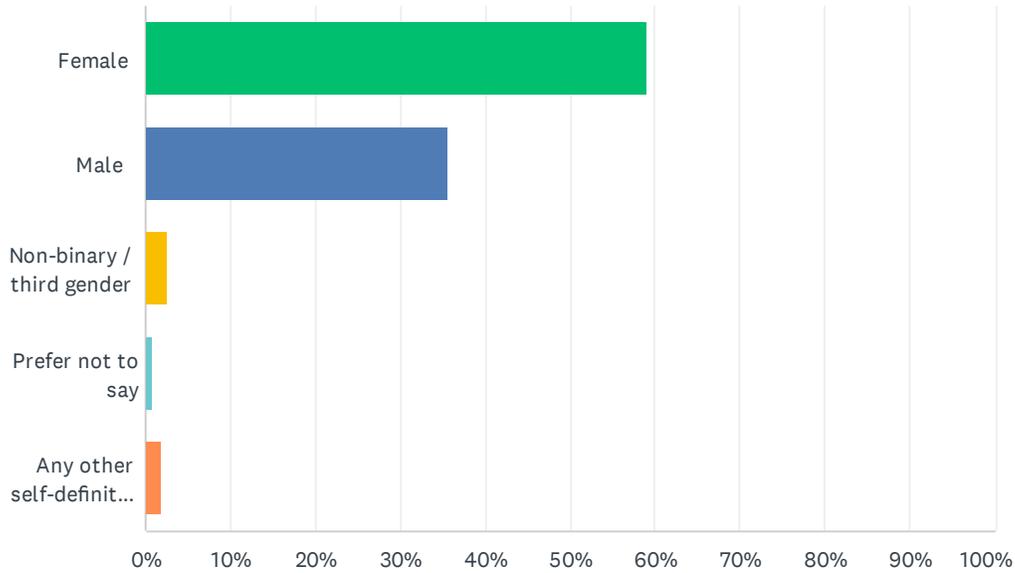


Q1 What best describes your gender?

Answered: 717 Skipped: 2



ANSWER CHOICES	RESPONSES	
Female	59.14%	424
Male	35.56%	255
Non-binary / third gender	2.65%	19
Prefer not to say	0.84%	6
Any other self-definition/identity/description, please write here:	1.81%	13
TOTAL		717

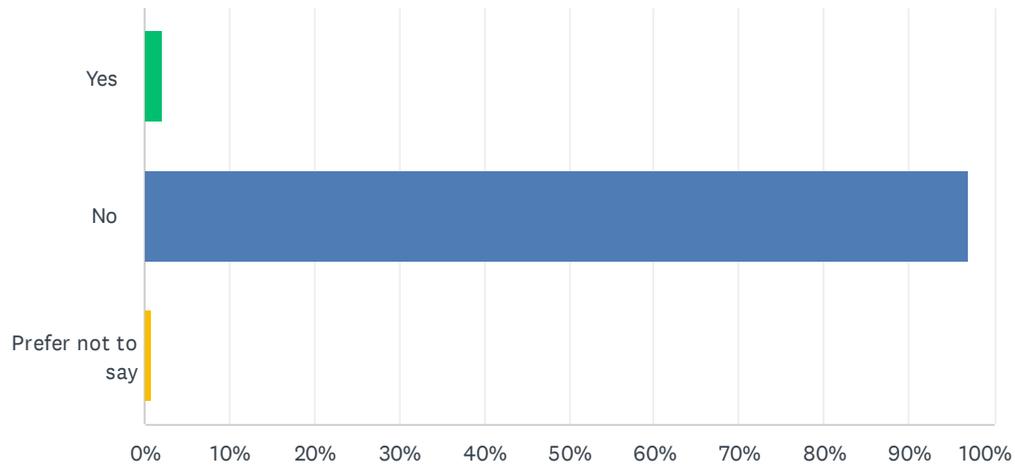
#	ANY OTHER SELF-DEFINITION/IDENTITY/DESCRIPTION, PLEASE WRITE HERE:	DATE
1	Trans woman	12/12/2021 9:03 AM
2	Man	12/10/2021 12:37 PM
3	My sex is female. I don't have a gender identity.	12/10/2021 12:05 PM
4	Female but sometimes identifies as non-binary	12/10/2021 11:48 AM
5	gender fluid	12/10/2021 11:43 AM
6	Female and Male are not genders - my sex is female. Gendered expectations are imposed on me because I am female.	11/5/2021 8:16 AM
7	Woman	10/22/2021 8:44 AM
8	My SEX is female	10/21/2021 8:01 PM
9	Heterosexual male	10/21/2021 6:35 PM
10	Why are you not asking about the reality of biological sex!? Gender is a social construction - what does it matter what my social construction is!? I am female.	10/21/2021 5:49 PM

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11	Man	10/21/2021 5:28 PM
12	Fe/male denotes sex, not gender. I am female.	10/21/2021 4:57 PM
13	cis man	10/21/2021 4:55 PM

Q2 Do you identify as transgender?

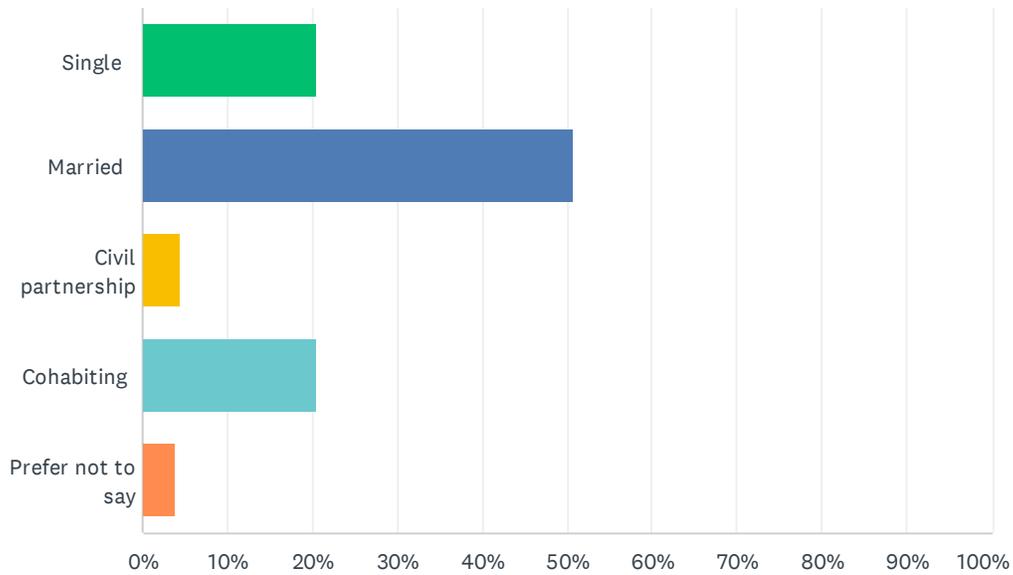
Answered: 715 Skipped: 4



ANSWER CHOICES	RESPONSES
Yes	2.10% 15
No	97.06% 694
Prefer not to say	0.84% 6
TOTAL	715

Q3 What is your relationship status?

