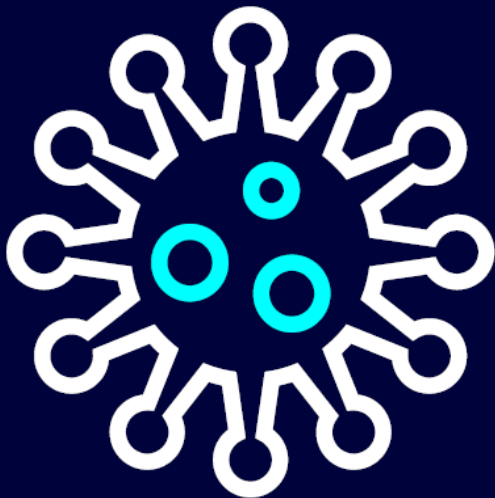


**COVID-19 Lockdown
Staff Survey Report**



University of Reading
COVID-19 Lockdown Staff Survey
RAG Report – Sub-Group Analysis
July 2020

Project Number: 8529



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University of Reading COVID-19 Lockdown Staff Survey

Background

Like many other employment sectors within the UK, the Higher Education sector has been strongly affected by the Coronavirus outbreak and social distancing controls put in place by the UK Government to tackle the spread and protect NHS resources at this time.

With such a wide range of job roles within the University, there has not been a one-size-fits all approach to lockdown, and while small numbers of staff have been required to continue to work on campus, many have been working from home. Some roles simply cannot be undertaken remotely, and some staff have been 'furloughed' through the UK government's Coronavirus Job Retention Scheme. The graphic below provides a summary of the timeline of the progression of the virus and government responses, resulting in 'lockdown' from 23rd March 2020.

The University Executive Board and Leadership Group commissioned a survey of staff to explore their experiences of the 'lockdown' period, especially communication and support from the University and the specific School or department they are employed within. Many of the questions asked in this survey match those being asked in other HEIs, while some have been tailored to suit the University of Reading. It is noted that this survey does not cover use of technology, such as Teams, while working at a distance from colleagues, as this will be addressed in a separate exercise being led internally by DTS.

Personalised email invitations to the online survey were distributed during the late afternoon of Thursday 18th June 2020, closing at noon on Monday 6th July 2020. Additionally, the University posted information letters to the homes of staff on furlough, to ensure that they were aware of the survey invitations even if not accessing work emails: access information could be requested from Capita's freephone/email helpline. Alternative completion methods (paper self-completion or telephone interview) could also be requested. Personalised reminders (with URL and individual survey access code) were emailed to non-responders twice weekly.

Capita Surveys and Research processed and validated 2,211 completed survey questionnaires from University of Reading employees: this gives a response rate of 52% based on the 4,246 staff invited to participate. Staff employed at the University of Reading Malaysia were invited to take part in a similar survey, adapted to suit the local situation.

What is in this report

This RAG (Red, Amber, Green) report is designed to give an overview of the survey results at University level and by:

- Work 'location' during lockdown
- Academic School or Professional Service/Management
- Responsibility for staff
- Contracted hours
- Contract type
- Individual Academic Schools, Institutes and Professional Service departments
- Personal demographics /Equality Act Protected Characteristics.

Each question is listed in the order it appears in the survey. The figures given are the 'combined positive' i.e. the percentage of respondents who provided a positive response to the question. A higher result indicates a more positive response and a better outcome for the University.

Colour coding is used to identify whether a group has more positive or negative views than the University result.

	Where a group is at least 10 percentage points worse than the University result, the cell is coloured red .
	Where a group is between 5 and 10 percentage points worse than the University result, the cell is coloured amber .
	Where a group is between 5 and 10 percentage points better than the University result, the cell is coloured light green .
	Where a group is at least 10 percentage points better than the University result, the cell is coloured dark green .

At the top of the sheet is a count of the number of questions coded **red**, **amber**, **light green** and **dark green** for each group.

The RAG report is designed to aid local action planning by understanding whether different staff groups have indicated particular areas of strength and improvement of their own.

The report includes quantitative data only and not data from qualitative questions (free text questions).

Sub-set questions/statements are only asked of participants meeting certain criteria, usually giving specific response(s) to a previous question, and therefore are answered by a smaller number of participants. To ensure anonymity is maintained, some of the sub-set questions/statements are excluded from this analysis.

NOTE: Questions 14-21 are answered only by the 89% of staff expected to continue their usual roles from home during lockdown (as stated in Q1).

The neutral question 'What happened to your role during lockdown?' has been excluded from analysis.

Understanding the effect of rounding

Figures throughout this report are displayed as whole numbers for the ease of reading. To ensure the figures are as accurate as possible we apply rounding to the figures to the nearest percentage point. Sometimes this will mean that the figures shown may not be identical if calculations are performed using the figures displayed in the report, however any difference would not be larger than ± 1 percentage point.

