

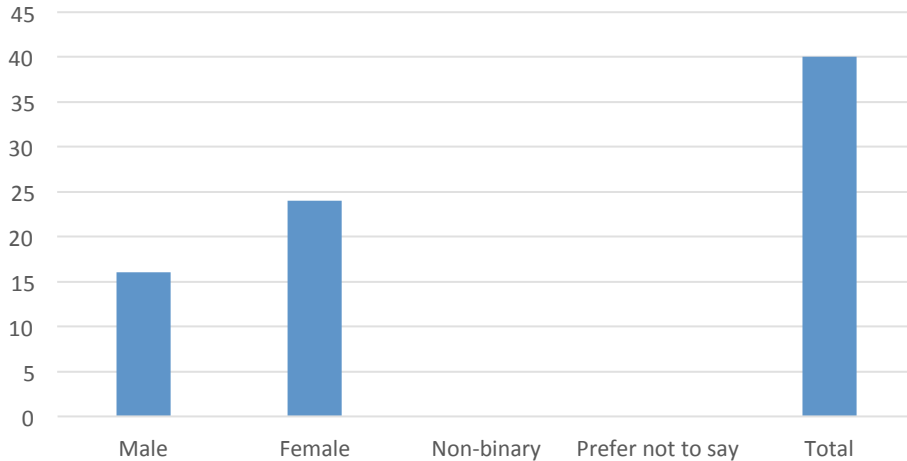
# Flexible Working Analysis

SBCS Parental Leave and Flexible Working Survey

**March 11th 2019, 4:45 am MDT**

# Flexible working and gender

## Which gender do you identify with?

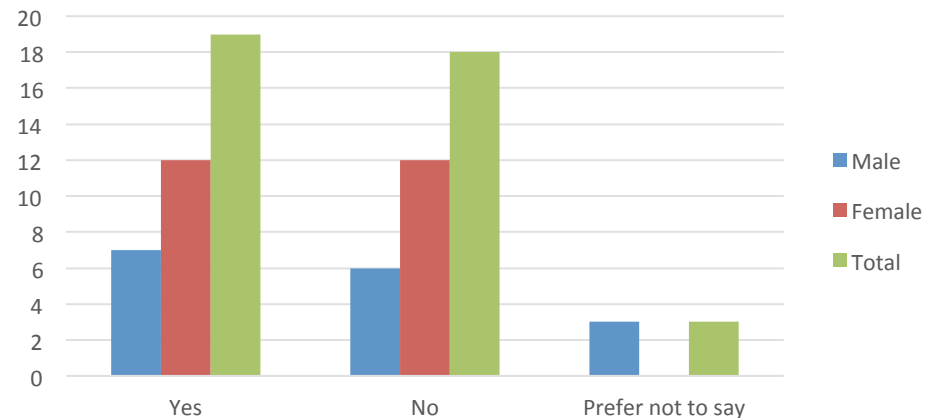


Total of 40 people filled out this section.

24 Female, 16 Male, and 0 Non-binary or Not divulged.

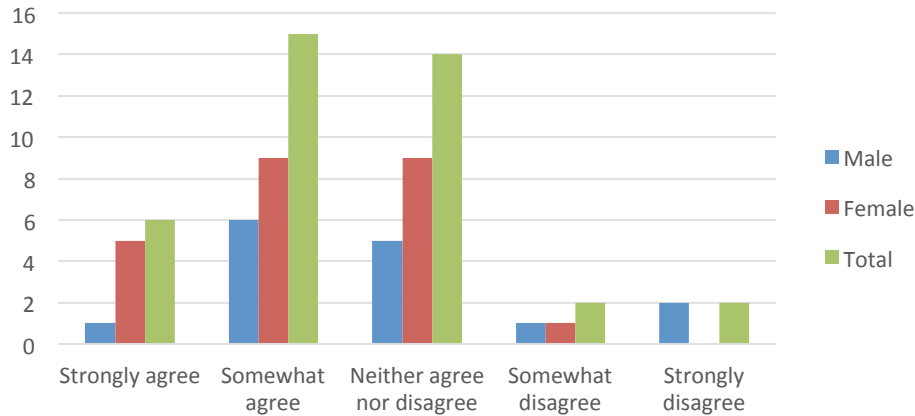
44% of Males and 50% of Females surveyed have flexible working requirements.

## Do you currently have a requirement for flexible working?



# Flexible working and gender

Staff who work flexibly in SBCS are offered the same career development...