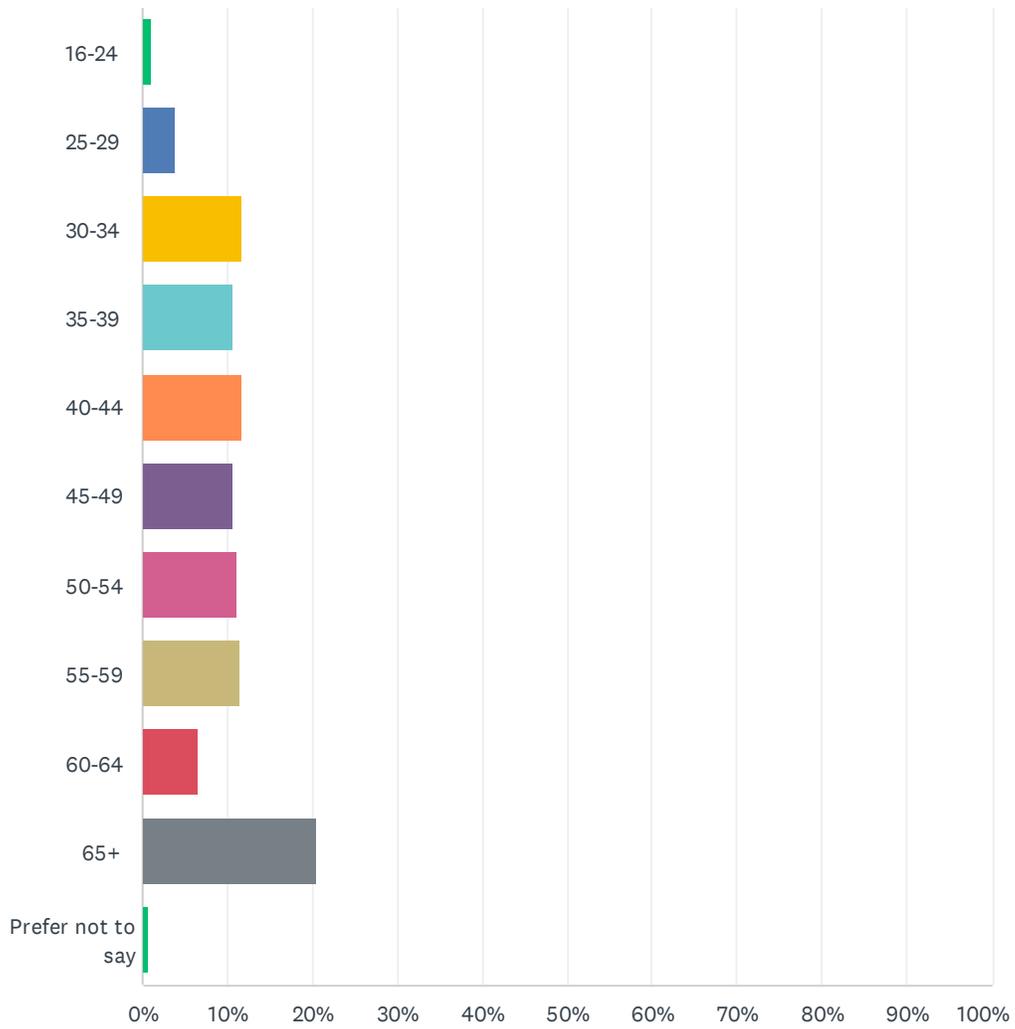
Answered: 712 Skipped: 7



ANSWER CHOICES	RESPONSES	
Single	20.37%	145
Married	50.84%	362
Civil partnership	4.49%	32
Cohabiting	20.51%	146
Prefer not to say	3.79%	27
TOTAL		712

Q4 What is your age?