Therefore, if you sum the percentages for all the response options to a question, the figure may not sum to 100% but may sum to 99% or 101%.

When combining the total positive responses, we first combine the number of responses and then calculate a combined percentage, rather than simply adding the two individual response percentages together.

In the example shown below, if we sum the displayed percentages for *agree* and *tend to agree* to calculate the percentage positive response it would be 70%, however, by using raw figures we calculate the result more accurately to 70.699% which is rounded up to 71%.

EXAMPLE:

	Agree	Tend to Agree	Tend to Disagree	Disagree	Total	Total Positive responses calculation
	(A)	(B)	(C)	(D)	A+B+C+D	A+B
Number of responses	667	882	455	187	2191	1,549
Percent of responses	30.443%	40.256%	20.767%	8.535%	100%	70.699% (this rounds up to 71%)
Rounds to	30%	40%	21%	9%	100%	70%

RAG Tables

Work 'location' during lockdown, Role and Contract

University of Reading: COVID-19 Lockdown Survey 2020

The table below shows the 'combined positive' i.e. the percentage of respondents answering 'Agree' and 'Tend to Agree'.

Data columns show the University of Reading as a whole (excl. Malaysia) and then Work 'location' during lockdown; Academic School or Professional Service/Management; Responsibility for staff; Contracted hours; and Contract type. The coloured cells indicate a difference from the overall University score. There may be variation up to 1% when compared to the Frequency Data report due to rounding.

		Total Reds	0	2	0	0	1	0	1	0	0	0	0	0			
		Total Ambers	0	2	0	1	6	0	0	0	0	1	0	0			
		Total Light Greens	3	3	0	3	0	7	0	1	0	3	0	7			
		Total Dark Greens	2	0	0	1	0	1	0	0	0	0	0	0			
		Total number of respondents	2,211	89	37	1,958	118	<10	1,105	1,101	650	1,369	1,648	479	1,720	405	
		Response Rate	52%	-	-	-	-	-	44%	63%	-	-	-	-	-	-	
Section	Question	%	University of Reading (UK only) 2020	Usual role at normal location	Usual role, but DIFFERENT location	Usual role, but FROM HOME	Furloughed	Not furloughed, but unable to work	Academic School	Professional Service / Management	Management Responsibility	Non-Management	Full Time	Part Time	Permanent	Fixed Term / Other contract type	
		%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	
COVID-19 Lockdown - All Staff	Q2 The initial communication from the University about the decision to end face-to-face teaching and move towards shutting the campus down was clear	88	91	76	88	93	-	-	85	91	88	89	87	92	88	91	
	Q3 I received further communication from my own department / local management / line manager / supervisor	94	93	89	94	94	-	-	94	95	95	95	94	96	94	95	
	Q4 Further communication from my own department / local management / line manager / supervisor had a supportive tone	95	94	100	95	93	-	-	95	95	95	96	95	96	95	97	
	Q5 I understood clearly what was expected of me and my work for the period of national 'lockdown'	94	90	95	94	90	-	-	93	95	94	94	94	95	94	95	
	Q6 The University handled the communication well (including any negotiations with me) about my personal work/furlough arrangements	84	91	84	84	79	-	-	80	88	85	85	83	89	84	87	
	Q7 My department / local management / line manager / supervisor has kept in touch with me during the 'lockdown' period, helping me to keep connected	93	95	97	93	91	-	-	92	94	95	94	94	94	93	96	
	Q8 Hearing about the University partnering with the NHS and local community shows practical ways that the University makes a positive contribution to society	94	93	89	94	97	-	-	91	97	95	94	94	93	94	93	
	The University has communicated effectively during the 'lockdown' period...																
	Q9 ...about plans for completing tuition (and assessment) for 2019/20 academic teaching year	81	90	70	80	85	-	-	74	87	81	82	80	84	79	88	
	Q10 ...about plans for resuming work on campus	71	86	68	70	77	-	-	64	77	69	74	70	77	70	76	
	Q11 ...about plans for commencing the 2020/21 academic teaching year	71	85	73	70	86	-	-	61	81	70	74	70	77	70	78	
	Q12 ...about reminders about employee assistance scheme / helpline	78	86	86	78	80	-	-	71	85	78	80	78	81	78	78	
	Q13 ...about email / intranet 'news' with tips for arranging working from home during the 'lockdown'	85	87	92	85	90	-	-	80	90	84	87	84	89	85	88	

University of Reading: COVID-19 Lockdown Survey 2020

The table below shows the 'combined positive' i.e. the percentage of respondents answering 'Agree' and 'Tend to Agree'.