Modal response is indifferent to slightly positive.

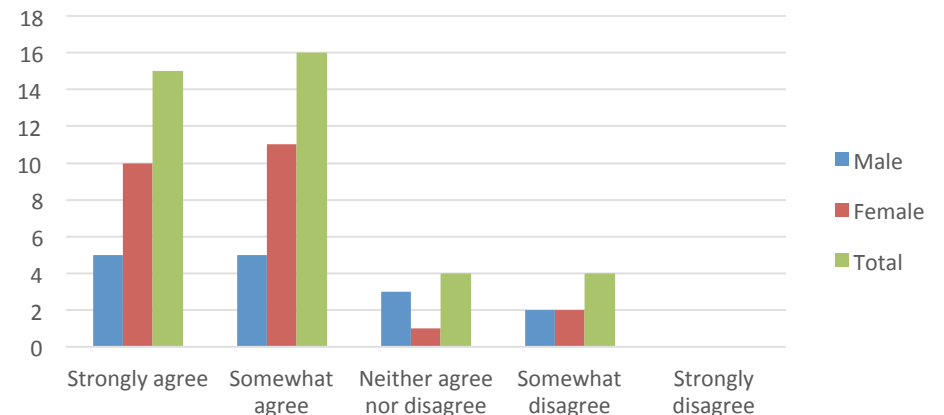
20% of Males and 4% of Females disagree.

Generally positive impression.

No obvious gender difference.

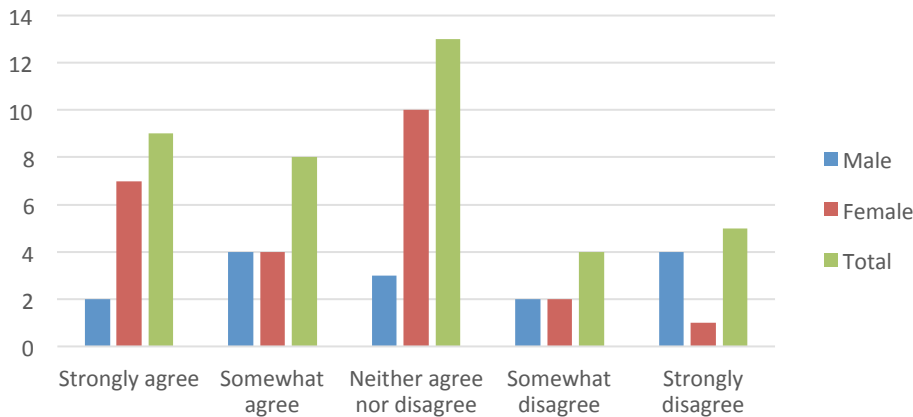
10% somewhat disagree.

Reasonable efforts are made to schedule meeting during core hours (10am-4pm).



# Flexible working and gender

Reasonable efforts are made to schedule student facing activity during core hours.



For Female staff the modal response is indifferent.

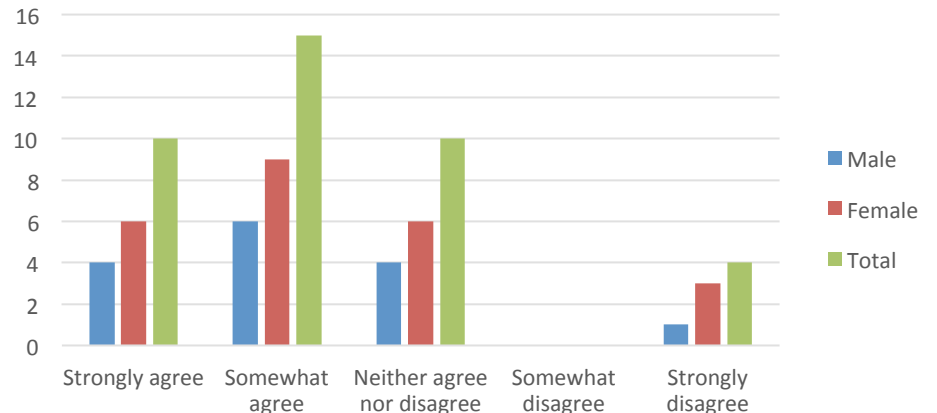
Male staff cover full range evenly.

23% of staff disagree with 27% of Male staff strongly disagreeing

Modal response for both Male and Female staff is to somewhat agree.

