





Does not by default mean that equipment will be provided by the University for use at home.

As this policy has been developed in response to COVID-19, this is a temporary variation to normal working conditions and the University will be continually assessing the situation over the coming weeks and months.

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Undertaking caring responsibilities while working from home would not normally be considered possible. However, we recognise the exceptional situation facing the University. If individuals are required to provide care, the arrangements should be discussed with the relevant manager including the impact on the role, its objectives and/or the hours that are able to be worked and any alternative arrangements, for example adopting a different working pattern.

At times, it may be appropriate for staff members to use one or more of the special leave policies (available on the policies section of the [HR web-pages](#)) or use annual leave, and this should be discussed and agreed with the manager.

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It is the policy of Bangor University, so far as is reasonably practicable, but in accordance with the relevant legislation, statutory requirements and good practice, to ensure the health and safety of staff, students and visitors to the University

Working from home can be seen as