Data columns show the University of Reading as a whole (excl. Malaysia) and then Work 'location' during lockdown; Academic School or Professional Service/Management; Responsibility for staff;

Contracted hours; and Contract type. The coloured cells indicate a difference from the overall University score.

There may be variation up to 1% when compared to the Frequency Data report due to rounding.

		Total Reds													
		0	2	0	0	1	0	1	0	0	0	0	0	0	
		0	2	0	1	6	0	0	0	0	1	0	0		
		3	3	0	3	0	7	0	1	0	3	0	7		
		2	0	0	1	0	1	0	0	0	0	0	0		
		89	37	1,958	118	<10	1,105	1,101	650	1,369	1,648	479	1,720	405	
		-	-	-	-	-	44%	63%	-	-	-	-	-	-	
Section	Question	%	%	%	%	%	%	%	%	%	%	%	%	%	
COVID-19 Lockdown Based on staff working from home (from Q1)	Q14 I have adjusted mentally to working from home	88	-	-	88	-	-	87	90	88	90	88	90	88	93
	Q15 I am able to limit the impact of distractions from others in the home (partner / children / pets)	79	-	-	79	-	-	75	85	78	81	81	74	80	78
	Q16 I am content with my manager's approach to working from home (understanding the difference from 'office' working)	93	-	-	93	-	-	91	94	93	93	93	94	93	94
	Q17 I have flexibility around the actual times at which I do my work	87	-	-	87	-	-	89	85	84	90	87	90	86	94
	Q18 I have flexibility to undertake essential errands during the day	86	-	-	86	-	-	87	85	82	89	86	88	85	91
	Q19 I am content with any agreed 'core-hours', where I am expected to be available for contact	93	-	-	93	-	-	90	96	91	95	93	94	93	96
	Q20 I am able to limit my work to the normal/contracted number of hours (being able to 'walk away' from work and 'switch off')	59	-	-	59	-	-	50	68	44	68	58	63	57	66
	Q21 It has been easy for me to work effectively during the current lockdown	69	-	-	69	-	-	63	76	70	71	71	66	70	71

RAG Tables

Academic Schools and Institutes

University of Reading: COVID-19 Lockdown Survey 2020

The table below shows the 'combined positive' i.e. the percentage of respondents answering 'Agree' and 'Tend to Agree'.

Data columns show the University of Reading as a whole (excl. Malaysia) and then Academic School. The coloured cells indicate a difference from the overall University score.

There may be variation up to 1% when compared to the Frequency Data report due to rounding.

		Total Reds	5	2	0																
		Total Ambers	3	2	3	3	4	7	3	4	5	6	5	0	11	1	1	12			
		Total Light Greens	2	3	8	9	1	6	8	7	4	3	2	0	3	4	4	4			
		Total Dark Greens	0	0	0	1	1	2	0	0	1	4	1	8	0	1	0	0			
		Total number of respondents	2,211	177	60	40	<10	74	65	34	68	94	33	30	51	152	36	99	37	16	
		Response Rate	52%	29%	47%	45%	-	44%	64%	24%	62%	53%	37%	37%	39%	54%	42%	51%	44%	-	
Section	Question	University of Reading (UK only) 2020	HBS - Henley Business School	Institute of Education (IoE)	ISLI - International Study & Language Institute	All Other Research Institutes	SAPD - Agriculture Policy & Development	SAGES - Archaeology, Geography & Environ. Science	SACD - Arts and Communication	SBS - Biological Sciences	SCFP - School of Chemistry, Food & Pharmacy	School of Humanities	School of Law	SLL - Literature & Languages	SMPCS - Mathematical, Physical & Computational Sci.	SPEIR - Politics, Economics & International Relations	SPCLS - Psychology & Clinical Language Sciences	SBE - Built Environment	School not stated		
		%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	
COVID-19 Lockdown - All Staff	Q2 The initial communication from the University about the decision to end face-to-face teaching and move towards shutting the campus down was clear	88	78	95	90	-	93	90	79	82	86	94	83	76	95	67	88	89	62		
	Q3 I received further communication from my own department / local management / line manager / supervisor	94	88	98	100	-	93	98	97	85	96	94	93	92	99	89	98	97	92		
	Q4 Further communication from my own department / local management / line manager / supervisor had a supportive tone	95	91	97	100	-	92	98	100	94	96	88	100	92	99	92	100	97	93		
	Q5 I understood clearly what was expected of me and my work for the period of national 'lockdown'	94	93	95	100	-	89	97	94	91	94	82	100	92	97	94	95	89	85		
	Q6 The University handled the communication well (including any negotiations with me) about my personal work/furlough arrangements	84	73	90	90	-	77	86	73	82	77	75	83	75	92	69	85	81	57		
	Q7 My department / local management / line manager / supervisor has kept in touch with me during the 'lockdown' period, helping me to keep connected	93	89	97	100	-	86	97	100	85	94	91	97	90	98	92	94	95	86		
	Q8 Hearing about the University partnering with the NHS and local community shows practical ways that the University makes a positive contribution to society	94	90	98	90	-	93	91	79	94	93	97	93	84	93	80	94	92	86		
	The University has communicated effectively during the 'lockdown' period...																				
	Q9 ...about plans for completing tuition (and assessment) for 2019/20 academic teaching year	81	71	82	78	-	81	82	50	83	69	73	67	71	81	58	77	78	55		
	Q10 ...about plans for resuming work on campus	71	61	77	78	-	63	55	62	63	63	67	43	71	72	64	66	62	50		
	Q11 ...about plans for commencing the 2020/21 academic teaching year	71	61	72	68	-	60	58	52	66	65	68	33	59	72	50	58	57	50		
	Q12 ...about reminders about employee assistance scheme / helpline	78	71	78	70	-	58	78	59	70	69	78	79	63	80	56	73	78	67		
	Q13 ...about email / intranet 'news' with tips for arranging working from home during the 'lockdown'	85	80	87	80	-	78	88	71	79	74	67	80	86	88	67	83	76	67		