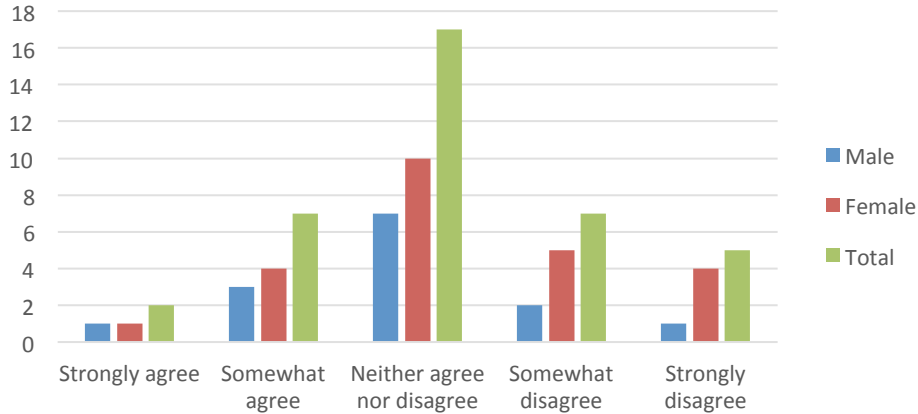
7% of Males and 13% of Females strongly disagree.

My line manager/supervisor is supportive of requests for flexible working.



# Flexible working and gender

**Decisions regarding flexible working requests are transparent.**



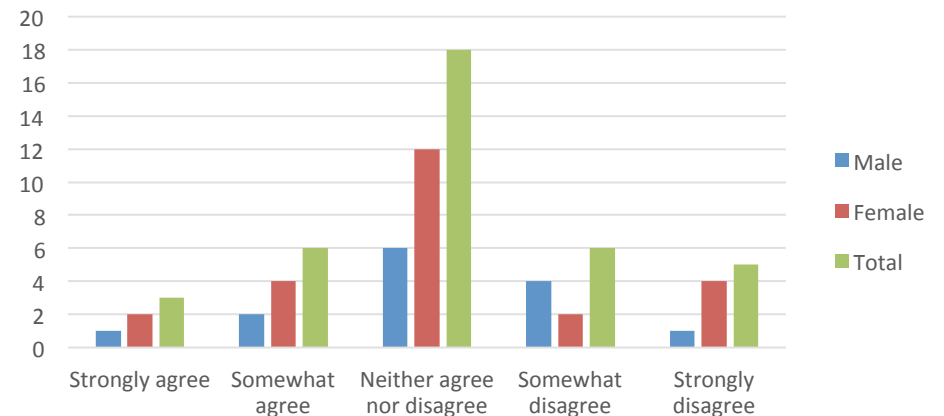
Modal response is indifferent.

21% of Males and 34% of Females disagree.

Modal response is indifferent.

36% of Males and 25% of Females disagree.

**Requests for flexible working arrangements are considered fairly regardless of staff grade.**

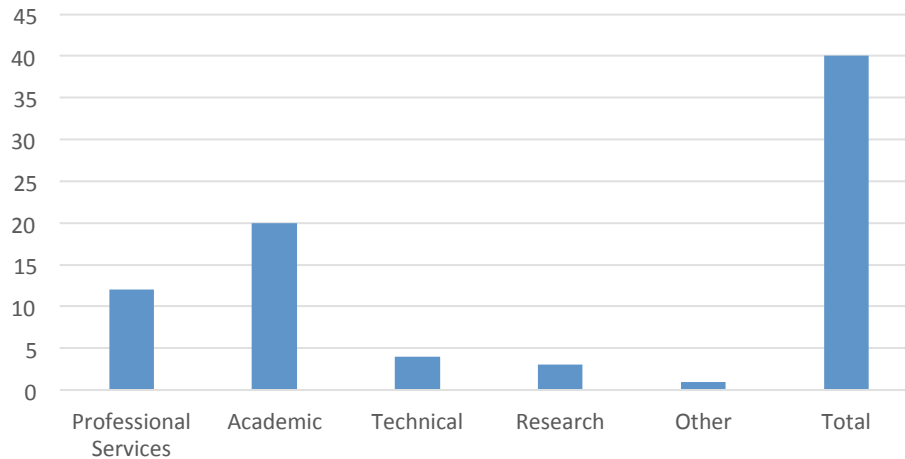


# Flexible working and gender: Conclusions

1. No obvious systematic link between gender and perceptions of flexible working.
2. 40-50% of staff surveyed have a flexible working requirement.
3. Generally positive view of how the department schedules meetings.
4. Generally positive but with significant minority of strongly negative views on how line managers deal with flexible working requests.
5. Indifferent to slightly positive view on how the department schedules teaching, how flexible working effects career development.
6. Significant improvement to be made on transparency and the (perceived or real) link between grade and the granting of flexible working.

