

# School of Biological Sciences Covid-19 Survey 2020

## Remote Working

The Remote Working section of the survey contained 9 questions related with working away from University premises.

The answer to the first question, Question 32, determined whether respondents would fill in the section or be routed past it to the following question, based upon whether the respondent had or had not worked remotely.

**Question 32 'The following questions relate to working remotely. You will be directed to the next question if you never/cannot work remotely. Please specify:**

- I have worked remotely for some/all of the Covid-19 pandemic
- I cannot, or have never worked remotely

### All Respondents

All 241 survey respondents answered this question.

#### Did not work remotely:

**7% of respondents (17 people) selected 'I cannot, or have never worked remotely'.**

*Table 1: Question 32, respondents by gender that selected 'I cannot, or have never worked remotely'*

Women	Men	Identified another way or preferred not to select a binary gender
82% (14)	12% (2)	6% (1)

Of this group:

- 9 people were in academic or research roles (2 research assistants, 4 PDRAs, 1 professor, 1 lab manager and 1 unspecified role).
- 1 person was in professional services, grades 1-5.
- 7 people were technicians or in other technical roles.

This group did not answer further questions in this section, re-entering the survey at the Wellbeing and Contact section, Question 41.

#### Worked remotely:

**93% of respondents (224 people) selected 'I have worked remotely for some/all of the Covid-19 pandemic'.**

*Table 2: Question 32, respondents by gender that selected 'I have worked remotely for some/all of the Covid-19 pandemic'*

Women	Men	Identified another way or preferred not to select a binary gender
58% (129)	38% (85)	4% (10)

### Question 33 'I have adapted well to working remotely'



**60% (135 people) either agreed or strongly agreed** that they had adapted well to working remotely.

- 77 people agreed that they had adapted well to working remotely (4 on a scale of 1-5).
- 58 people strongly agreed that they had adapted well to working remotely (5 on a scale of 1-5)
- **The majority of women and men selected 'agree' or 'strongly agree' (67% of women and 52% of men, 50% of those that identified another way or preferred not to select a binary gender).**



**22% (50 people) selected the middle option between agree and disagree (3 out of 5).**

- 21% of women (27 people), 24% of men (20 people), 30% of those that identified another way or preferred not to select a binary gender (3 people).



**18% (39 people) strongly disagreed or disagreed** that they had adapted well to working remotely.

- 12 people strongly disagreed that they had adapted well to working remotely (1 on a scale of 1-5)
- 27 people disagreed that they had adapted well to working remotely (2 on a scale of 1-5)
- **Men were 13% more likely than women to choose 'disagree' or 'strongly disagree' (12% of women, 25% of men).**




Of those that either strongly disagreed or disagreed that they had adapted well to working remotely:

- 66% were academic and research staff, 23% were professional services and 11% were technicians/technical roles.
- 41% were women, 54% were men, 5% preferred not to say/identified another way.
- 92% were white and 8% were BAME.
- 11% were aged 18-30, **53% were aged 31-45**, 28% were 46-60 and 8% were 61+.
- **25% had long term mental or physical conditions or impairments.**
- 24% lived alone, 2% lived in shared accommodation and 74% lived with their partner or family.
- 3% were clinically vulnerable or in higher risk groups, or lived with someone that was.
- **29% had either tested positive for Covid-19, or suspected they had been ill with Covid-19** but did not have access to a test (11 out of 38).
- **53% had no caring responsibilities, 33% cared for children** that lived with them and 14% cared for adults. 8% took on new caring responsibilities for adults that do not live with them.

**Question 34 'I have a space to work without distractions':**

- The majority of respondents (54%) either agreed or strongly agreed they had a space to work without distraction (57% of women and 51% of men).
- 18% selected the middle option (3% more women than men).
- Just under a third of respondents (28%) either disagreed or strongly disagreed they had a space to work without distraction. 8% more men than women selected either disagree or strongly disagree.