Answered: 717 Skipped: 2

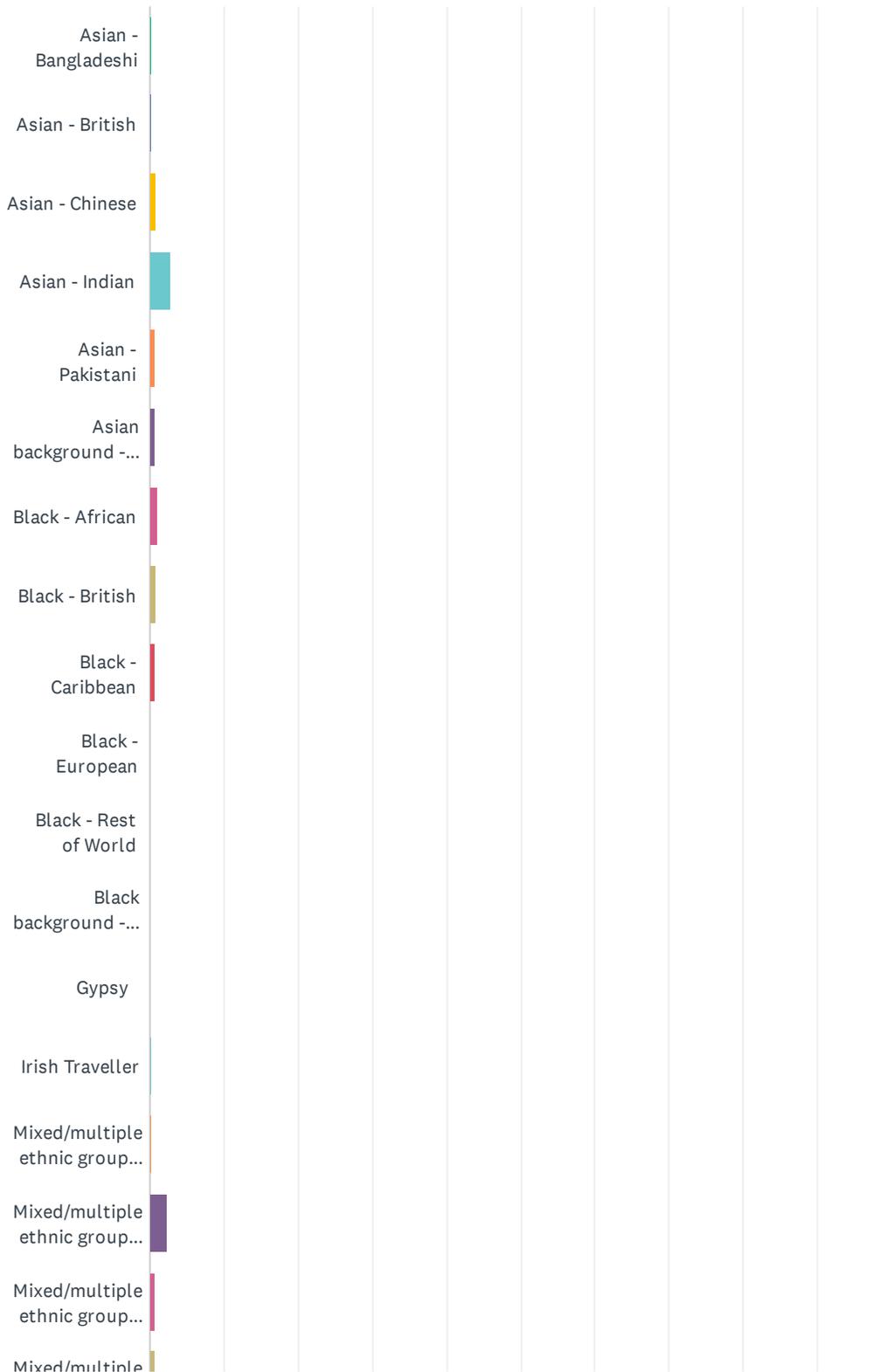


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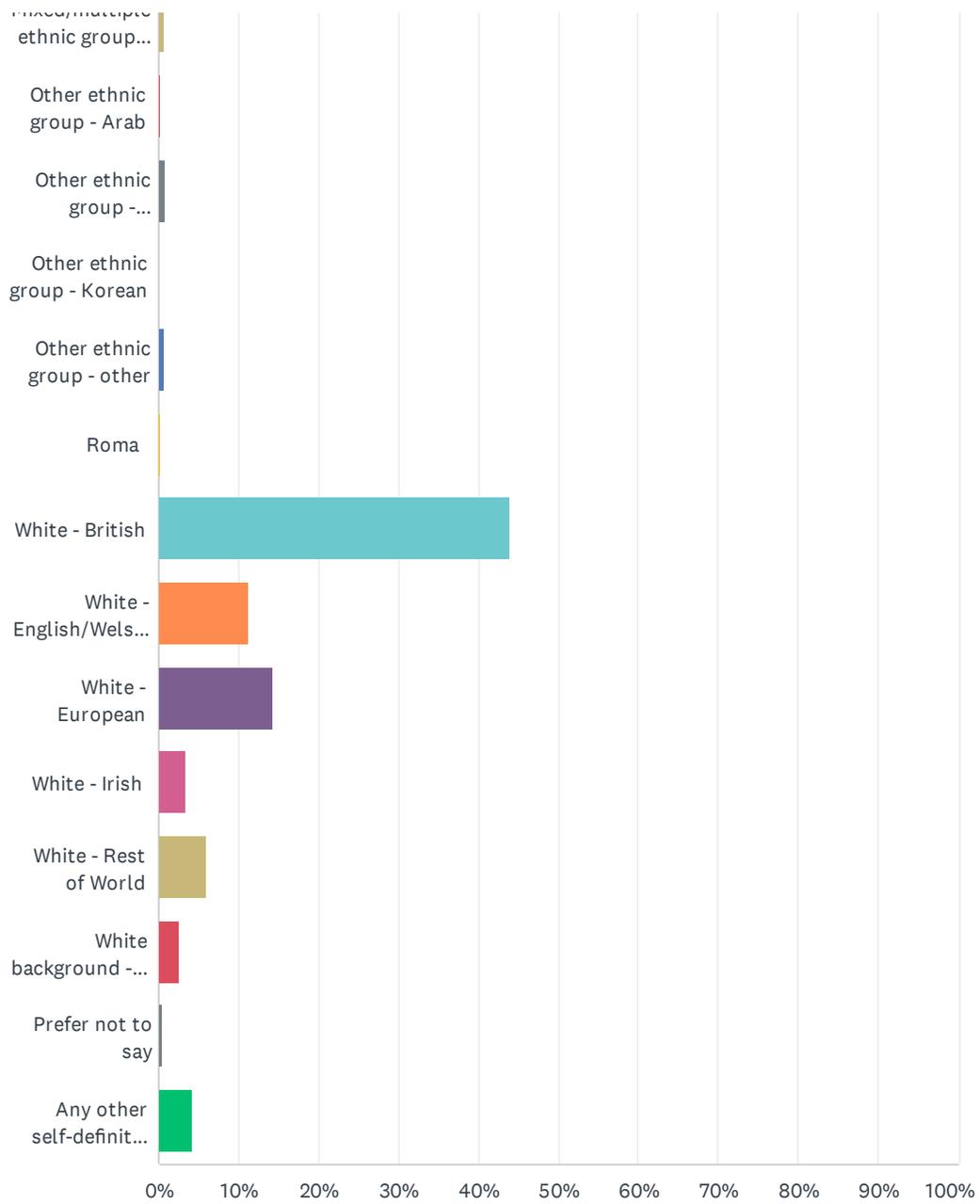
ANSWER CHOICES	RESPONSES	
16-24	0.98%	7
25-29	3.91%	28
30-34	11.72%	84
35-39	10.74%	77
40-44	11.72%	84
45-49	10.60%	76
50-54	11.16%	80
55-59	11.44%	82
60-64	6.69%	48
65+	20.36%	146
Prefer not to say	0.70%	5
TOTAL		717

Q5 Which best describes your ethnicity? Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box.

Answered: 711 Skipped: 8



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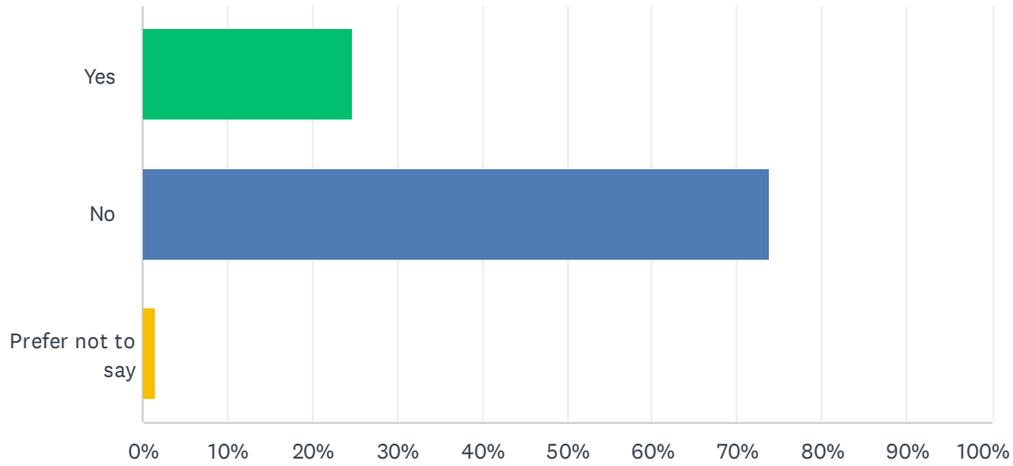
ANSWER CHOICES	RESPONSES	
Asian - Bangladeshi	0.28%	2
Asian - British	0.14%	1
Asian - Chinese	0.84%	6
Asian - Indian	2.67%	19
Asian - Pakistani	0.56%	4
Asian background - other	0.70%	5
Black - African	1.13%	8
Black - British	0.84%	6
Black - Caribbean	0.70%	5
Black - European	0.00%	0
Black - Rest of World	0.00%	0
Black background - other	0.00%	0
Gypsy	0.00%	0
Irish Traveller	0.28%	2
Mixed/multiple ethnic group - Black and Asian	0.14%	1
Mixed/multiple ethnic group - other	2.25%	16
Mixed/multiple ethnic group - White and Asian	0.56%	4
Mixed/multiple ethnic group - White and Black	0.70%	5
Other ethnic group - Arab	0.28%	2
Other ethnic group - Japanese	0.84%	6
Other ethnic group - Korean	0.00%	0
Other ethnic group - other	0.70%	5
Roma	0.14%	1
White - British	44.02%	313
White - English/Welsh/Scottish/Northern Irish	11.25%	80
White - European	14.21%	101
White - Irish	3.38%	24
White - Rest of World	6.05%	43
White background - other	2.53%	18
Prefer not to say	0.42%	3
Any other self-definition/identity/description, please write here:	4.36%	31
TOTAL		711

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#	ANY OTHER SELF-DEFINITION/IDENTITY/DESCRIPTION, PLEASE WRITE HERE:	DATE
1	Japanese	12/23/2021 11:01 AM
2	White British (but with Jewish heritage)	12/13/2021 9:37 AM
3	Scottish/Irish/Celtic	12/11/2021 5:13 PM
4	Native American (Cherokee), White	12/10/2021 1:42 PM
5	Taiwanese	12/10/2021 12:55 PM
6	Jewish	12/10/2021 12:35 PM
7	no sense of ethnic identity or belonging	12/10/2021 12:13 PM
8	Jewish - mixed European and Middle Eastern	12/10/2021 11:56 AM
9	Iranian	12/10/2021 11:55 AM
10	Anglo Irish	12/10/2021 11:42 AM
11	Anglo-Irish	12/10/2021 11:41 AM
12	Persian	12/10/2021 11:39 AM
13	Unsure as of my heritage	12/10/2021 11:31 AM
14	Balkan-Abkhazian Mix	11/1/2021 6:15 PM
15	White - Jewish	10/29/2021 1:06 PM
16	Jewish	10/26/2021 12:22 PM
17	Taiwanese	10/25/2021 3:24 PM
18	Israeli Jew	10/22/2021 4:10 PM
19	White Cornish	10/22/2021 10:50 AM
20	White - Jewish	10/22/2021 9:22 AM
21	No meaningful sense of ethnic identification	10/21/2021 10:29 PM
22	No meaningful ethnic identification	10/21/2021 10:25 PM
23	Cornish	10/21/2021 7:57 PM
24	British	10/21/2021 7:47 PM
25	White - Scottish	10/21/2021 6:27 PM
26	Jewish	10/21/2021 6:12 PM
27	Latinx	10/21/2021 6:11 PM
28	Jewish	10/21/2021 5:48 PM
29	Jewish	10/21/2021 5:30 PM
30	Asian - Hong Konger	10/21/2021 5:19 PM
31	Taiwanese	10/21/2021 5:05 PM

Q6 Do you consider yourself to have a disability or health condition?