University of Reading: COVID-19 Lockdown Survey 2020

The table below shows the 'combined positive' i.e. the percentage of respondents answering 'Agree' and 'Tend to Agree'.

Data columns show the University of Reading as a whole (excl. Malaysia) and then Academic School. The coloured cells indicate a difference from the overall University score.

There may be variation up to 1% when compared to the Frequency Data report due to rounding.

			Total Reds	5	2	0																
			Total Ambers	3	2	3	3	4	7	3	4	5	6	5	0	11	1	1	12			
			Total Light Greens	2	3	8	9	1	6	8	7	4	3	2	0	3	4	4	4			
			Total Dark Greens	0	0	0	1	1	2	0	0	1	4	1	8	0	1	0	0			
			Total number of respondents	2,211	177	60	40	<10	74	65	34	68	94	33	30	51	152	36	99	37	16	
			Response Rate	52%	29%	47%	45%	-	44%	64%	24%	62%	53%	37%	37%	39%	54%	42%	51%	44%	-	
Section	Question	University of Reading (UK only) 2020	HBS - Henley Business School	Institute of Education (IoE)	ISLI - International Study & Language Institute	All Other Research Institutes	SAPD - Agriculture Policy & Development	SAGES - Archaeology, Geography & Environ. Science	SACD - Arts and Communication	SBS - Biological Sciences	SCFP - School of Chemistry, Food & Pharmacy	School of Humanities	School of Law	SLL - Literature & Languages	SMPCS - Mathematical Physical & Computational Sci.	SPEIR - Politics, Economics & International Relations	SPCLS - Psychology & Clinical Language Sciences	SBE - Built Environment	School not stated			
		%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%		
COVID-19 Lockdown Based on staff working from home (from Q1)	Q14 I have adjusted mentally to working from home	88	93	83	92	-	81	85	81	84	87	87	93	88	91	83	90	81	69			
	Q15 I am able to limit the impact of distractions from others in the home (partner / children / pets)	79	84	76	82	-	70	67	75	72	72	77	66	78	76	60	73	83	77			
	Q16 I am content with my manager's approach to working from home (understanding the difference from 'office' working)	93	92	95	97	-	86	97	88	82	91	81	86	91	97	91	96	92	85			
	Q17 I have flexibility around the actual times at which I do my work	87	90	88	92	-	89	95	81	85	86	88	97	88	96	83	88	86	77			
	Q18 I have flexibility to undertake essential errands during the day	86	88	81	87	-	87	89	88	87	80	81	93	85	95	89	87	86	85			
	Q19 I am content with any agreed 'core-hours', where I am expected to be available for contact	93	91	91	97	-	93	93	87	78	87	90	93	90	98	80	94	92	83			
	Q20 I am able to limit my work to the normal/contracted number of hours (being able to 'walk away' from work and 'switch off')	59	58	41	64	-	44	53	44	35	49	29	31	50	64	44	54	61	25			
	Q21 It has been easy for me to work effectively during the current lockdown	69	73	56	62	-	63	50	69	67	59	44	52	75	68	56	66	67	50			

RAG Tables

Professional Service departments

University of Reading: COVID-19 Lockdown Survey 2020

The table below shows the 'combined positive' i.e. the percentage of respondents answering 'Agree' and 'Tend to Agree'.

Data columns show the University of Reading as a whole (excl. Malaysia) and then Professional Service/Management department. The coloured cells indicate a difference from the overall University score.

There may be variation up to 1% when compared to the Frequency Data report due to rounding.

