



UKRI People Survey 2025

Engagement with UKRI

Q02.

This section explores your engagement at the UKRI level. You will get the opportunity to answer questions about your engagement at your Council/Area level in subsequent questions.

To what extent do you agree or disagree with the following statements?

Please select one answer per row

Statement
I am proud when I tell others I am part of UKRI
I would recommend UKRI as a great place to work
I feel a strong personal attachment to UKRI
UKRI inspires me to do the best in my job

Engagement with [insert council/area name]

Q01.

This section explores your engagement with [insert council/area name].

To what extent do you agree or disagree with the following statements?

Please select one answer per row

Statement
I am proud when I tell others I am part of [insert name of council/area]
I would recommend [insert name of council/area] as a great place to work
I feel a strong personal attachment to [insert name of council/area]
[insert name of council/area] inspires me to do the best in my job

My work

Q03.

This section explores your views of the work that you do.

To what extent do you agree or disagree with the following statements?

Please select one answer per row

Statement
I am interested in my work
I am sufficiently challenged by my work
My work gives me a sense of personal accomplishment
I feel involved in the decisions that affect my work
I am recognised for the way in which I approach my work, not just for what I contribute
I have a say over how I do my work



Organisational objectives and purpose

Q04.

This section explores UKRI's objectives and purpose, as well as those of your Council/Area. You can review UKRI's objectives [here](#).

To what extent do you agree or disagree with the following statements?

Please select one answer per row

Statement
I have a clear understanding of UKRI's objectives
I understand how my work contributes to UKRI's objectives
UKRI motivates me to help it achieve its objectives
I have a clear understanding of [insert name of council/area]'s objectives
I understand how my work contributes to [insert name of council/area]'s objectives
[insert name of council/area] motivates me to help it achieve its objectives

My manager

Q05.

This section asks you to consider your manager. This is the person who manages you on a day-to-day basis and may also be called your line manager, supervisor or team leader. This is also likely to be the person who approves your leave and performs your annual appraisal.

If you have had more than one manager over the last 12 months, please respond based on your overall line management experience.

To what extent do you agree or disagree with the following statements?

Please select one answer per row

Statement
My manager motivates me
My manager is considerate of my life outside work
My manager is open to my ideas
My manager recognises when I have done my job well
I receive regular constructive feedback on my performance
My manager trusts me to do my job effectively, whether or not I am working from the same location as them
I think that my performance is evaluated fairly
I trust my manager to deal with poor performance effectively



Performance management

Q06b.

In general, how often do you discuss the following with your manager?

Please select one answer per row

Statement number	Statement
1	How well you're meeting your objectives
2	Your development needs and career goals
3	Your personal wellbeing and/or work-related stress

Support for managers

This section is designed to explore the experiences of managers. To be a manager in this context, you will be managing other employees on a day-to-day basis. You might be referred to as a line manager, supervisor or team leader.

Q07.

Do you directly line manage or supervise one or more colleagues?

Please select one answer only

Statement
Yes
No

Q07b.

Base: respondents who directly line manage or supervise other employees

To what extent do you agree or disagree with the following statements about being a manager or supervising other colleagues ~~within UKRI~~?

Please select one answer per row

Statement
I feel confident in supporting the health, safety and wellbeing of the people I manage
I feel confident in addressing poor performance in my team
I receive, or have access to, the training I need in order to be an effective manager
I am confident in how to manage and support my team through change



My team

Q08.

This section concerns the team you work in.

To what extent do you agree or disagree with the following statements?

Please select one answer per row

Statement
The people in my team can be relied upon to help each other if we are under pressure
The people in my team work together to find ways to improve the quality of what we do
The people in my team work together to find ways to improve the efficiency of what we do

Learning and personal development

Q09.

The questions in this section relate to learning and development opportunities made available to you through UKRI centrally, as well as through your council, area, department or team.

To what extent do you agree or disagree with the following statements?