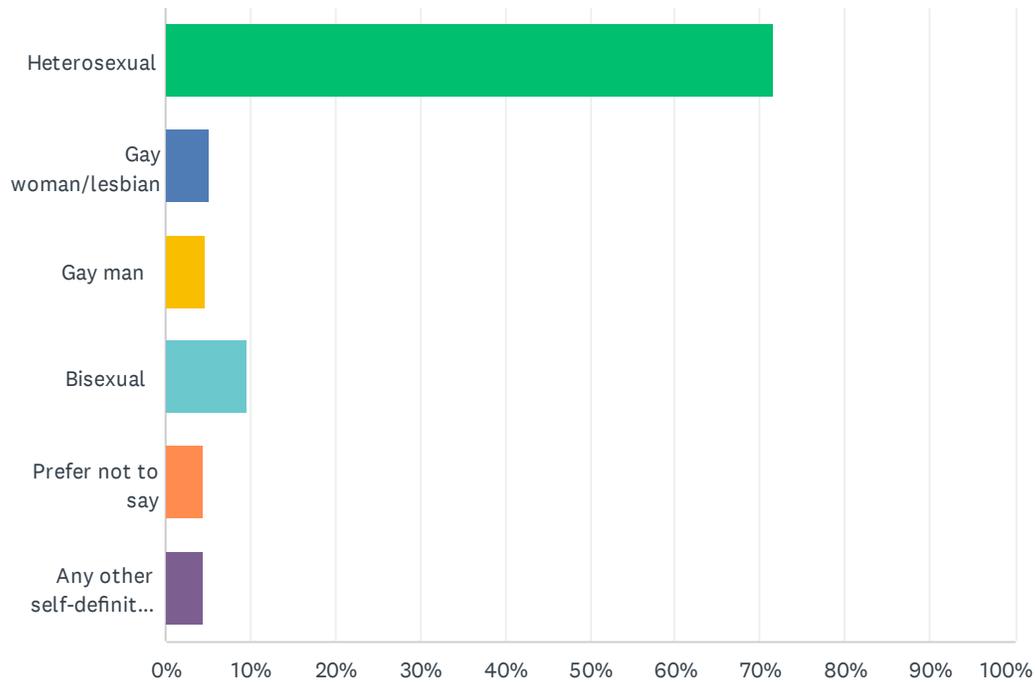
Answered: 709 Skipped: 10



ANSWER CHOICES	RESPONSES	
Yes	24.82%	176
No	73.77%	523
Prefer not to say	1.41%	10
TOTAL		709

Q7 What is your sexual orientation?

Answered: 709 Skipped: 10



ANSWER CHOICES	RESPONSES	
Heterosexual	71.65%	508
Gay woman/lesbian	5.22%	37
Gay man	4.65%	33
Bisexual	9.59%	68
Prefer not to say	4.51%	32
Any other self-definition/identity/description, please write here:	4.37%	31
TOTAL		709

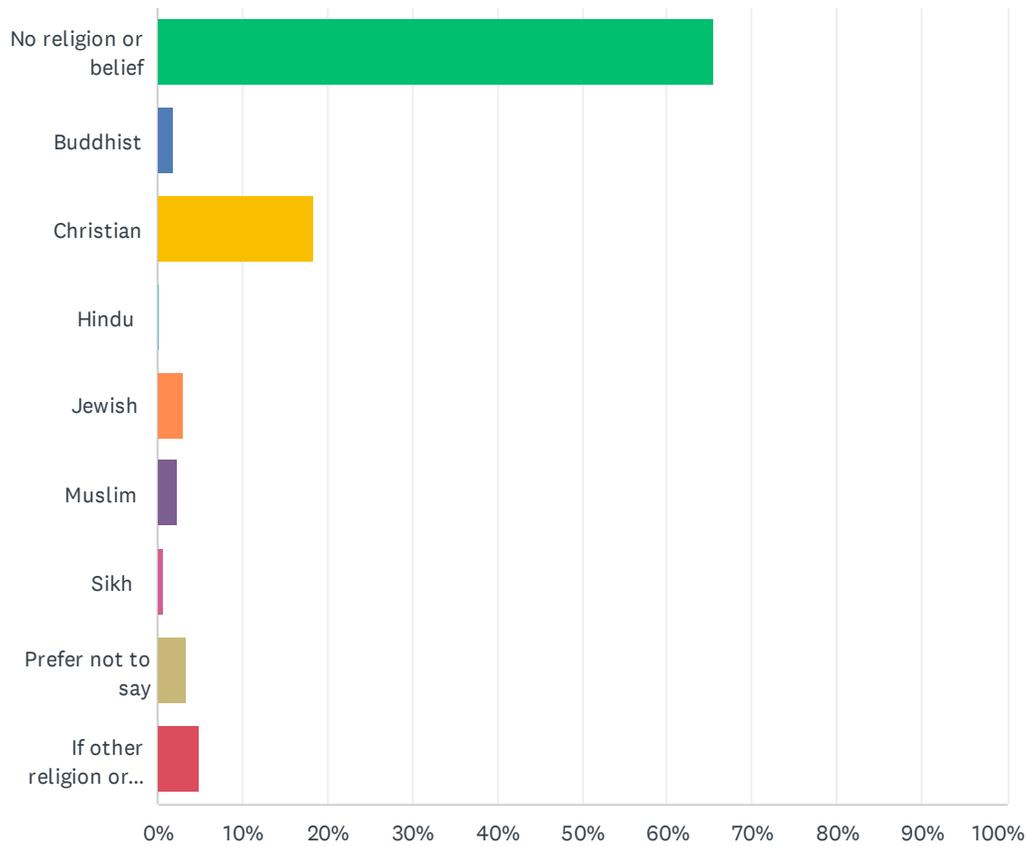
#	ANY OTHER SELF-DEFINITION/IDENTITY/DESCRIPTION, PLEASE WRITE HERE:	DATE
1	Queer	12/29/2021 8:04 PM
2	Queer	12/20/2021 10:47 AM
3	Greysexual	12/13/2021 9:37 AM
4	Asexual/trans lesbian	12/12/2021 9:06 AM
5	Queer	12/11/2021 12:30 PM
6	Not sure	12/10/2021 6:47 PM
7	Pansexual	12/10/2021 12:29 PM
8	Queer	12/10/2021 11:51 AM

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9	pansexual	12/10/2021 11:50 AM
10	pansexual	12/10/2021 11:44 AM
11	heterosexual-ish	12/10/2021 11:42 AM
12	Non Binary	12/10/2021 11:41 AM
13	Queer	12/10/2021 11:31 AM
14	Lesbian or queer	12/10/2021 11:26 AM
15	Pansexual	10/26/2021 6:37 PM
16	Queer	10/26/2021 5:57 PM
17	pansexual	10/26/2021 10:49 AM
18	Queer	10/23/2021 9:23 PM
19	Queer	10/22/2021 1:30 PM
20	Pansexual	10/22/2021 12:42 PM
21	Pansexual	10/22/2021 10:59 AM
22	Queer	10/22/2021 10:41 AM
23	none of your business	10/22/2021 9:39 AM
24	mostly heterosexual	10/22/2021 9:22 AM
25	Other	10/22/2021 1:18 AM
26	Fluid	10/21/2021 6:27 PM
27	Queer	10/21/2021 6:06 PM
28	Asexual	10/21/2021 5:46 PM
29	Categories irrelevant	10/21/2021 5:19 PM
30	scoliosesexual	10/21/2021 5:14 PM
31	pansexual	10/21/2021 5:07 PM

Q8 What is your religion or belief?

Answered: 712 Skipped: 7



ANSWER CHOICES	RESPONSES	
No religion or belief	65.45%	466
Buddhist	1.97%	14
Christian	18.26%	130
Hindu	0.28%	2
Jewish	2.95%	21
Muslim	2.25%	16
Sikh	0.56%	4
Prefer not to say	3.37%	24
If other religion or belief, please write here:	4.92%	35
TOTAL		712