		Total Reds	0	0	2	0	1	4	2	0	0	0	0	0	4	0	1	1	1	1	0	1	0		
		Total Ambers	1	1	1	1	2	0	4	1	0	0	0	0	1	0	2	1	1	1	0	2	2		
		Total Light Greens	7	6	4	3	6	8	6	6	4	7	5	4	2	7	3	6	5	1	5	6	6		
		Total Dark Greens	2	4	4	4	4	4	0	5	8	11	7	6	1	11	0	8	9	2	4	6	7		
		Total number of respondents	26	74	19	55	20	12	27	25	52	18	87	65	65	54	62	12	32	170	63	25	19	<10	
		Response Rate	53%	61%	49%	62%	-	57%	-	93%	25%	113%	31%	82%	71%	78%	84%	44%	76%	62%	50%	78%	70%	-	
Section	Question	%	AGS - Centre for Quality Support & Development	AGS - Digital Technology Services (DTS)	AGS - Governance & Legal Services	AGS - Library (exc UMWCS)	AGS - University Museums and Special Collections Services	AGS - Planning & Strategy Office	AGS - Academic and Governance Services (other)	ASE - Alumni and Supporter Engagement	Campus Commerce	Commercial	Estates	Finance	GRA - Global Recruitment and Admissions	Human Resources	MCE - Marketing, Communication & Engagement	Procurement Property Services	RES - Research & Enterprise Services	SSVS - Student Services	Technical Services	Vice-Chancellor's Office	Graduate School	Professional Service not stated	
COVID-19 Lockdown - All Staff	Q2 The initial communication from the University about the decision to end face-to-face teaching and move towards shutting the campus down was clear	88	96	97	100	87	85	92	77	92	88	94	97	94	92	96	82	100	100	85	90	100	95	-	
	Q3 I received further communication from my own department / local management / line manager / supervisor	94	100	100	100	96	100	100	93	100	96	100	95	95	91	98	92	100	100	92	98	96	89	-	
	Q4 Further communication from my own department / local management / line manager / supervisor had a supportive tone	95	100	96	89	94	100	100	89	100	98	100	98	94	92	98	97	92	97	94	97	100	95	-	
	Q5 I understood clearly what was expected of me and my work for the period of national 'lockdown'	94	96	95	100	93	90	100	89	100	94	100	97	97	97	100	92	83	100	94	92	100	89	-	
	Q6 The University handled the communication well (including any negotiations with me) about my personal work/furlough arrangements	84	92	88	89	85	75	92	74	96	88	94	94	91	83	98	72	100	97	88	95	96	95	-	
	Q7 My department / local management / line manager / supervisor has kept in touch with me during the 'lockdown' period, helping me to keep connected	93	92	99	95	89	95	83	93	96	98	94	97	95	92	98	92	100	100	92	97	100	95	-	
	Q8 Hearing about the University partnering with the NHS and local community shows practical ways that the University makes a positive contribution to society	94	100	94	95	96	95	100	85	100	92	100	95	98	100	100	98	100	100	97	97	100	95	-	
	The University has communicated effectively during the 'lockdown' period...																								
	Q9 ...about plans for completing tuition (and assessment) for 2019/20 academic teaching year	81	85	91	94	92	70	92	85	100	94	100	97	90	80	91	84	100	100	80	89	92	89	-	
	Q10 ...about plans for resuming work on campus	71	73	78	89	76	70	83	70	80	83	94	86	86	57	89	77	92	87	70	77	84	84	-	
	Q11 ...about plans for commencing the 2020/21 academic teaching year	71	88	81	75	85	70	92	73	91	88	100	90	87	61	89	77	91	97	74	81	96	84	-	
	Q12 ...about reminders about employee assistance scheme / helpline	78	80	81	89	77	70	92	85	88	92	94	94	88	67	89	84	83	97	89	86	88	84	-	
	Q13 ...about email / intranet 'news' with tips for arranging working from home during the 'lockdown'	85	96	95	89	80	90	92	93	88	96	89	94	89	86	96	85	92	100	86	95	88	89	-	

University of Reading: COVID-19 Lockdown Survey 2020

The table below shows the 'combined positive' i.e. the percentage of respondents answering 'Agree' and 'Tend to Agree'.

Data columns show the University of Reading as a whole (excl. Malaysia) and then Professional Service/Management department. The coloured cells indicate a difference from the overall University score.

There may be variation up to 1% when compared to the Frequency Data report due to rounding.