# Flexible working and departmental role

Which category encompasses your role at SBCS?

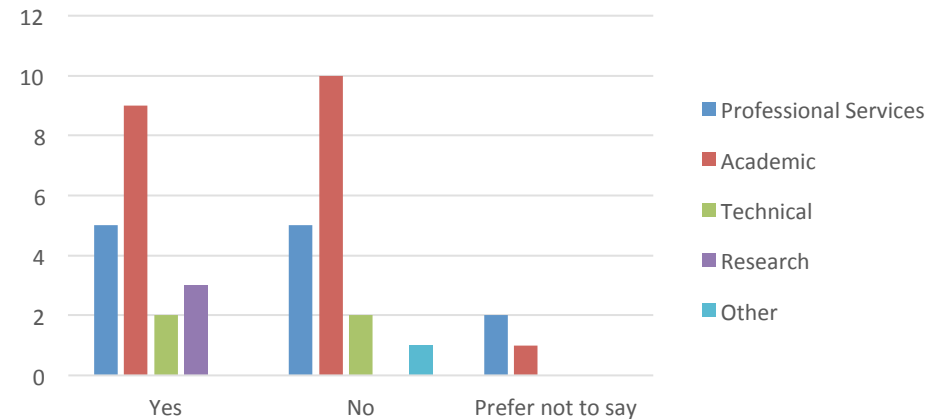


30% Professional Services, 50% Academic, 10% Technical, 7% Research, 3% Other ('Admin')

Poor representation of research and technical.

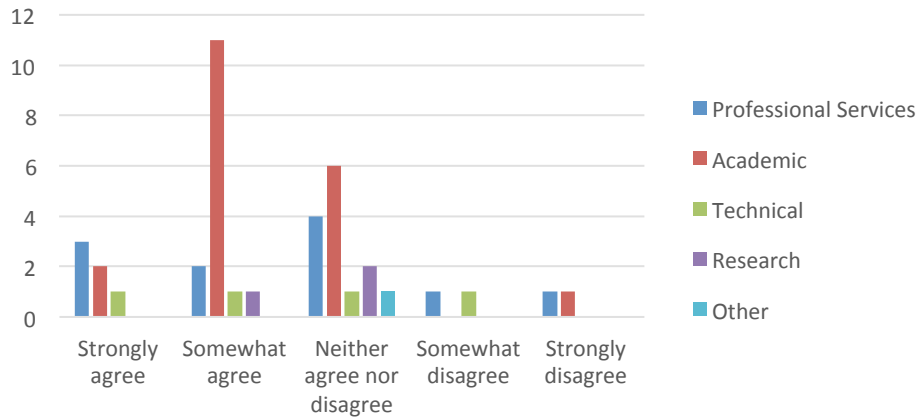
~50% across all roles have a need for flexible working arrangements.

Do you currently have a requirement for flexible working?



# Flexible working and departmental role

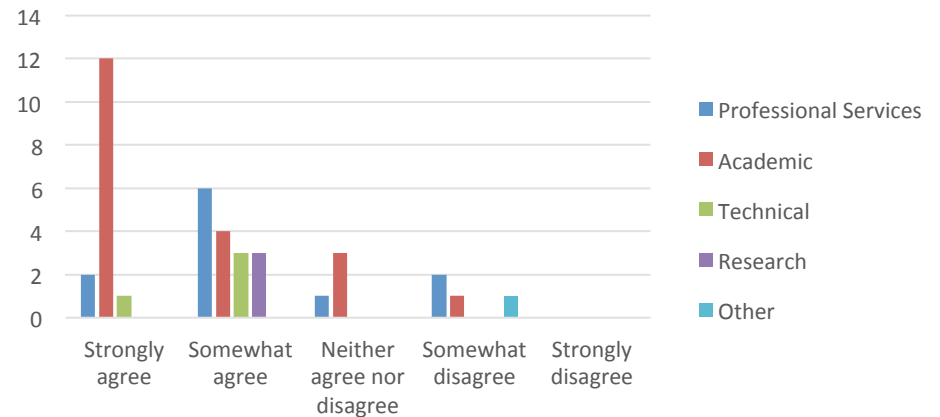
Staff who work flexibly in SBCS are offered the same career development...