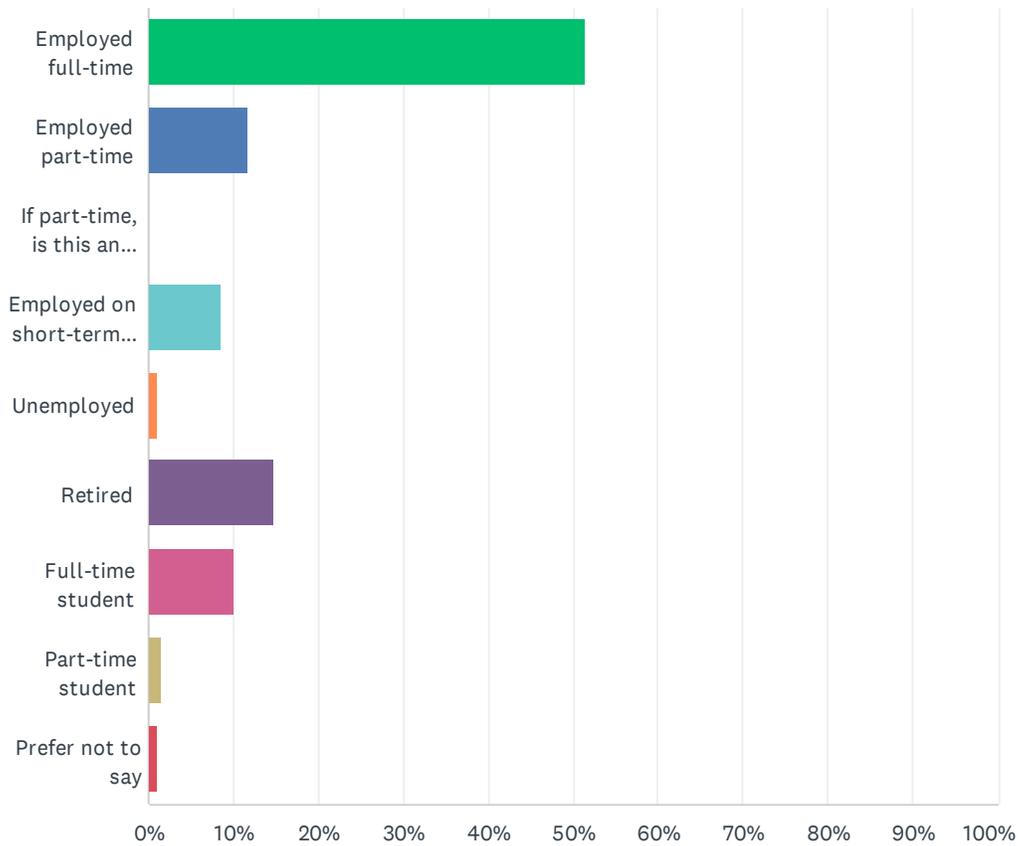
#	IF OTHER RELIGION OR BELIEF, PLEASE WRITE HERE:	DATE
1	Unitarian	12/16/2021 7:44 AM

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2	Spiritual	12/13/2021 3:38 PM
3	Secular Jewish	12/13/2021 10:23 AM
4	Theism	12/11/2021 12:30 PM
5	Atheist	12/10/2021 8:23 PM
6	Pagan	12/10/2021 2:37 PM
7	Vegan	12/10/2021 1:55 PM
8	Pagan Wicca	12/10/2021 12:29 PM
9	Humanist	12/10/2021 12:26 PM
10	Wicca	12/10/2021 12:20 PM
11	Pagan	12/10/2021 11:48 AM
12	Social constructionism	12/10/2021 11:48 AM
13	Humanist	12/10/2021 11:41 AM
14	Typically, I am Christian. But my true God is Nature.	11/2/2021 4:28 PM
15	leaning towards pandeism	11/1/2021 6:15 PM
16	Dual religious belonging - Muslim and Christian	10/27/2021 7:01 PM
17	Spiritual	10/26/2021 6:37 PM
18	localised shinto	10/26/2021 12:50 AM
19	broadly spiritual	10/23/2021 9:09 AM
20	catholic	10/22/2021 7:47 PM
21	not exactly non-religious	10/22/2021 4:10 PM
22	Spiritual but not religious	10/22/2021 12:42 PM
23	Quaker	10/22/2021 12:15 PM
24	Pagan	10/22/2021 10:14 AM
25	Spiritual, guided by Buddhism and Quakerism	10/21/2021 10:01 PM
26	Catholic	10/21/2021 9:35 PM
27	Quaker	10/21/2021 8:49 PM
28	Spiritual	10/21/2021 8:10 PM
29	Secular Catholic	10/21/2021 7:24 PM
30	Non-practicing Catholic	10/21/2021 6:42 PM
31	Humanist	10/21/2021 6:21 PM
32	Atheist	10/21/2021 5:41 PM
33	Rastafarian	10/21/2021 5:29 PM
34	neopagan	10/21/2021 5:14 PM
35	Atheist	10/21/2021 5:13 PM

Q9 What is your current working situation? (Please tick all that apply)

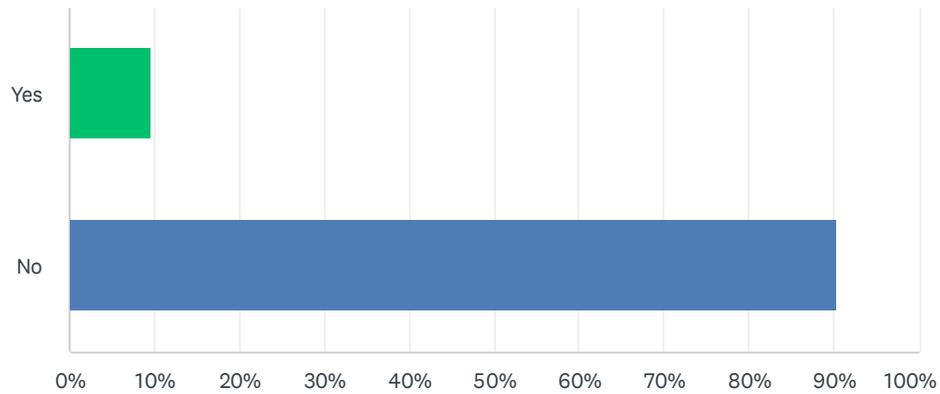
Answered: 711 Skipped: 8



ANSWER CHOICES	RESPONSES	
Employed full-time	51.34%	365
Employed part-time	11.67%	83
If part-time, is this an hourly paid contract? Yes No	0.00%	0
Employed on short-term contract	8.44%	60
Unemployed	1.13%	8
Retired	14.77%	105
Full-time student	10.13%	72
Part-time student	1.41%	10
Prefer not to say	1.13%	8
TOTAL		711

Q10 If part-time, is this an hourly paid contract?