Total Reds	0	0	2	0	1	4	2	0	0	0	0	0	4	0	1	1	1	1	0	1	0
Total Ambers	1	1	1	1	2	0	4	1	0	0	0	0	1	0	2	1	1	1	0	2	2
Total Light Greens	7	6	4	3	6	8	6	6	4	7	5	4	2	7	3	6	5	1	5	6	6
Total Dark Greens	2	4	4	4	4	4	0	5	8	11	7	6	1	11	0	8	9	2	4	6	7

Section	Question	University of Reading (UK only) 2020	Total number of respondents 2,211																					
			AGS - Centre for Quality Support & Development	AGS - Digital Technology Services (DTS)	AGS - Governance & Legal Services	AGS - Library (exc UWSCS)	AGS - University Museums and Special Collections Services	AGS - Planning & Strategy Office	AGS - Academic and Governance Services (other)	ASE - Alumni and Supporter Engagement	Campus Commerce	Commercial	Estates	Finance	GRA - Global Recruitment and Admissions	Human Resources	MCE - Marketing, Communication & Engagement	Procurement	Property Services	RES - Research & Enterprise Services	SSVS - Student Services	Technical Services	Vice-Chancellor's Office	Graduate School
	Response Rate	52%	53%	61%	49%	62%	-	57%	-	93%	25%	113%	31%	82%	71%	78%	84%	44%	76%	62%	50%	78%	70%	<10
	Percentage difference needed to change cells colour: to Red or Dark Green --> 10 to Amber Light Green ---> 5																							
COVID-19 Lockdown Based on staff working from home (from Q1)	Q14 I have adjusted mentally to working from home	88	88	89	89	95	85	92	88	86	94	100	95	94	90	94	85	80	87	86	87	96	100	-
	Q15 I am able to limit the impact of distractions from others in the home (partner / children / pets)	79	77	84	68	87	100	83	85	76	83	89	85	89	89	92	75	78	81	89	80	87	83	-
	Q16 I am content with my manager's approach to working from home (understanding the difference from 'office' working)	93	96	97	95	97	100	100	96	95	100	100	90	90	89	98	88	100	97	92	96	95	100	-
	Q17 I have flexibility around the actual times at which I do my work	87	88	81	84	89	92	75	81	81	89	100	90	87	66	100	88	90	100	78	96	78	94	-
	Q18 I have flexibility to undertake essential errands during the day	86	81	83	95	89	100	67	92	86	100	100	88	90	79	98	83	100	97	76	87	74	100	-
	Q19 I am content with any agreed 'core-hours', where I am expected to be available for contact	93	100	99	94	97	100	100	92	100	100	100	98	97	92	100	91	90	100	97	98	91	100	-
	Q20 I am able to limit my work to the normal/contracted number of hours (being able to 'walk away' from work and 'switch off')	59	65	71	47	82	85	42	64	81	88	78	80	71	63	85	63	80	39	62	76	50	78	-
	Q21 It has been easy for me to work effectively during the current lockdown	69	69	71	68	87	85	67	77	71	83	94	80	86	76	85	72	80	61	77	72	68	83	-

RAG Tables

Gender; Age band; Ethnic group and Disability

University of Reading: COVID-19 Lockdown Survey 2020

The table below shows the 'combined positive' i.e. the percentage of respondents answering 'Agree' and 'Tend to Agree'.

Data columns show the University of Reading as a whole (excl. Malaysia) and then gender identity, age group, ethnicity and disability status. The coloured cells indicate a difference from the overall University

There may be variation up to 1% when compared to the Frequency Data report due to rounding.

		Total Reds	0	0	0	0	1	0	0	0	0	2	0	0	0	0	
		Total Ambers	0	0	0	0	2	0	0	0	0	8	0	4	3	0	
		Total Light Greens	0	1	4	1	0	1	9	4	8	1	0	5	0	0	
		Total Dark Greens	0	0	2	0	0	0	2	7	3	0	0	2	0	0	
		Total number of respondents	2,211	701	1,288	68	481	520	506	344	123	32	40	1,623	44	101	1,903
		Response Rate	52%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Percentage difference needed to change cells colour: to Red or Dark Green --> 10 to Amber Light Green ---> 5	University of Reading (UK only) 2020	Male	Female	25 years or under	26 to 35 years	36 to 45 years	46 to 55 years	56 years and over	Asian or Asian British	Black or Black British	Mixed / Multiple ethnic background	White or White British	Any other ethnic background	Disabled	Not Disabled
Section	Question	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
COVID-19 Lockdown - All Staff	Q2 The initial communication from the University about the decision to end face-to-face teaching and move towards shutting the campus down was clear	88	88	90	90	84	90	91	93	92	97	88	89	83	86	89	
	Q3 I received further communication from my own department / local management / line manager / supervisor	94	95	95	94	92	97	96	96	97	97	88	95	95	98	95	
	Q4 Further communication from my own department / local management / line manager / supervisor had a supportive tone	95	97	96	94	95	97	96	97	98	97	95	96	91	96	96	
	Q5 I understood clearly what was expected of me and my work for the period of national 'lockdown'	94	94	96	93	93	96	95	97	95	97	85	95	93	94	95	
	Q6 The University handled the communication well (including any negotiations with me) about my personal work/furlough arrangements	84	84	87	82	82	88	86	89	95	97	73	86	84	87	86	
	Q7 My department / local management / line manager / supervisor has kept in touch with me during the 'lockdown' period, helping me to keep connected	93	94	94	90	94	96	94	94	98	94	100	94	95	92	94	
	Q8 Hearing about the University partnering with the NHS and local community shows practical ways that the University makes a positive contribution to society	94	92	97	97	95	94	96	95	98	97	85	95	93	93	95	
	The University has communicated effectively during the 'lockdown' period...																
	Q9 ...about plans for completing tuition (and assessment) for 2019/20 academic teaching year	81	79	85	84	79	83	82	88	93	79	77	83	74	76	83	
	Q10 ...about plans for resuming work on campus	71	68	75	73	67	75	75	78	83	87	58	73	70	72	73	
	Q11 ...about plans for commencing the 2020/21 academic teaching year	71	67	76	78	69	72	75	78	82	77	72	73	81	71	73	
	Q12 ...about reminders about employee assistance scheme / helpline	78	77	82	78	75	81	82	84	88	81	79	80	84	77	80	
	Q13 ...about email / intranet 'news' with tips for arranging working from home during the 'lockdown'	85	84	88	91	85	87	85	90	90	88	80	87	80	78	86	