Somewhat positive response from academic staff.

More mixed response from other staff.

Reasonable efforts are made to schedule meeting during core hours (10am-4pm).



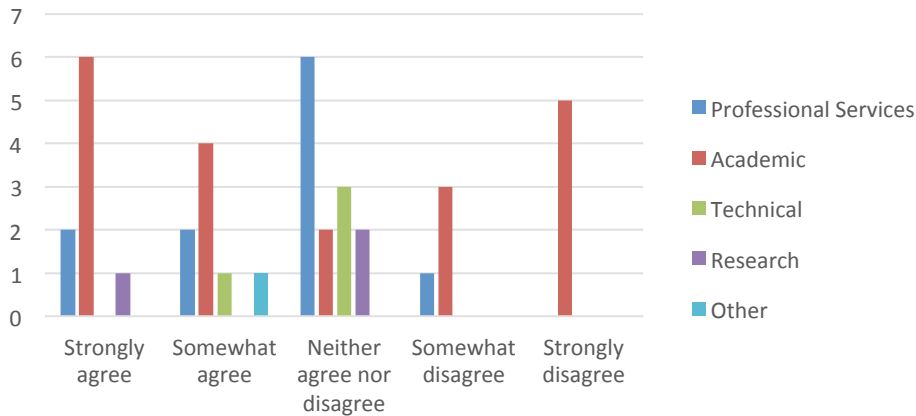
Very positive for academic staff.

Somewhat positive for other staff.



# Flexible working and departmental role

Reasonable efforts are made to schedule student facing activity during core hours.



Indifferent to positive response for professional services, technical and research staff.

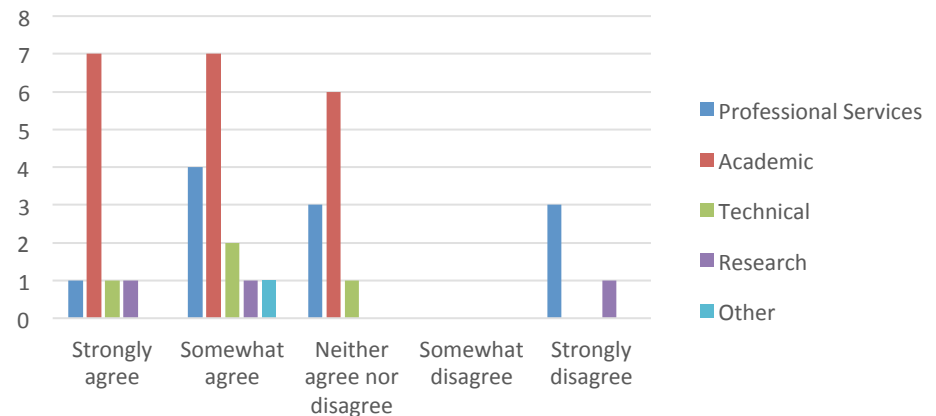
Very mixed response for academics with 35% responding negatively.

Indifferent to positive for academics and technical staff.

Very mixed for professional services and research staff.

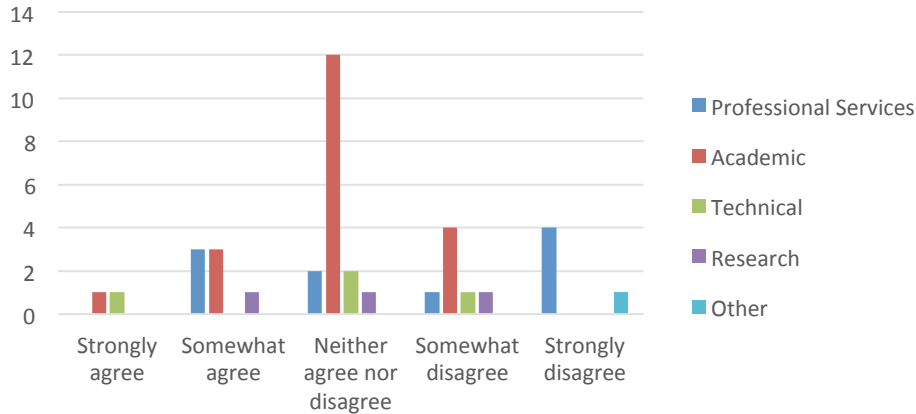
~30% strongly disagree.