Please select one answer per row

Statement
I think my current job makes the most of my skills and strengths
I am able to access the right learning and development opportunities for my current role when I need them
Learning and development activities I have completed in the past 12 months have helped to improve my performance
There are opportunities for me to develop in my career across UKRI
There are opportunities for development within my current role
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career

Q09b.

Would you like to give any feedback on your experience of learning and development across UKRI in your own words?

We would welcome feedback on what currently works well in regard to learning and development, as well as where it could be improved. If you would prefer not to give any feedback, please select the 'No comment' box.

Your comment will be provided back to UKRI as it is written. Where possible, DJS Research will try to redact any mentions of specific individuals, however, please try not to identify yourself or others in your comment.



Pay and benefits

Q010.

This next section relates to pay and benefits.

To what extent do you agree or disagree with the following statements?

Please select one answer per row

Statement
I feel that my pay is fair for the work that I do
I am satisfied with the total benefits package
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable
Compared to people doing a similar job in other organisations, I feel my pay is reasonable

Resources and workload

Q011.

This section concerns resources and workload.

To what extent do you agree or disagree with the following statements?

Please select one answer per row

Statement
I can find the information I need to do my job effectively
Organisational processes support me to work efficiently
I have clear work objectives
I have the skills I need to do my job effectively
I have access to, or am able to access, the tools and equipment I need to do my job effectively
I have a manageable workload
I achieve a good balance between my work life and my private life

Inclusion and fair treatment

Q012.

The next questions explore your experiences within UKRI relating to inclusion, equity, and fair treatment. All experiences, within your council/area and more generally across UKRI are applicable when answering.

To what extent do you agree or disagree with the following statements?

Please select one answer per row

Statement
I am treated fairly at work
I am treated with respect by the people I work with
I feel valued for the work I do
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)
I feel confident to challenge inappropriate behaviour in my workplace
UKRI is committed to creating a diverse and inclusive workplace

Q012b.

Would you like to give any feedback about inclusion and fair treatment in your own words?

Your comment will be provided back to UKRI as it is written. Where possible, DJS Research will try to redact any mentions of specific individuals, however, please try not to identify yourself or others in your comment.



Discrimination and unfair treatment

INFO PAGE 1

This section explores discrimination and unfair treatment in the workplace. All experiences, within your council/area and more generally across UKRI are applicable when answering.

Unfair treatment can include bullying, discrimination, harassment or victimisation.

Discrimination, as defined in UK law, is when someone is treated unfairly because they have a 'protected characteristic' under the Equality Act (2010), which covers England, Scotland and Wales, or on 'grounds of discrimination' in Northern Ireland. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation, with the addition of political opinion as a ground for discrimination in Northern Ireland.

Q013a.

Have you been discriminated against at work during the past 12 months?

Please select one answer only

Statement
Yes, while working within UKRI
Yes, while working for a different organisation
No
Prefer not to say

Q013b.

In this survey, we also take a broader perspective and recognise that people may feel that they have been treated unfairly because of aspects of their work or identity beyond those stated in equality legislation.

Have you been treated unfairly at work during the past 12 months?

Please select one answer only

Statement
Yes, while working within UKRI
Yes, while working for a different organisation
No
Prefer not to say

**Q014.**

Base: Respondents who have experienced discrimination or unfair treatment within UKRI

Against which of the following grounds were you discriminated or treated unfairly?

Please select all that apply

Statement
Age
Caring responsibilities
Disability
Ethnicity
Gender
Gender reassignment
Grade or responsibility level
Main spoken/written language or language ability
Marital status or civil partnership
Mental health
Pay
Political opinion
Pregnancy, maternity or paternity
Religion or belief
Sex
Sexual orientation
Social or educational background
Working location
Working pattern
Any other grounds (please specify...)
Prefer not to say



Bullying and harassment

INFO PAGE 2

This section is looking at bullying and/or harassment in the workplace. All experiences, within your council/area and more generally across UKRI are applicable when answering.