University of Reading: COVID-19 Lockdown Survey 2020

The table below shows the 'combined positive' i.e. the percentage of respondents answering 'Agree' and 'Tend to Agree'.

Data columns show the University of Reading as a whole (excl. Malaysia) and then gender identity, age group, ethnicity and disability status. The coloured cells indicate a difference from the overall University

There may be variation up to 1% when compared to the Frequency Data report due to rounding.

		Total Reds	0	0	0	0	1	0	0	0	0	2	0	0	0	0	
		Total Ambers	0	0	0	0	2	0	0	0	0	8	0	4	3	0	
		Total Light Greens	0	1	4	1	0	1	9	4	8	1	0	5	0	0	
		Total Dark Greens	0	0	2	0	0	0	2	7	3	0	0	2	0	0	
		Total number of respondents	2,211	701	1,288	68	481	520	506	344	123	32	40	1,623	44	101	1,903
		Response Rate	52%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Percentage difference needed to change cells colour: to Red or Dark Green --> 10 to Amber Light Green ---> 5	University of Reading (UK only) 2020	Male	Female	25 years or under	26 to 35 years	36 to 45 years	46 to 55 years	56 years and over	Asian or Asian British	Black or Black British	Mixed / Multiple ethnic background	White or White British	Any other ethnic background	Disabled	Not Disabled
Section	Question	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
COVID-19 Lockdown Based on staff working from home (from Q1)	Q14 I have adjusted mentally to working from home	88	88	90	88	87	89	90	94	97	93	91	90	83	92	89	
	Q15 I am able to limit the impact of distractions from others in the home (partner / children / pets)	79	78	81	89	81	68	80	96	86	80	74	80	76	79	80	
	Q16 I am content with my manager's approach to working from home (understanding the difference from 'office' working)	93	94	92	91	93	93	93	96	95	100	91	94	100	93	93	
	Q17 I have flexibility around the actual times at which I do my work	87	88	88	84	88	89	87	88	89	93	80	88	93	87	88	
	Q18 I have flexibility to undertake essential errands during the day	86	89	86	93	88	89	85	87	86	93	80	87	95	85	87	
	Q19 I am content with any agreed 'core-hours', where I am expected to be available for contact	93	94	94	96	95	93	93	94	96	100	85	94	100	91	94	
	Q20 I am able to limit my work to the normal/contracted number of hours (being able to 'walk away' from work and 'switch off')	59	57	62	72	68	51	57	65	69	67	61	59	71	52	60	
	Q21 It has been easy for me to work effectively during the current lockdown	69	68	73	74	73	62	74	79	81	83	69	71	69	70	70	

RAG Tables

Religion and Sexual Orientation

University of Reading: COVID-19 Lockdown Survey 2020

The table below shows the 'combined positive' i.e. the percentage of respondents answering 'Agree' and 'Tend to Agree'.

Data columns show the University of Reading as a whole (excl. Malaysia) and then religion/belief and sexual orientation. The coloured cells indicate a difference from the overall University score.

There may be variation up to 1% when compared to the Frequency Data report due to rounding.