My line manager/supervisor is supportive of requests for flexible working.



# Flexible working and departmental role

**Decisions regarding flexible working requests are transparent.**



Modal response is indifferent for academics.

Mixed response for other.

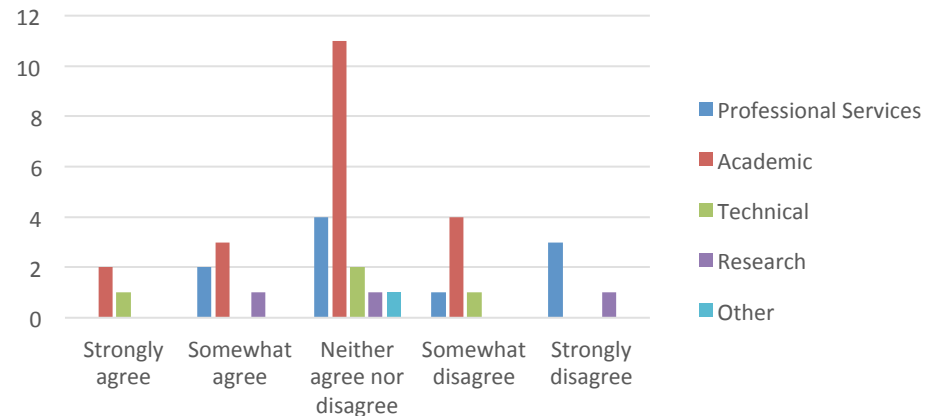
50% of professional services staff have a negative view of transparency.

Modal response is indifferent for academics.

Mixed response for other.

40% of professional services staff feel grade is linked to how requests are viewed.

**Requests for flexible working arrangements are considered fairly regardless of staff grade.**



# Flexible working and departmental role: Conclusions

1. Clear difference between how Academic staff and all other staff perceive the handling of flexible working requests.
2. A large number of Professional Services staff feel flexible working decisions are not transparent and are unfairly dependent on grade.

## Q12 - Any other comments on flexible working in SBCS.

### Any other comments on flexible working in SBCS.

There are some questions above where I would have preferred to answer 'Don't know' (e.g., I don't teach so can't comment on student facing activities). I can only speak of my own experience, which is that **my manager was supportive of me taking the position at 90% FTE so that I can fit in school drop off in the mornings. However, there is not always support for taking time to attend courses / training because it's perceived that I won't have time.**

Perhaps it's just because I'm faculty here, but it feels like **there is a lot of flexibility in my working location and hours.** There's a lot of work in general, but I've never felt any pressure to do it from a specific location or at a specific time (other than within deadlines, of course).

My line **manager is very supportive of my need to occasionally work from home** if a child is poorly. I also have remote access to my computer which allows this to happen. I have good support from other technicians and some students who can resolve any time critical situations with experiments should I be forced to stay away. However, I am very aware that, if I am off, **I feel obliged to work above and beyond the number of hours to rectify my absence.** I already often attend work at weekends. It should be emphasised that my response is entirely a consequence of the understanding of my line manager. **If that individual was to change I would be very worried.**

In my own experience (i.e. for my own requirements and in line managing), **flexible working has been considered and where possible accommodated** within reason and demands of the roles. **I am also aware of situations within SBCS and in other organisations I have worked for, where requests cannot be accommodated due to business needs.**

## Q12 - Any other comments on flexible working in SBCS.

### Any other comments on flexible working in SBCS.

I would **welcome more transparency** on working from home - although I appreciate that sometimes there might be sensitive reasons why some staff work from home that do not concern the wider team.

I have two kids and often need to alter my hours. Because this has not interfered with my scheduled classes, I have not noticed any issues nor had any conflicts with my line managers. **I have also very-much appreciated the flexibility that I have been afforded** during the summer for travelling.

Flexible working and the ability to work from home allow people to balance their commitments, improve wellbeing and increase work satisfaction. As most people work in teams and services can be arranged by appointment, **there is no reason why most flexible working/work from home requests can't be accomodated**. Improving technology, such as use of conference calls in meetings, would definitely help. It would have been good to have an option to say 'have no experience of this'.

**Approval of requests are dependent on your line manager. Too many 'local' arrangements. Unfair and not transparent.**