Bullying can be described as unwanted behaviour from a person or group that is either offensive, intimidating, malicious or insulting, or an abuse or misuse of power that undermines, humiliates, or causes physical or emotional harm to someone. Bullying isn't against the law but harassment is. By law, **harassment** is when bullying or unwanted behaviour is related to several protected characteristics under the Equality Act (2010) and equality legislation in Northern Ireland.

This survey cannot be used as a formal or anonymous reporting mechanism. We encourage you to speak to your local HR team or line manager. Support and/or advice is available from the Employee Assistance Programme and ACAS (www.acas.org.uk).

Q015.

Have you been bullied or harassed at work during the past 12 months?

Please select one answer only

Statement
Yes, while working within UKRI
Yes, while working for a different organisation
No
Prefer not to say



Q016.

Base: Respondents who have experienced bullying or harassment

How would you describe the nature of the bullying and/or harassment you experienced?

Please select all that apply

Statement
Making unpleasant, sarcastic, rude, and/or passive aggressive remarks, including: • Unpleasant personal remarks • Sarcastic, rude, or dismissive behaviour and/or language • Passive aggressive behaviour
Deceptive or manipulative behaviour, including: • Hiding or taking personal property • Gaslighting
Diminishing my reputation and/or affecting my relationship with my peers, including: • Malicious gossip or making false accusations about me • Disclosure of personal/sensitive information to colleagues without my consent • Public humiliation • Being ignored, excluded or marginalised • Being undermined or belittled • Ganging up
Physical attack
Intimidation, threats or threatening behaviour
Comments or behaviour of a sexual nature, including: • Demand for sexual favours • Inappropriate contact or comments • Persistent request for dates • Insinuations about private life • Display of inappropriate images
Offensive jokes, banter or bad language
Poor management and/or feedback practices, including: • Negative micromanagement or unexplained removal of responsibilities • Scapegoating or blame • Impossible, changing, or contradictory expectations • Unconstructive criticism
Taking credit for my work or dismissing/not acknowledging my contribution
Negatively influencing my career progression, including: • Treated less favourably than others • Related to pay/promotion
Related to disability, health condition or mental health
Related to maternity/parental leave/flexible working/being a carer
Something else not listed here (please specify...)
Prefer not to say

**Q017.****Base: Respondents who have experienced bullying or harassment****Who bullied and/or harassed you?**

Please select all that apply

Statement
A colleague in my team/department
A colleague in a different team/department
A colleague in a different council, centre or institute
My manager in my current role
My manager in a previous role
A senior member of staff
Someone I manage
A contractor
Someone providing a service to UKRI (e.g. peer reviewer, panel member)
Someone paying UKRI for a service (e.g. commercial client)
Someone in receipt of funding from UKRI
A member of the public
Someone else not listed here (please specify...)
Prefer not to say

Q018.**Base: Respondents who have experienced bullying or harassment****Did you report, formally or informally, your experience of bullying and/or harassment?**

Please select one answer only

Statement
Yes
No
Prefer not to say

Q019.**Base: Respondents who reported the bullying or harassment****How did you report your experience?**

Please select one answer only

Statement number	Statement
1	I raised a formal complaint
2	I raised it informally
3	I confided in someone (e.g. a colleague)
4	I raised it with the person directly
80	In another way (please specify...)
87	Prefer not to say



Q020.

Base: Respondents who did not report bullying or harassment

Why did you decide not to report the bullying or harassment you have experienced?

Please select all that apply

Statement
I had dealt with it/I am dealing with it informally
I did not want to take any action
I did not have confidence that anything could be done to stop it / that corrective action would be taken
The behaviour stopped before I could report it
I did not feel safe to report it
I did not think I would be believed
I did not realise at the time that I was being bullied/harassed
I did not know how to report it or who to speak to
I was worried about the negative impact on my job or career
I moved teams/position or the person who bullied/harassed me left
I did not want to be seen as a troublemaker
I did not report it for another reason (please specify...)
Prefer not to say

Q021.