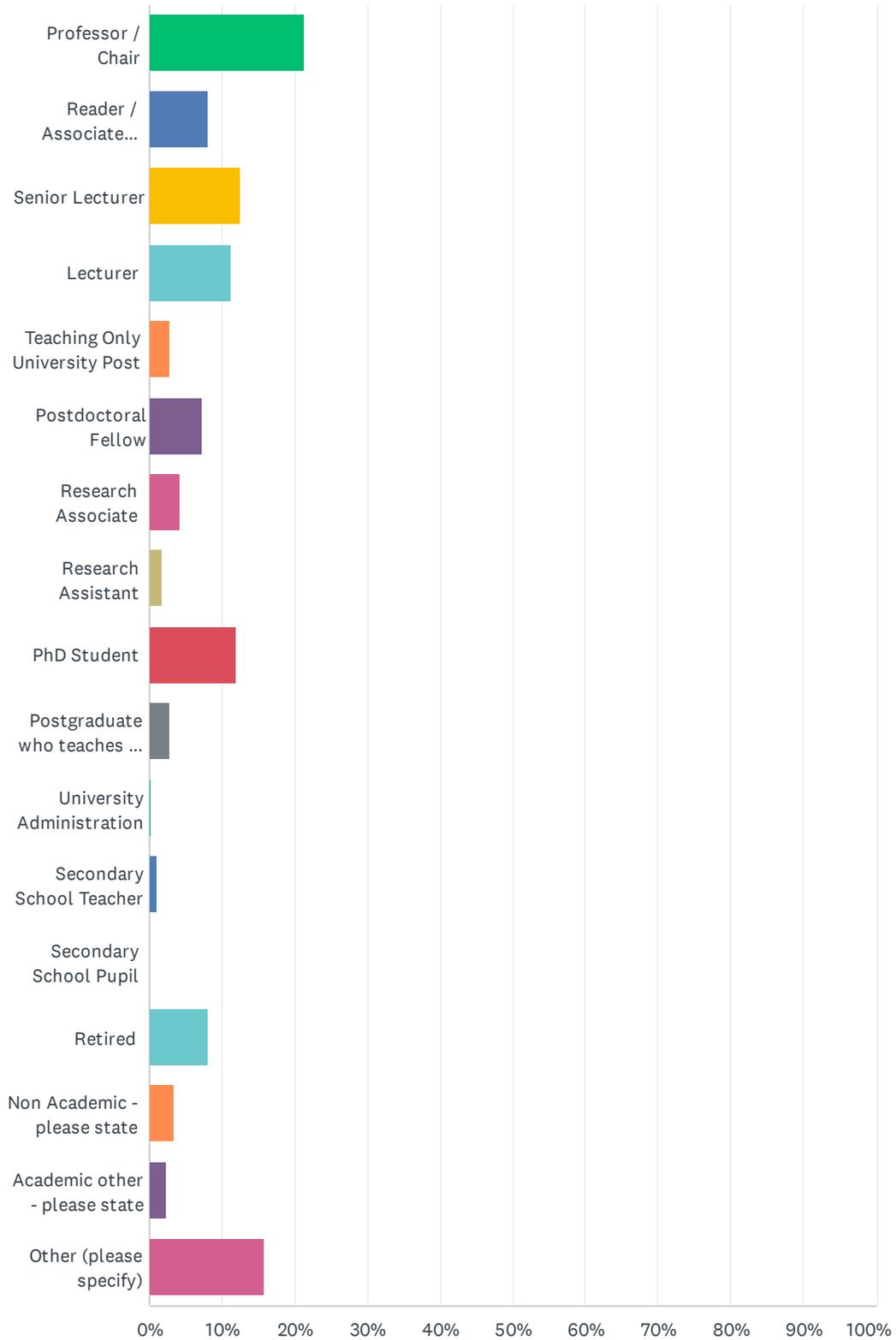
Answered: 84 Skipped: 635



ANSWER CHOICES	RESPONSES	
Yes	9.52%	8
No	90.48%	76
TOTAL		84

Q11 What is your current job title? Please tick all that apply.

Answered: 695 Skipped: 24



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ANSWER CHOICES	RESPONSES	
Professor / Chair	21.29%	148
Reader / Associate Professor	8.20%	57
Senior Lecturer	12.66%	88
Lecturer	11.37%	79
Teaching Only University Post	2.73%	19
Postdoctoral Fellow	7.34%	51
Research Associate	4.32%	30
Research Assistant	1.73%	12
PhD Student	11.94%	83
Postgraduate who teaches / Graduate Teaching Assistant	2.73%	19
University Administration	0.14%	1
Secondary School Teacher	1.01%	7
Secondary School Pupil	0.00%	0
Retired	8.06%	56
Non Academic - please state	3.45%	24
Academic other - please state	2.45%	17
Other (please specify)	15.68%	109
Total Respondents: 695		

#	OTHER (PLEASE SPECIFY)	DATE
1	Reader Emeritus	12/16/2021 9:03 PM
2	Research Fellow	12/13/2021 11:24 AM
3	Researcher (not titled associate), and occasional lecturer/module leader (Feb - May)	12/13/2021 9:16 AM
4	Counsellor	12/12/2021 9:08 AM
5	Home unpaid carer, voluntary worker on an ethics committee	12/11/2021 5:15 PM
6	Director of a charity; researcher at a charity; and tutor at an online university programme	12/11/2021 3:13 PM
7	Prison Offender Manager	12/11/2021 9:53 AM
8	Research Fellow	12/10/2021 4:24 PM
9	Principal Lecturer	12/10/2021 4:14 PM
10	EMERITUS PROFESSOR	12/10/2021 4:08 PM
11	Non-Stipendiary Research Fellow; Visiting Professor; Emeritus Professor	12/10/2021 4:03 PM
12	Civil Servant	12/10/2021 3:58 PM
13	Emerita Professor	12/10/2021 2:57 PM
14	Assistant Professor	12/10/2021 2:44 PM
15	Emeritus Professor	12/10/2021 2:40 PM

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16	Professor Emerita	12/10/2021 2:38 PM
17	I am also self employed on a project basis but there was no option for this on the last page	12/10/2021 2:25 PM
18	Associate lecturer	12/10/2021 2:22 PM
19	Visiting scientist	12/10/2021 1:26 PM
20	self employed researcher	12/10/2021 1:03 PM
21	Equality and Diversity Coordinator	12/10/2021 12:56 PM
22	Emeritus professor	12/10/2021 12:42 PM
23	Food company owner	12/10/2021 12:28 PM
24	Lecturer Further Education college	12/10/2021 12:27 PM
25	Professor emeritus	12/10/2021 12:24 PM
26	Counsellor	12/10/2021 12:21 PM
27	independent researcher and author; volunteer in HE Committees; etc	12/10/2021 12:18 PM
28	Emeritus professor	12/10/2021 12:16 PM
29	Director of Education and Research for a charity	12/10/2021 12:02 PM
30	Visiting Researcher	12/10/2021 11:50 AM
31	Work psychologist	12/10/2021 11:46 AM
32	Contact worker	12/10/2021 11:43 AM
33	facilitator lead at voluntary organisation	12/10/2021 11:43 AM
34	Public Health Policy Officer	12/10/2021 11:43 AM
35	Student Progress Advisor	12/10/2021 11:39 AM
36	Professional service/academic support	12/10/2021 11:36 AM
37	Undergraduate student	12/10/2021 11:34 AM
38	Independent researcher	12/10/2021 11:34 AM
39	Independent social researcher and death studies scholar	12/10/2021 11:27 AM
40	Research Officer	12/10/2021 11:27 AM
41	private practice	11/23/2021 11:44 AM
42	Research fellow	11/13/2021 9:16 AM
43	Emeritus professor	11/7/2021 5:27 PM
44	1. Emeritus Professor / Visiting Lecturer 2. Honorary Senior Visiting Fellow at another institution	11/4/2021 1:04 PM
45	Research Fellow/Assistant professor	11/2/2021 1:05 PM
46	Emeritus Professor	11/2/2021 9:48 AM
47	Emeritus Professor	10/30/2021 10:03 AM
48	Learning Development Tutor	10/29/2021 2:16 PM
49	Researcher	10/28/2021 11:55 AM
50	Associate Lecturer (Hourly Paid)	10/28/2021 11:07 AM
51	Director of a charity; researcher at a charity; and tutor at an online university programme	10/27/2021 7:03 PM
52	Emerita	10/27/2021 10:09 AM
53	PVC Dean	10/25/2021 3:18 PM

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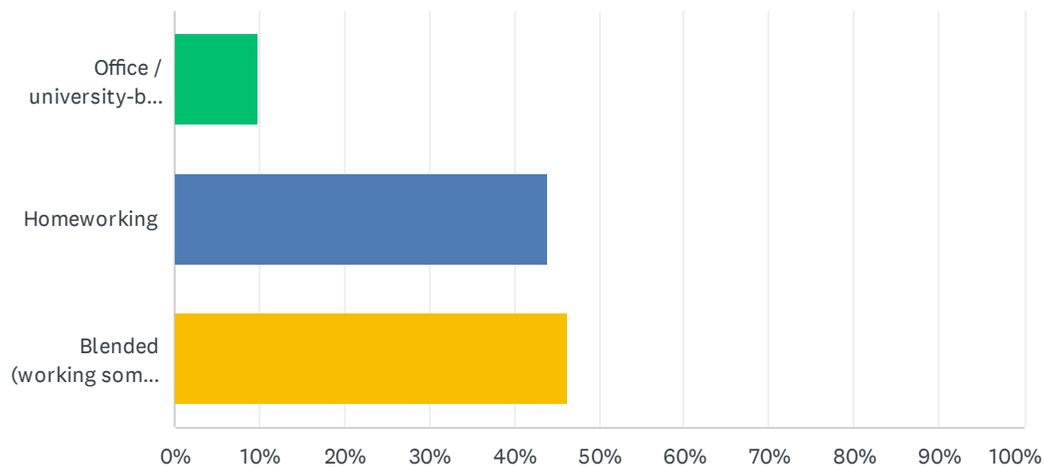
54	Visiting Lecturer	10/25/2021 2:54 PM
55	Senior Research Officer	10/25/2021 12:02 PM
56	Research Fellow	10/25/2021 11:00 AM
57	Ordinand	10/25/2021 9:54 AM
58	also a therapist	10/24/2021 9:17 AM
59	Third sector non-research role	10/23/2021 9:25 PM
60	Actually Professor Emeritus, but still actively involved	10/23/2021 4:44 PM
61	I'm an unpaid carer at home plus I work voluntarily as part of an ethics committee at an university.	10/22/2021 9:03 PM
62	Senior Research Associate	10/22/2021 7:48 PM
63	Peer Assisted Learning Coordinator	10/22/2021 4:58 PM
64	Adult Learning Disability	10/22/2021 4:39 PM
65	Professor Emeritus	10/22/2021 4:12 PM
66	professor emeritus	10/22/2021 3:04 PM
67	Assistant Professor (S/L in other words)	10/22/2021 2:28 PM
68	currently unemployed, seeking employment	10/22/2021 1:53 PM
69	Social Scientist	10/22/2021 12:18 PM
70	Associate Head of School	10/22/2021 11:51 AM
71	Chancellor's Fellow	10/22/2021 11:27 AM
72	Undergraduate	10/22/2021 11:01 AM
73	Professor Emerita	10/22/2021 10:16 AM
74	Social researcher	10/22/2021 9:59 AM
75	emeritus professor	10/22/2021 9:41 AM
76	Independent Consultant	10/22/2021 9:35 AM
77	Independent social researcher and death studies scholar	10/22/2021 9:23 AM
78	Independent freelance researcher - there was no option for self employed on the previous list	10/22/2021 8:46 AM
79	Administrator	10/21/2021 11:48 PM
80	Emeritus professor	10/21/2021 10:52 PM
81	Head of assisted transport	10/21/2021 10:36 PM
82	I am a self-employed author, having retired from employment. Q9 had no option for self-employed	10/21/2021 10:31 PM
83	Work for third sector in a research officer role	10/21/2021 9:24 PM
84	Visiting Professor and also Honorary Associate	10/21/2021 8:50 PM
85	Senior Research Fellow	10/21/2021 8:21 PM
86	Fellowship coordinator	10/21/2021 8:12 PM
87	Examiner	10/21/2021 8:11 PM
88	Professor Emeritus	10/21/2021 8:09 PM
89	Uni student	10/21/2021 8:06 PM
90	Research Fellow	10/21/2021 8:03 PM

