

Supergen Energy Networks Hub

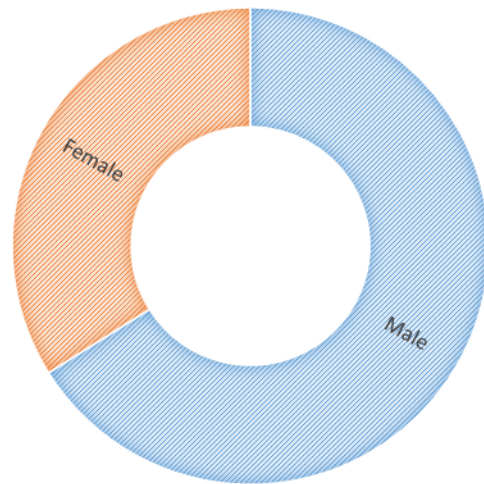
Equality, Diversity and Inclusion Dr Sara Walker



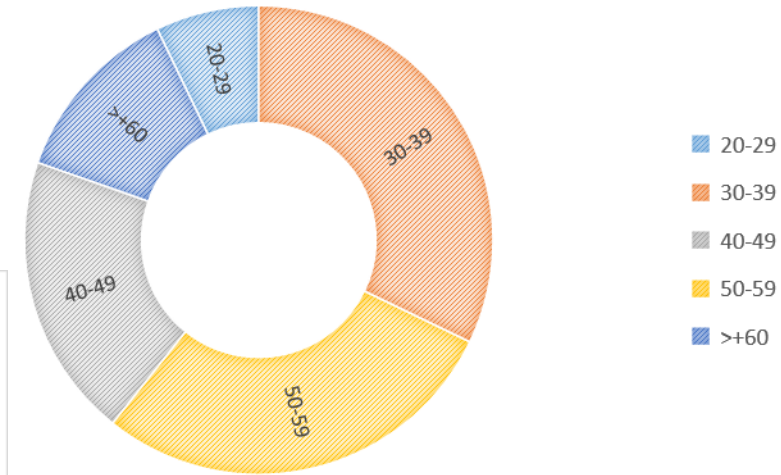
The nature of our network

Our members are predominantly white (66%), male (66%), heterosexual (95%) and over 50 (43%)

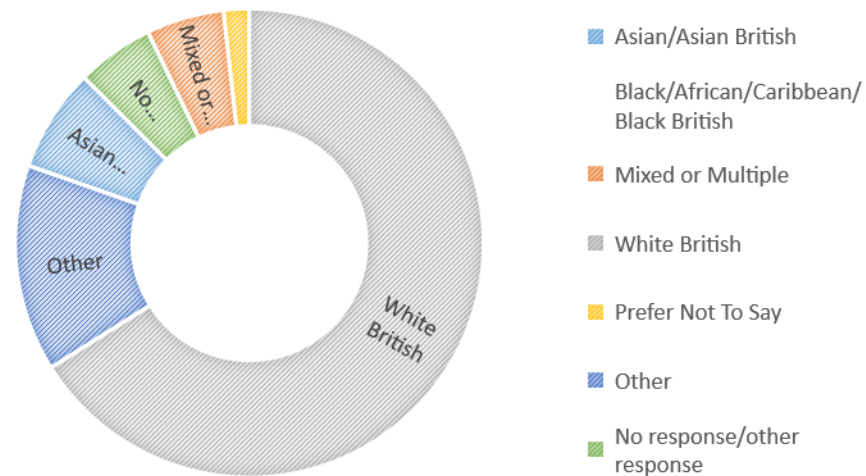
GENDER IDENTITY



AGE



RACE/ETHNICITY



Is the impact of COVID distributed unevenly across protected characteristics?

- UK Government statistics show women did 2/3 additional childcare duties and spent more time on unpaid work and less time on paid work than men during the first (March 2020) lockdown
- Women were more likely to be furloughed than men (meaning a 20% income reduction)
- 2/5 of working mothers struggled without childcare, forcing 1/6 to reduce working hours

Decisions about childcare and paid employment based on gendered norms and can impact sectors of the economy which employ proportionally more women (retail, education, hospitality)