Base: Respondents who reported the bullying or harassment

How would you describe your situation now?

Please select one answer per row

Statement
Appropriate action was taken to address the behaviour I experienced
The bullying and/or harassment has stopped
The culture in my area allows this kind of behaviour to continue
I moved to another team or role to avoid the behaviour
The perpetrator moved to another team or role
I felt like I was punished for reporting the incident



Q021a.

In the last 12 months, have you witnessed any bullying or harassment behaviours happening to someone else?

Please select one answer only

Statement
Yes
No
Prefer not to say

Q021b.

Base: All respondents who witnessed bullying/harassment happening to someone else

Thinking about the bullying or harassment that you witnessed that was happening to someone else...

Did you raise it, either formally or informally, with someone else at work?

If you have witnessed more than one instance, please think about the last time it happened.

Please select one answer only

Statement
Yes
No
Prefer not to say

Q021c.

Base: All respondents who witnessed bullying/harassment happening to someone else

And, again, thinking about the bullying or harassment that you witnessed that was happening to someone else...

Did you talk to or challenge the individual who was responsible for the bullying or harassment about their behaviour?

If you have witnessed more than one instance, please think about the last time it happened.

Please select one answer only

Statement
Yes
No
Prefer not to say



Health, safety, and wellbeing

INFO 3

Next, we would like to ask you a few questions about your personal health, safety, and wellbeing.

If you feel that you or a colleague have been affected by the themes raised in the survey, please do consider the wellbeing support available to you. The UKRI Wellbeing Ambassador Network, with trained Wellbeing Allies are available for confidential listening support and for signposting to specialist wellbeing services. The EAP delivered through PAM Wellness is available 24/7 and can provide both in the moment counselling support and live chat through the portal. Additional support and resources are also available through the Charity for Civil Servants and Togetherall. Please go to [Our wellbeing](#) on The Source for details on how to access these services.

Q026.

In general, how would you rate...?

Please select one answer per row

Statement
...your overall mental health now?
...your overall physical health now?

Q027.

To what extent do you agree or disagree with the following statements?

Note: please answer the following questions based on your experience working at UKRI. If you joined the organisation within the past 12 months, please respond in relation to your time at UKRI only—not any previous employer.

Please select one answer per row

Statement
UKRI cares about my wellbeing
My manager creates a positive atmosphere at work which supports my health and wellbeing

Q027c.

Do the following statements apply to you?

Note: please answer the following questions based on your experience working at UKRI. If you joined the organisation within the past 12 months, please respond in relation to your time at UKRI only—not any previous employer.

Please select one answer per row

Statement
During the last 12 months, I have felt unwell as a result of work-related stress
In the last 12 months, I have experienced work-related musculoskeletal problems (MSD)



Q027b.

Base: All respondents who have felt unwell due to stress at work

In the previous question you said that you had felt unwell as a result of work-related stress in the last 12 months.

Which, if any, of the following do you think is or was the cause of your work-related stress?

Reminder: please answer the following questions based on your experience working at UKRI. If you joined the organisation within the past 12 months, please respond in relation to your time at UKRI only—not any previous employer.

Please select as many as apply

Answer list
Hybrid working arrangements
High workload and/or unrealistic pace of work or deadlines
Internal processes and/or bureaucracy
Lack of development, training, and/or promotion opportunities
Lack of recognition
Pay
Cost of living
Management style
Relationship with other colleagues
Staffing numbers and/or lack of resources
Change and/or uncertainty
Underemployment and/or low workload
Organisational leadership
Working culture
External environment and/or stakeholders
Something else (<i>please say what</i>)
Don't know
Prefer not to say



Senior leadership within UKRI

Q030.

This section asks you to consider the Senior Leaders at UKRI.

