I think that flexible working should be allowed to continue in collaboration with line managers and where possible. It has benefited my work/life balance with no stressful commute.

Invest in the right technology and everything else will follow. Lack of belief that the organisation can deliver new ways of working so need to show colleagues actions and results.

A wider flexible working pattern would benefit colleagues University-wide and also the wider environment and air quality - the first University in the country to impact its local environment in such a positive way?

If the working from home period continues f/if we move to a hybrid WFH and office-based environment, an agreed way of working for quick comms (e.g. we all use Teams or we all use Zoom) to send messages or organise a brief chat would be very helpful

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agile office spaces and practices. Possibly a learning commons for staff?

ability to work from home if there is no need for you to be in the office and your work environment is conducive to safe and effective working

trust and flexibility shown from line management

I have been far more able to concentrate by working from home without continuous interruptions in the office. I would welcome "admin days" WFH to be productive without distraction then meeting days in the office.

Working in the IPO, I never met with Academics involved in the study abroad process but have met via Zoom to discuss student cases, often with students. Continuing to WFH makes for more flexibility to do this as you do not need to find a quiet space

You can "meet" students and/or academics/colleagues as and when required without having to book a room. I know Zoom/Teams meetings are possible from the office but it is not a quiet, private space, so not always possible.

A working week would work well with "admin days" from home and "team days" in the office for meetings, team bonding, airing and sharing ideas, etc.

Remote access to appointments and drop ins. students always wanted this and it may enable a more flexible approach for timings too

Teams really works as a communication tool. Working from home some of the week has a positive impact on mental wellbeing. Remote student appointments work - keep them!

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providing more online learning options and self help resources for students. enables them to get help 24/7 Freeing up staff to work on other interactions

Rota basis for being in the office

Using Zoom to conduct appointments - allows more flexibility/immediacy as no need to have room to host meeting.

WFH has been a revelation, not really having done it before for more than a day. Would welcome a mix/blended WFM and on-campus, ie, a split of WFH for 3 days and 2 days on-campus.

Equipment needs to be taken into consideration, people are using own computers which are giving up due to constant use.

use of group informal and formal online chat, allowing more introverted team members to shine!

Remote working allows better management of work/ home responsibilities.

We need to support and train line managers to ensure there is a consistent approach to managing flexi working team. Ensuring 1 on 1's continue to take place and that whole teams also meet regularly.

We need to develop remote working work station evaluation check list to ensure home working is safe and healthy. Including adding an element of mental health, covering isolation.

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SMT Open meetings - DSE, PSSLT and Nancy's SLT all really useful and an insight into what's happening across the University most staff that wouldn't ordinarily be part of.

BAU has continued successfully with colleagues working from home with no warning - this shows that we do not need to all always be in the office all the time. Colleagues who wish to WFH should be permitted to continue to do so.

Better technology, move to teams is promising

I work better as I am no longer commuting, I am saving money and my productivity has gone up

I would like to try a hub approach which would mean not having assigned desk space and only coming into the office when needed for big meetings, brainstorming sessions, essential face to face delivery

The hub approach works in many companies, enables staff to move around be more flexible and the unused office space and be reclaimed for teaching

Availability of recordings of some meetings/presentations (i.e. if you could not attend).

Zoom and/or Teams

Online meetings (Zoom or Teams) as means the team/meeting attendees do not all need to be "in the office".

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Using Zoom/Teams for small group training (e.g. to show processes/systems)

Being able to deliver services differently - we have evidenced that there is no requirement to provide a face-to-face service every minute of the working day

Working from home allows flexibility for home life e.g. receiving a delivery. I favour the idea of core working hours in the AM and PM with flexibility around this to allow for e.g. stepping out for a walk in daylight!

The flexibility of being able to work at times of the day that suit us, according to individual needs, as well as to meet the needs of work commitments. Feeling comfortable that this is now more acceptable. This allows for great staff wellbeing.

Some managers will need to significantly shift their mindset - I am already aware that the plan in my area is to get people physically present in the office again as soon as poss "just in case" a student drops in

Flexbile working means I have been ill a lot less (colds etc.) as I don't need to share office space with ill people/get freshers flu!

Using Teams remotely has been useful for sharing documents with colleagues, and working on these together. This has been quicker and more efficient than continually emailing different versions of documents. IT developments have been beneficial.

As long as a 'service' is delivered, it does not matter if that 'service' is different to how it was previously. As long as you publish the days/times when face to face will (and will not) be available, it's OK not to be open all hours

Flexibility of hours has meant I am a LOT more productive!

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