		Total Reds	1	0	0	0	0	0	1	0	0	0	1
		Total Ambers	4	0	1	0	1	2	0	0	2	8	
		Total Light Greens	6	4	4	2	5	4	0	1	1	3	
		Total Dark Greens	3	0	3	2	2	4	0	0	0	2	
		Total number of respondents	2,211	19	640	27	25	41	43	945	1,626	107	16
		Response Rate	52%	-	-	-	-	-	-	-	-	-	-
		Percentage difference needed to change cells colour: to Red or Dark Green --> 10 to Amber Light Green ---> 5	University of Reading (UK only) 2020	Buddhist	Christian	Hindu	Muslim	Spiritual	Any other religions (incl. Jewish and Sikh)	No religion or belief	Heterosexual	Gay/Lesbian/Bisexual	Other sexual orientation
Section	Question	%	%	%	%	%	%	%	%	%	%	%	%
COVID-19 Lockdown - All Staff	Q2 The initial communication from the University about the decision to end face-to-face teaching and move towards shutting the campus down was clear	88	78	91	92	84	90	93	88	89	90	81	
	Q3 I received further communication from my own department / local management / line manager / supervisor	94	100	95	92	96	98	93	95	95	97	94	
	Q4 Further communication from my own department / local management / line manager / supervisor had a supportive tone	95	100	97	96	96	95	95	96	97	94	100	
	Q5 I understood clearly what was expected of me and my work for the period of national 'lockdown'	94	89	96	100	92	95	98	94	96	92	88	
	Q6 The University handled the communication well (including any negotiations with me) about my personal work/furlough arrangements	84	89	88	88	88	95	86	85	87	84	75	
	Q7 My department / local management / line manager / supervisor has kept in touch with me during the 'lockdown' period, helping me to keep connected	93	100	95	96	96	100	84	94	95	96	100	
	Q8 Hearing about the University partnering with the NHS and local community shows practical ways that the University makes a positive contribution to society	94	95	96	96	96	98	84	95	96	92	88	
	The University has communicated effectively during the 'lockdown' period...												
	Q9 ...about plans for completing tuition (and assessment) for 2019/20 academic teaching year	81	72	86	96	92	90	76	82	84	78	75	
	Q10 ...about plans for resuming work on campus	71	72	78	88	71	80	84	70	76	62	81	
	Q11 ...about plans for commencing the 2020/21 academic teaching year	71	65	78	80	71	85	83	70	75	64	75	
	Q12 ...about reminders about employee assistance scheme / helpline	78	78	85	88	83	78	83	79	82	74	69	
	Q13 ...about email / intranet 'news' with tips for arranging working from home during the 'lockdown'	85	83	89	88	84	93	88	85	88	86	81	

University of Reading: COVID-19 Lockdown Survey 2020

The table below shows the 'combined positive' i.e. the percentage of respondents answering 'Agree' and 'Tend to Agree'.

Data columns show the University of Reading as a whole (excl. Malaysia) and then religion/belief and sexual orientation. The coloured cells indicate a difference from the overall University score.

There may be variation up to 1% when compared to the Frequency Data report due to rounding.

		Total Reds	1	0	0	0	0	1	0	0	0	1	
		Total Ambers	4	0	1	0	1	2	0	0	2	8	
		Total Light Greens	6	4	4	2	5	4	0	1	1	3	
		Total Dark Greens	3	0	3	2	2	4	0	0	0	2	
		Total number of respondents	2,211	19	640	27	25	41	43	945	1,626	107	16
		Response Rate	52%	-	-	-	-	-	-	-	-	-	-
		Percentage difference needed to change cells colour: to Red or Dark Green --> 10 to Amber Light Green ---> 5	University of Reading (UK only) 2020	Buddhist	Christian	Hindu	Muslim	Spiritual	Any other religions (incl. Jewish and Sikh)	No religion or belief	Heterosexual	Gay/Lesbian/Bisexual	Other sexual orientation
Section	Question	%	%	%	%	%	%	%	%	%	%	%	%
COVID-19 Lockdown Based on staff working from home (from Q1)	Q14 I have adjusted mentally to working from home	88	82	91	90	95	95	94	89	91	84	93	
	Q15 I am able to limit the impact of distractions from others in the home (partner / children / pets)	79	82	81	86	81	81	92	79	80	88	79	
	Q16 I am content with my manager's approach to working from home (understanding the difference from 'office' working)	93	100	95	90	95	97	89	93	94	90	93	
	Q17 I have flexibility around the actual times at which I do my work	87	100	90	81	86	89	89	87	89	87	79	
	Q18 I have flexibility to undertake essential errands during the day	86	100	90	85	86	81	92	85	88	83	79	
	Q19 I am content with any agreed 'core-hours', where I am expected to be available for contact	93	100	96	95	90	95	97	93	95	95	93	
	Q20 I am able to limit my work to the normal/contracted number of hours (being able to 'walk away' from work and 'switch off')	59	73	63	67	57	62	58	59	61	56	71	
	Q21 It has been easy for me to work effectively during the current lockdown	69	73	73	71	81	73	81	70	72	71	57	