For clarity, this group comprises:

- **Our Executive Committee, including UKRI's Chief Executive Officer, Chief Finance Officer**
- **Executive Committee members, including our nine Executive Chairs**
- **Our Operational Leadership Team including our Chief Information Officer, Chief of Investment Planning and Strategy, Chief People Officer, Chief of External Affairs and Communications, Chief of Delivery and UKRI's Finance Director.**

Please note that these questions are intended to assess perceptions of senior leadership as a whole, not any one individual.

For more information about the senior leadership within UKRI, please see the organogram on The Source.

Please note, you will have an opportunity to answer questions about your Council/Area Senior Leadership Team in a subsequent section.

To what extent do you agree or disagree with the following statements?

Please select one answer per row

Statement
The Senior Leaders at UKRI are sufficiently visible
I believe the actions of the UKRI Senior Leaders are consistent with UKRI's values
I believe that UKRI's Senior Leaders have a clear vision for the future of UKRI
I have confidence in the decisions made by UKRI's Senior Leaders
The Senior Leaders at UKRI keep me informed about issues that matter
The communication we receive from UKRI's Senior Leaders is honest and open
I feel positive about the future of UKRI
I believe that UKRI's Senior Leaders will take action on the results from this survey
I think the Senior Leaders at UKRI took effective action on the results of the last survey in 2024
The Senior Leaders at UKRI help me to understand the reasons and benefits for change



Q030b.

Would you like to give any feedback about the Senior Leaders at UKRI in your own words?

We would welcome feedback on what currently works well in regard to UKRI's senior leadership, as well as where it could be improved.

Your comment will be provided back to UKRI as it is written. Where possible, DJS Research will try to redact any mentions of specific individuals, however, please try not to identify yourself or others in your comment.

Senior leadership within [insert council/area name]
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Q029.

This section asks you to consider the Senior Leaders of [insert council/area]. For clarity, this team would include Executive Chair, Executive Director, Administration Director, Director, and may be referred to as Senior Leadership Team, Senior Management, Senior Executive Team, Operational Leadership Team, or Council Management Team.

Please note that these questions are intended to assess perceptions of senior leadership of [insert council/area] as a whole, not any one individual.

To what extent do you agree or disagree with the following statements?

Please select one answer per row

Statement
The Senior Leaders at [insert name of council/area] are sufficiently visible
I believe the actions of [insert name of council/area]'s Senior Leaders are consistent with UKRI's/[insert name of council/area]'s values
I believe that Senior Leaders have a clear vision for the future of [insert name of council/area]
I have confidence in the decisions made by [insert name of council/area]'s Senior Leaders
The Senior Leaders at [insert name of council/area] keep me informed about issues that matter
The communication we receive from [insert name of council/area]'s Senior Leaders is honest and open
I believe that the Senior Leaders at [insert name of council/area] will take action on the results from this survey
I think the Senior Leaders at [insert name of council/area] took effective action on the results of the last survey in 2024
The Senior Leaders at [insert name of council/area] help me to understand the reasons and benefits that change will bring



Q029b.

Would you like to give any feedback about the Senior Leaders at **[insert name of council/area]** in your own words?

We would welcome feedback on what currently works well in regard to **[insert name of council/area]**'s Senior Leaders, as well as where it could be improved.

For clarity, this team would include Executive Chair, Executive Director, Administration Director, Director, and may be referred to as Senior Leadership Team, Senior Management, Senior Executive Team or Council Management Team.

Your comment will be provided back to UKRI as it is written. Where possible, DJS Research will try to redact any mentions of specific individuals, however, please try not to identify yourself or others in your comment.

Senior leadership in your department

Q028.

Base: All respondents in NERC (BAS and BGS only) or STFC (All) or MRC (LMS (London Inst of Medical Science), LMB (Lab of Molecular Biology), CFM, NATA, MLC (Mary Lyon Centre), NC3Rs only

This section asks you to consider your Senior Departmental Leaders. For clarity, you may also refer to this level as **[STFC]:** Division Heads or Department Directors. **[NERC/BAS]:** the BAS Directorate. **[NERC/BGS]:** the Senior Management Board. **[MRC]:** LMB Executive committee, Senior leadership team, or senior leaders within your unit.