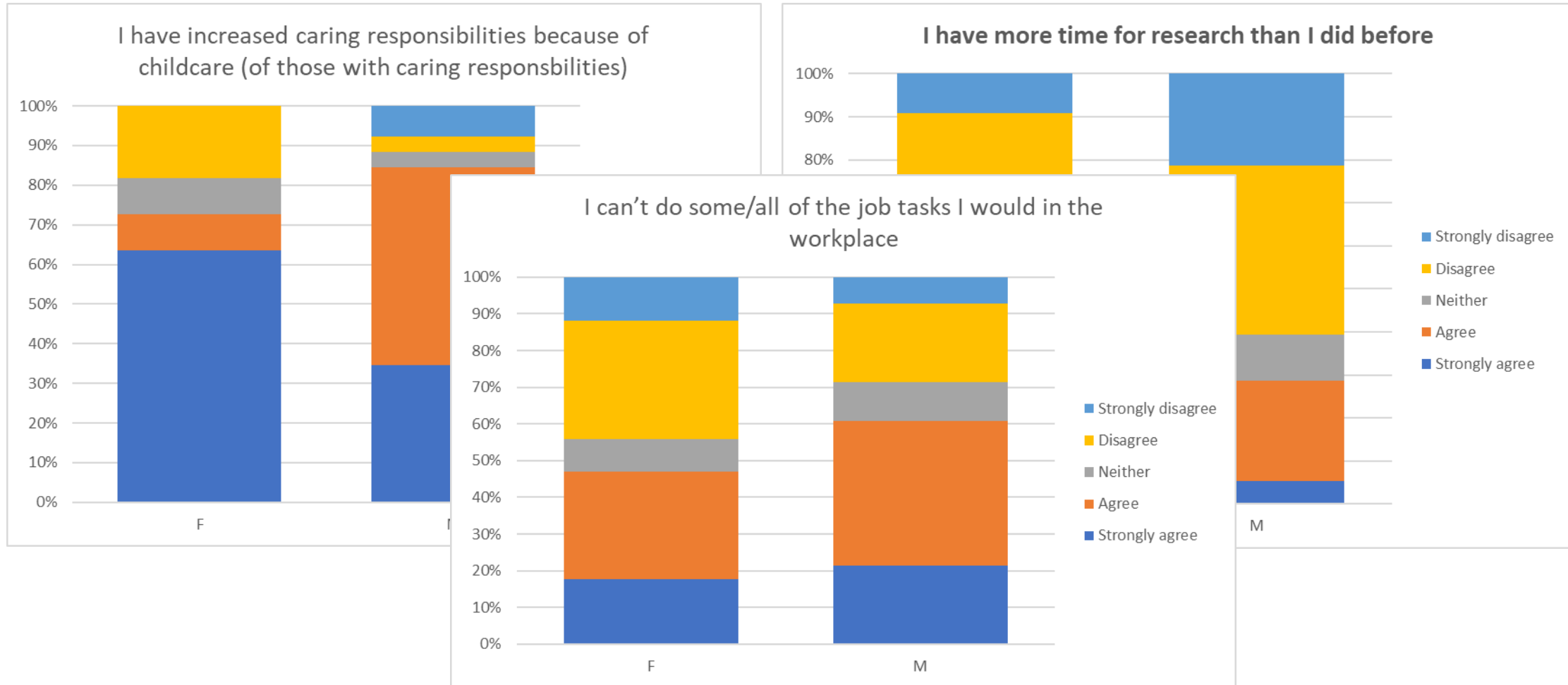
Is the impact of COVID distributed unevenly across protected characteristics?

- Parents of children with disabilities struggle to manage children's needs alongside their working obligations without additional support
- Some BAME parents report limited English language skills which impacted on their ability to home school children
- British-East-Asian parents and children had experienced anti-Asian attitudes and hostility within educational settings and public spaces since COVID
- Some disadvantaged parents had to provide support for other family - additional strains in terms of finances, availability of time and childcare
- COVID risk higher for older age, ethnicity, males and geographical areas

[The-impact-of-COVID-1-and-policies-to-respond-to-the-outbreak-on-women-in-the-UK.pdf \(genderandcovid-19.org\)](#)

[British Families in Lockdown study - Research - Leeds Trinity University](#)

Our own findings on impact of COVID: impact on time



Our own findings on impact of COVID: impact on time

“ongoing anxiety about how I will be compared to other researchers who don't have caring responsibilities”

“arranging for "a-bit-less-than-full-time-working" on my PhD seems bewilderingly complex”

“more time available for personal activities such as health and fitness”

“my workload has dramatically increased - more enquiries, more meetings, more admin load. This has meant I am having to work longer hours and exhausted”

“I have more time because no longer commuting”

“working-from-home combined with home-schooling, or supervising children, four days a week as other parent is NHS key worker, has restricted ability to work as normal”

“no spontaneous discussions”

“almost zero research done this summer, because my time was all spent on reworking teaching material for partly-online delivery”

Thank you