*Table 3. Responses by gender to Question 34 'I have a space to work without distractions'*

		All Respondents % (No. of people)	Women % (No. of people)	Men % (No. of people)	Identified another way or preferred not to select a binary gender
Totals		100% (224)	100% (129)	100% (85)	100% (10)
	Strongly Agree (5 out of 5)	27% (60)	33% (42)	18% (15)	30% (3)
	Agree (4 out of 5)	27% (61)	24% (31)	33% (28)	20% (2)
	Middle selection (3 out of 5)	18% (40)	18% (23)	15% (13)	40% (4)
	Disagree (2 out of 5)	17% (38)	14% (18)	22% (19)	10% (1)
	Strongly Disagree (1 out of 5)	11% (25)	12% (15)	12% (10)	0

**Question 35 'I have a space to work that provides adequate comfort for me during my working hours'**

- **The majority of respondents (51%) agreed or strongly agreed they has a space to work the provided adequate comfort during their working hours.** Men were 10% less likely than women to strongly agree (26% for women, 16% for men).
- 18% of respondents selected the middle option.
- **31% of respondents disagreed or strongly disagreed that they had a space to work that provided adequate comfort during their working hours.** Roughly the same proportion of women and men selected these options.




*Table 4. Responses by gender to Question 35 'I have a space to work that provides adequate comfort for me during my working hours'*

		<b>All Respondents % (No. of people)</b>	<b>Women % (No. of people)</b>	<b>Men % (No. of people)</b>	<b>Identified another way or preferred not to select a binary gender</b>
Totals		<b>100% (224)</b>	<b>100% (129)</b>	<b>100% (85)</b>	<b>100% (10)</b>
	<b>Strongly Agree (5 out of 5)</b>	22% (50)	26% (33)	16% (14)	30% (3)
	<b>Agree (4 out of 5)</b>	29% (66)	26% (34)	35% (30)	20% (2)
	<b>Middle selection (3 out of 5)</b>	18% (40)	18% (23)	16% (14)	30% (3)
	<b>Disagree (2 out of 5)</b>	20% (45)	19% (25)	22% (19)	10% (1)
	<b>Strongly Disagree (1 out of 5)</b>	11% (23)	11% (14)	9% (8)	10(1)

**Question 36 'I have the IT equipment I need to work effectively'**

- The majority of respondents (65%) agreed or strongly agreed that they had the IT equipment they needed to work effectively. 9% fewer men than women selected these options.
- Just under a fifth of respondents (18%) selected the middle option.
- Just under a fifth of respondents (17%) disagreed or strongly disagreed that they had the IT equipment they needed to work effectively. 9% more men than women selected these options.




*Table 5. Responses by gender to Question 36 'I have the IT equipment I need to work effectively'*

		All Respondents % (No. of people)	Women % (No. of people)	Men % (No. of people)	Identified another way or preferred not to select a binary gender
Totals		100% (224)	100% (129)	100% (85)	100% (10)
	Strongly Agree (5 out of 5)	29% (65)	33% (42)	25% (21)	20% (2)
	Agree (4 out of 5)	36% (80)	36% (47)	35% (30)	30% (3)
	Middle selection (3 out of 5)	18% (40)	17% (22)	18% (15)	30% (3)
	Disagree (2 out of 5)	11% (25)	8% (10)	18% (15)	(0)
	Strongly Disagree (1 out of 5)	6% (14)	6% (8)	5% (4)	20% (2)

**Question 37 'I have access to a reliable internet service' (one person skipped this question)**

- The majority of respondents (72%) either agreed or strongly agreed that they had access to a reliable internet service. 7% fewer men than women selected these options.
- 15% of respondents selected the middle option.
- 13% of respondents either disagreed or strongly disagreed that they had access to a reliable internet service. 8% more men than women selected these options.