Please note that these questions are intended to assess perceptions of senior leadership in your department as a whole, not any one individual.

To what extent do you agree or disagree with the following statements?

Please select one answer per row

Statement
The Senior Leaders at my department are sufficiently visible
I believe the actions of my department's Senior Leaders are consistent with UKRI's/ [insert name of council/area] 's values
I believe that the Senior Leaders in my department have a clear vision for the future
I have confidence in the decisions made by my departmental Senior Leaders
My departmental Senior Leaders keep me informed about issues that matter
The communication we receive from my department's Senior Leaders is honest and open
I believe that the Senior Leaders at my department will take action on the results from this survey
I think the Senior Leaders at my department took effective action on the results of the last survey in 2024
The Senior Leaders at my department help me to understand the reasons and benefits that change will bring



Q028b.

Base: All respondents in NERC (BAS and BGS only) or STFC (All) or MRC (LMS (London Inst of Medical Science), LMB (Lab of Molecular Biology), CFM, NATA, MLC (Mary Lyon Centre), NC3Rs only

Would you like to give any feedback about the departmental Senior Leadership in your own words?

For clarity, you may also refer to this level as [STFC]: Divisional Heads or Department Directors. [NERC/BAS]: the BAS Directorate. [NERC/BGS]: the Senior Management Board. [MRC]: LMB Executive committee, Senior leadership team, or senior leaders within your unit.

We would welcome feedback on what currently works well in regard to departmental leadership, as well as where it could be improved.

Your comment will be provided back to UKRI as it is written. Where possible, DJS Research will try to redact any mentions of specific individuals, however, please try not to identify yourself or others in your comment.

Managing change

Q031.

This section is about managing change.

These questions are asking about your experience of change within UKRI as a whole, not just central UKRI or any specific area (except when the question explicitly mentions your area or council).

Any examples of how change has been communicated, implemented, or supported - whether locally or centrally - are relevant. All experiences of change within your council/area or across UKRI are applicable when answering, whether the change was large-scale or more localised.

To what extent do you agree or disagree with the following statements?

Please select one answer per row

Statement
I feel that change is managed well in [insert council/area]
I feel that change is managed well in UKRI as a whole
UKRI adapts effectively to organisational change
When changes are made across UKRI they are usually for the better
I understand the reasons behind recent changes in the organisation
I receive enough support to help me adapt to organisational change
I have the opportunity to contribute my views before decisions are made that affect me
I would feel confident challenging the way things are done across UKRI

Organisational culture

Q032.

This section is about the culture and the way things are done within the organisation.

To what extent do you agree or disagree with the following statements?

Please select one answer per row

Statement
I am trusted to carry out my job effectively
I am encouraged to try new ideas, even if they may not work
I believe my opinion is valued at work
I am comfortable expressing my true and honest feelings at work
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk
I can make mistakes at work and learn from them without them being held against me
When it comes to discussions about work, I feel able to express opinions that are different from my colleagues

Your plans for the future

Q033.

Base: All respondents except apprentices

Which of the following statements most accurately reflects your current thoughts about working within UKRI?

Please select one answer only

Statement
I'm planning to leave UKRI as soon as possible
I'm planning to leave UKRI within the next 12 months
I'm planning to stay working within UKRI for at least the next year
I'm planning to stay working within UKRI for at least the next three years



Q033a.

Base: Looking to leave in next year

You mentioned that you were planning to leave UKRI [in the next 12 months/as soon as possible].

Which, if any, of the following have contributed to your decision to consider leaving UKRI?

Please select as many as apply

Answer list
Low pay
Dissatisfaction with other benefits (excluding pay)
Poor relationship(s) with individual(s) in your team
Poor relationship with your manager
Inadequate support provided senior leadership
Retirement
Ill health
End of fixed term contract
Bullying, harassment, discrimination, and/or unfair treatment
Work-related stress and/or workload
Change in circumstances outside of work
Career change and/or break
Something else (<i>please say what</i>)
Don't know
Prefer not to say

Final thoughts

Q033b.