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91	Emerita Professor	10/21/2021 7:48 PM
92	Emeritus Professor	10/21/2021 7:24 PM
93	undergraduate student/support worker/ associate trainer for course reps/children's face painter	10/21/2021 7:24 PM
94	Honorary Fellow	10/21/2021 6:40 PM
95	unemployed	10/21/2021 6:34 PM
96	Further education teacher	10/21/2021 6:07 PM
97	Reader Emeritus	10/21/2021 6:05 PM
98	Research Fellow	10/21/2021 5:51 PM
99	Senior Policy Advisor (Post Doctoral)	10/21/2021 5:48 PM
100	Research development adviser	10/21/2021 5:47 PM
101	Principal Researcher	10/21/2021 5:46 PM
102	Visiting Professor	10/21/2021 5:44 PM
103	Mst Student & (professional) innovation consultant	10/21/2021 5:29 PM
104	Research degree supervisor manager	10/21/2021 5:19 PM
105	Senior Visiting Fellow	10/21/2021 5:17 PM
106	Assistant Professor	10/21/2021 5:14 PM
107	Government Social Researcher	10/21/2021 5:12 PM
108	Assistant Professor	10/21/2021 5:08 PM
109	Research Fellow	10/21/2021 4:55 PM

Q12 If you work, what is your usual location type since September 2021?

Answered: 645 Skipped: 74



ANSWER CHOICES	RESPONSES	
Office / university-based	9.77%	63
Homeworking	43.88%	283
Blended (working some of the time at your office or university and some of the time from home)	46.36%	299
TOTAL		645

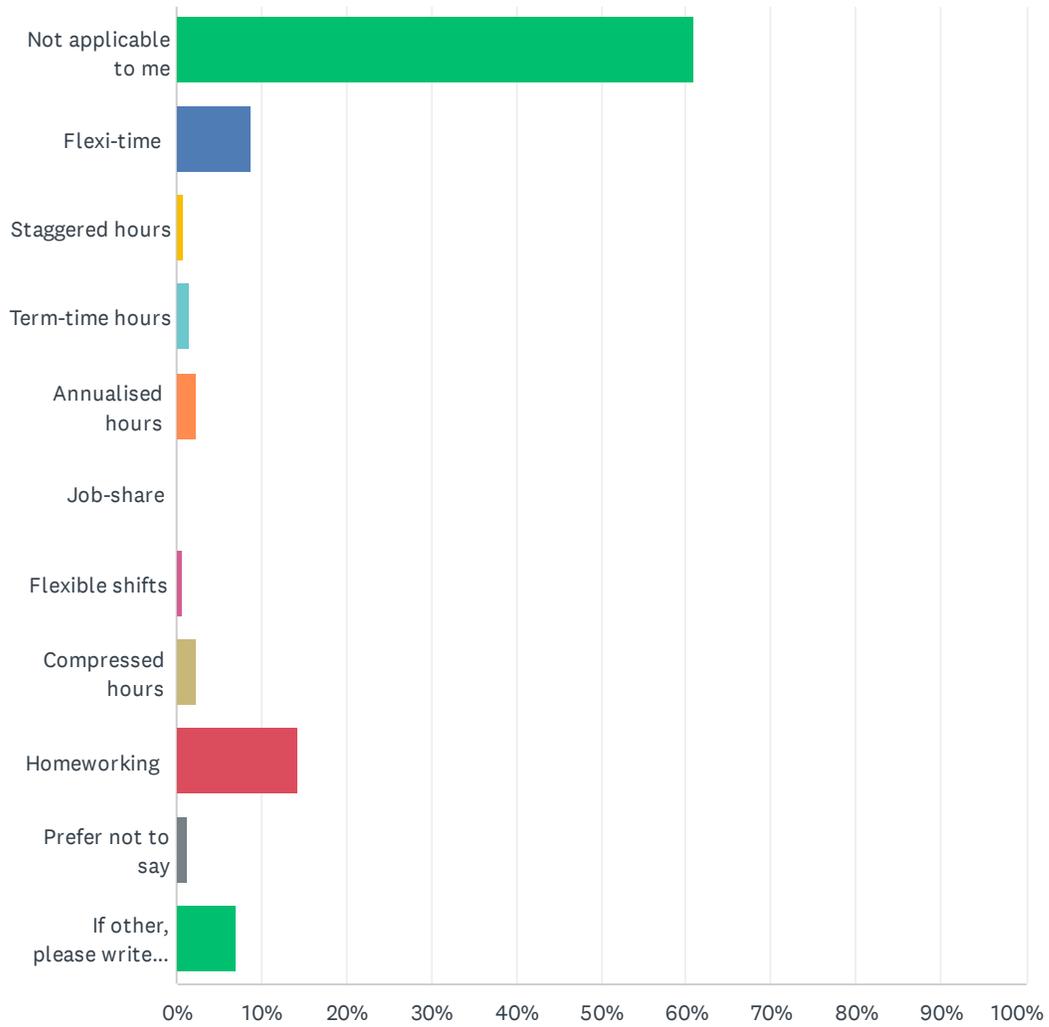
#	OTHER (PLEASE SPECIFY)	DATE
1	Retired	1/19/2022 4:32 PM
2	retired, do some unpaid academic work at home	12/16/2021 9:03 PM
3	Only going in for teaching	12/13/2021 3:39 PM
4	The work I do is all voluntary , unpaid, preponderantly at home, and vaguely academic,including writing papers.	12/10/2021 8:29 PM
5	School	12/10/2021 5:04 PM
6	None	12/10/2021 2:15 PM
7	Socioloits should have a better understanding of the difference between 'work' and 'employment!' I am not employed but I work in various locations.	12/10/2021 12:18 PM
8	In vineyards and wine cellar	12/10/2021 11:50 AM
9	Study leave this term	12/10/2021 11:36 AM
10	mostly homeworking, some office based	11/23/2021 11:44 AM
11	i do work though retired have a couple of proejcts, emeritus, work from home, sometimes libraries	11/7/2021 5:27 PM
12	Having retired, I am not in paid work, but I do various work unpaid - including for the BSA - from home	11/2/2021 9:48 AM
13	n/a	10/25/2021 9:54 AM

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14	Retired	10/22/2021 5:43 PM
15	N/A	10/22/2021 1:53 PM
16	n/a	10/22/2021 12:16 PM
17	homeworking on my own research	10/22/2021 9:41 AM
18	Currently on maternity leave! But would be homeworking mainly	10/21/2021 9:24 PM
19	Not working	10/21/2021 8:09 PM
20	Retired	10/21/2021 7:48 PM
21	No office	10/21/2021 7:37 PM
22	N/A	10/21/2021 7:29 PM
23	support work was away from home, university and academic work was at home entirely.	10/21/2021 7:24 PM
24	Retired but do academic work at home	10/21/2021 6:05 PM
25	I have been homeworking since early 2020. Teaching by video link.	10/21/2021 5:44 PM
26	Teaching is all face-to-face on campus but I do some other duties from home	10/21/2021 5:36 PM
27	N/a	10/21/2021 5:03 PM
28	I am also out in the community doing research but never at the university	10/21/2021 4:59 PM

Q13 If you work and have a flexible working arrangement, what is that arrangement?