*Table 6. Responses by gender to Question 37 'I have access to a reliable internet service'*

		All Respondents % (No. of people)	Women % (No. of people)	Men % (No. of people)	Identified another way or preferred not to select a binary gender
Totals		100% (223)	100% (128)	100% (85)	100% (10)
	Strongly Agree (5 out of 5)	36% (81)	38% (49)	35% (30)	20% (2)
	Agree (4 out of 5)	36% (81)	39% (50)	35% (30)	10% (1)
	Middle selection (3 out of 5)	15% (34)	15% (19)	14% (12)	30% (3)
	Disagree (2 out of 5)	7% (14)	5% (6)	5% (4)	40% (4)
	Strongly Disagree (1 out of 5)	6% (13)	3% (4)	11% (9)	(0)

**Question 38 'I can access the specialist software I need' (13 people skipped the question)**

- The majority of respondents (67%) agreed or strongly agreed that they could access the specialist software they needed. Men were 10% more likely to select 'strongly agree' than women and women were 10% more likely than men to select 'agree'.
- Just under a fifth of respondents selected the middle option (19%).
- 14% of respondents either disagreed or strongly disagreed that they could access the specialist software they needed.




*Table 7. Responses by gender to Question 38 'I can access the specialist software I need'*

		All Respondents % (No. of people)	Women % (No. of people)	Men % (No. of people)	Identified another way or preferred not to select a binary gender
Totals		100% (211)	100% (119)	100% (83)	100% (9)
	Strongly Agree (5 out of 5)	28% (60)	24% (28)	34% (28)	44% (4)
	Agree (4 out of 5)	39% (82)	44% (52)	34% (28)	22% (2)
	Middle selection (3 out of 5)	19% (40)	21% (25)	17% (14)	11% (1)
	Disagree (2 out of 5)	8% (16)	7% (9)	8% (7)	(0)
	Strongly Disagree (1 out of 5)	6% (13)	4% (5)	7% (6)	22% (2)

**Question 39 'I have felt able to achieve a work/life balance level that is acceptable to me'**

- **Fewer than half of respondents (41%) agreed or strongly agreed that they felt able to achieve a work/life balance that was acceptable to them.** 13% more women than men selected these options.
- 16% of respondents selected the middle option.
- **43% of respondents disagreed or strongly disagreed that they felt able to achieve a work/life balance that was acceptable to them.** Men were 21% more likely to select these options (34% of women, 55% of men).

*Table 8. Responses by gender to Question 39 'I have felt able to achieve a work/life balance level that is acceptable to me'*

		All Respondents % (No. of people)	Women % (No. of people)	Men % (No. of people)	Identified another way or preferred not to select a binary gender
Totals		<b>100% (224)</b>	<b>100% (129)</b>	<b>100% (85)</b>	<b>100% (10)</b>
	<b>Strongly Agree (5 out of 5)</b>	16% (36)	20% (26)	12% (10)	(0)
	<b>Agree (4 out of 5)</b>	25% (56)	27% (35)	22% (19)	20% (2)
	<b>Middle selection (3 out of 5)</b>	16% (35)	19% (24)	11% (9)	20% (2)
	<b>Disagree (2 out of 5)</b>	26% (58)	22% (29)	33% (28)	10% (1)
	<b>Strongly Disagree (1 out of 5)</b>	17% (39)	12% (15)	22% (19)	50% (5)



## Question 40 'Is there something else you would like to share about remote working?'

Question 40 was an open text question:

- **35% of respondents (79 people) had something else to share.** Of that 79:
  - 57% were women (45 people), 40% were men (30 people) and 5% identified another way or preferred not to select a binary gender (4 people).
  - 20 people mentioned the positives/something in support of remote (home) working.
  - 17 people mentioned issues related with caring for children.
  - 15 people mentioned disruptions to home life (impacts on others in the home, rearrangement of home to accommodate working space, lack of delineation between work and personal time etc.).
  - 13 people mentioned negative impacts on mental health/feelings of isolation/missing social interaction of face to face work/lack of motivation.
  - 10 people mentioned difficulty with finding space for a home working set-up (having to work/sleep/relax in one room, using dining table/living room as work space etc.)
  - 7 people mentioned a lack of necessary equipment – (IT equipment, office chairs etc.).
  - 6 people mentioned struggling to adapt to the changes more generally (now working on computers where job was practical before, video calls, managing focus etc.)
  - 4 mentioned managing deadlines/increased workload.
  - 4 mentioned poor or unreliable internet or network connections.
  - 5 people mentioned something related with physical comfort (eye strain from working on laptops, bad backs/necks from poor chairs etc.)
  - 5 people mentioned additional costs incurred by them that had not been reimbursed.