Base: All planning to stay for at least a year

You mentioned that you were planning to stay working within UKRI for at least [the next year/next three years].

In your own words, what are the positive aspects of working within UKRI that make you want to stay at the organisation?

Your comment will be provided back to UKRI as it is written. Where possible, DJS Research will try to redact any mentions of specific individuals, however, please try not to identify yourself or others in your comment.



Q034.

What one change would improve your working life at UKRI?

Your comment will be provided back to UKRI as it is written. Where possible, DJS Research will try to redact any mentions of specific individuals, however, please try not to identify yourself or others in your comment.

About you

INFO 4.

This final section asks some questions about you.

Why are we asking these questions?

It's important that as an organisation UKRI has a good understanding of the views and experiences of colleagues by demographic group as well as by council, department and team. This helps UKRI to develop the best workplace for its people and identify any biases, gaps or barriers and find appropriate solutions, for example, in recruitment practices, career progression and talent retention. UKRI needs high quality data to understand the needs of its people, set the right policies and monitor how well they're working, and address any outstanding inequalities. Telling UKRI about who you are enables it to make positive changes to create a more inclusive workplace for all and identify opportunities to advance equality and inclusion.

We know that some people may worry that sharing details about their characteristics, such as their age, ethnicity, gender identity, sex, or sexual orientation etc., may make their survey responses potentially individually identifiable (especially where they may be the only person in a team with a particular characteristic). Therefore, to address these concerns, we can confirm that **no groups of employees by team or by personal characteristic with fewer than 10 survey responses will be reported upon separately.**

DJS Research is bound by the Market Research Society Code of Conduct, the Data Protection Act and GDPR to ensure that the results remain completely confidential. [To find out more, please see the DJS Research Privacy Guarantee video.](#)

This section includes questions on the topics of age, caring and/or parenting responsibilities, ethnicity, gender, physical and mental health, and religion. There is a prefer not to say option for each question.

Please refer to the FAQs for more information about how DJS Research holds and uses this information, as well as what access UKRI has to it.



Q035.

Where have you mostly worked in the last 12 months?

Please select one answer only

Statement	Scripting notes
Worked mostly from home	"Mostly works from home" refers to your primary working pattern, not a specific number of days. If you spend most of your time working from home, even with occasional office visits, this is the most appropriate choice. If your time is more evenly split or you're regularly in the office, then "works from home and office"
Worked mostly in the field	
Worked mostly from a workplace (office, laboratory, depot)	
A mixture of home and in the field	
A mixture of home and workplace (office, laboratory, depot)	
A mixture of workplace (office, laboratory, depot) and in the field	
A mixture of home, workplace (office, laboratory, depot) and in the field	
Prefer not to say	

Q036.

How long have you been working within UKRI (including the time you have worked for one or more of the organisations now within UKRI, prior to the establishment of UKRI in 2018)?

Please select one answer only

Statement
Less than 6 months
6 to 12 months
At least a year but less than 3 years
At least 3 years but less than 6 years
At least 6 years but less than 11 years
At least 11 years but less than 21 years
21 years or more
Prefer not to say

**Q037.**

In the following question, “full-time” working refers to your contractual working pattern, not a specific number of hours. While 37.5 hours is a common full-time standard, UKRI and its councils have local arrangements, so full-time may vary slightly depending on your team or contract.

You can check how your working pattern is formally described in your contract or HR records if unsure.

Which of the following best describes your working pattern?

Please select one answer only

Statement
Full-time
Part-time
Job share
Compressed hours
Other
Prefer not to say

Q038.

What is your legal sex?

We collect this information because it is a protected characteristic under law and are required to collect it.

Please select one answer only

Statement
Female
Male
Other
Prefer not to say

Q039.