Answered: 662 Skipped: 57



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ANSWER CHOICES	RESPONSES	
Not applicable to me	60.88%	403
Flexi-time	8.76%	58
Staggered hours	0.76%	5
Term-time hours	1.51%	10
Annualised hours	2.42%	16
Job-share	0.00%	0
Flexible shifts	0.60%	4
Compressed hours	2.42%	16
Homeworking	14.35%	95
Prefer not to say	1.36%	9
If other, please write in here:	6.95%	46
TOTAL		662

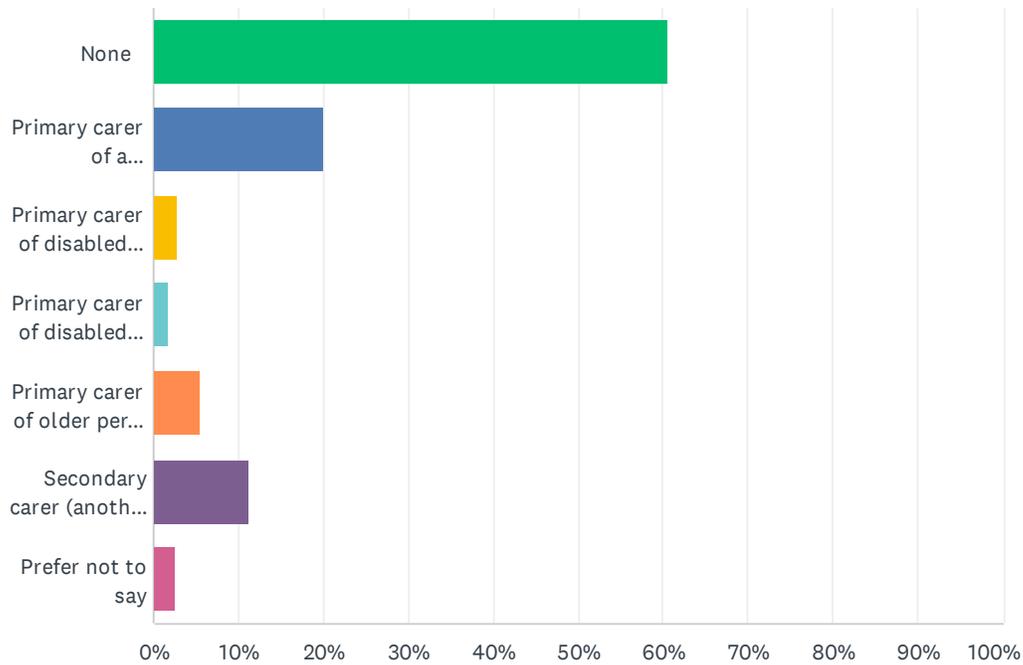
#	IF OTHER, PLEASE WRITE IN HERE:	DATE
1	My working days are Mon-Wed but in some weeks I need to work on Friday and I can work one day less in the following week.	1/9/2022 8:46 PM
2	mainly work at home but go in for meetings/students only around once a fortnight for now (pre-covid weekly; during lockdown & aftermath, 100% from home)	12/13/2021 4:46 PM
3	I have one day a week for union work.	12/13/2021 10:24 AM
4	Flexible in terms of location-- part at home, part on campus (not flexibility in terms of hours)	12/10/2021 6:04 PM
5	dont know	12/10/2021 12:45 PM
6	one again, I think you are referring to employment here. I determine my own working arrangements.	12/10/2021 12:18 PM
7	Forced into homeworking since March 2020	12/10/2021 12:01 PM
8	informal. Fairly high degree of discretion on where I do my work	12/10/2021 11:53 AM
9	Running own business always on	12/10/2021 11:50 AM
10	short term contract - worked from home	12/10/2021 11:43 AM
11	We can work from home if there are no on campus teaching or admin activities.	12/10/2021 11:37 AM
12	N/A	12/10/2021 11:27 AM
13	Contract is for 4 days a week and I am expected to work flexibly across the week to meet the needs of the job	12/10/2021 11:25 AM
14	what is work? what is a job from which one works?	11/7/2021 5:27 PM
15	Visiting lecturer status to support doctoral students and post docs. No set hours. Flexible arrangement for zoom meetings.	11/4/2021 1:04 PM
16	I think your questions are equating work with paid work - see previous answer for why doing so does not capture all situations	11/2/2021 9:48 AM
17	Hourly paid	10/29/2021 2:16 PM
18	Flexi-time and compressed hours	10/29/2021 1:17 PM

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19	Emeritus, so up to me to decide what I do	10/27/2021 9:45 PM
20	N/A	10/22/2021 1:53 PM
21	n/a	10/22/2021 12:16 PM
22	Agreed availability slots for teaching purposes	10/22/2021 10:57 AM
23	Self-managed hours	10/22/2021 9:59 AM
24	N/A	10/22/2021 9:23 AM
25	My own choice really. Pre-pandemic I went in to uni one day every week (*0% work from home). During lockdown & aftermatg, 100% from home. last couple of months have gone in just bi-weekly for now, other 95% from home	10/21/2021 11:04 PM
26	I determine my own work arrangements	10/21/2021 10:31 PM
27	Informal arrangement to work flexibly around my childcare commitments, and to continue working from home as suits my needs (NB: I live in a different city to my employing organisation - a significant and expensive commute)	10/21/2021 10:03 PM
28	Usual academic flexibility in start abd finish times	10/21/2021 8:52 PM
29	n/a	10/21/2021 8:50 PM
30	No formal arrangement, but can generally work flexibly around commitments such as committee meetings and teaching	10/21/2021 8:38 PM
31	I have to be in for meetings and teaching, but otherwise I am free to work at home or in the office - or wherever - as long as my tasks are completed.	10/21/2021 8:28 PM
32	N/A	10/21/2021 7:29 PM
33	Excessive hours of work	10/21/2021 7:02 PM
34	Flexible working to accommodate caring responsibilities	10/21/2021 6:36 PM
35	self employed, various hours	10/21/2021 6:05 PM
36	N/A	10/21/2021 6:05 PM
37	Part time hours spread across the week	10/21/2021 5:51 PM
38	Teaching activities agreed one year in advance	10/21/2021 5:44 PM
39	Zero-hours contract with university and self-employed flexible hours for consultancy work	10/21/2021 5:29 PM
40	Contract is for 4 days a week and I am expected to work flexibly across the week to meet the needs of the job	10/21/2021 5:21 PM
41	Mixture	10/21/2021 5:21 PM
42	Work long hours if and when required	10/21/2021 5:19 PM
43	honorary position, flexible	10/21/2021 5:15 PM
44	I work much more than I'm paid for	10/21/2021 5:10 PM
45	N/a	10/21/2021 5:03 PM
46	I am homeworking for medical reasons, so this is temporary and not agreed permanently. It was also fought for, as I was being forced to work face-to-face, even when against medical recommendations. I had to threaten them with Equality Legislation for them to agree the next six months of remote working.	10/21/2021 4:56 PM

Q14 Do you have caring responsibilities? (If yes, please tick all that apply)

Answered: 691 Skipped: 28



ANSWER CHOICES	RESPONSES	
None	60.49%	418
Primary carer of a child/children (under 18)	20.12%	139
Primary carer of disabled child/children	2.75%	19
Primary carer of disabled adult (18 and over)	1.74%	12
Primary carer of older person (over 65)	5.64%	39
Secondary carer (another person carries out the main caring role)	11.29%	78
Prefer not to say	2.60%	18
Total Respondents: 691		