Which age band do you fall into?

Please select one answer only

Statement
16-24
25-34
35-44
45-54
55-64
65+
Prefer not to say

Q040.

What is your gender?

Gender identity is related to your personal identity. This may correspond to or differ from your assigned or registered sex.

Please select one answer only

Statement
Man
Non-binary
Woman
I identify in another way (please describe)
Prefer not to say

Q041.

'Trans' is an umbrella term for people whose gender identity differs from the sex they were registered or assigned at birth.

Do you identify as trans or as having a trans history?

Please select one answer only

Statement
Yes
No
Prefer not to say

Q042.

Base: All respondents

Under the Equality Act 2010, a person is Disabled 'if they have a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on their ability to carry out day-to-day activities'. 'Substantial' is defined by the Act as 'more than minor or trivial'. An impairment is considered to have a long-term effect if:

- it has lasted for at least 12 months
- it is likely to last for at least 12 months, or
- it is likely to last for the rest of the life of the person.

Day-to-day activities are not defined in the Act, but they could be things people do on a regular or daily basis; for example, eating, walking, reading, writing or having a conversation.

In Northern Ireland, disability is defined in the Disability Discrimination Act (1995) as 'a physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities'.



**Do you consider yourself to have a disability or long-term health condition?
This could be a visible or non-visible health condition.**

Please select one answer only

Statement
Yes
No
Prefer not to say

Q049.

Do you consider yourself to be neurodivergent?

Neurodiversity is the understanding that people experience and interact with the world around them in many different ways—there is no one “right” way to think, learn, or behave.

Neurodivergent refers to individuals whose brain functions differ from what is considered typical—this can include (but is not limited to) people with autism, ADHD, dyslexia, dyspraxia, Tourette’s syndrome, or mental health conditions.

Neurotypical refers to individuals whose cognitive functioning aligns with societal expectations of “typical” development and behaviour.

Please select one answer only

Statement
Yes, I consider myself neurodivergent
No, I consider myself neurotypical
Not sure
Prefer not to say

Q043a.

Whilst we acknowledge that some colleagues work in international settings, as a UK organisation, the ethnicity response options provided in this and the next question reflect the options used within the censuses in England and Wales, Northern Ireland and Scotland. If colleagues do not feel that standard UK census ethnicity responses align with how they identify, we also provide an open text box in the next question for individuals to specify their ethnicity if it is not listed in the response options.

What is your ethnic group?

Please select one answer only

Answer list
Asian, Asian British, Asian Scottish or Asian Welsh
Black, Black British, Black Scottish, Black Welsh, Caribbean or African
Mixed or multiple ethnic groups
White
Other ethnic group
Prefer not to say

Q043b.

Base: All respondents – by ethnic group at Q43a

Whilst we acknowledge that some colleagues work in international settings, as a UK organisation, the ethnicity response options provided here reflect the censuses in England and Wales, Northern Ireland and Scotland. We also provide an open text box for individuals to specify their ethnicity if it is not listed in the response options.

And, which of the following best identifies your ethnic group?

Please select one answer only

Answer list
Asian, Asian British, Asian Scottish or Asian Welsh
Indian, Scottish Indian or British Indian
Pakistani, Scottish Pakistani or British Pakistani
Bangladeshi, Scottish Bangladeshi, Welsh Bangladeshi or British Bangladeshi
Chinese, Scottish Chinese, Asian Chinese or British Chinese
Filipino
Any other Asian background (please specify)
Black, Black British, Black Scottish, Black Welsh, Caribbean or African
Black, Black Scottish, Black Welsh or Black British
Caribbean
African, Scottish African or British African
Any other Black, Black British or Caribbean background (please specify)
Mixed or multiple ethnic groups
White and Asian
White and Black Caribbean
White and Black African
Any other Mixed or multiple ethnic background (please specify)
White
English
Scottish



Welsh
Northern Irish
British
Irish
Gypsy
Irish Traveller
Roma
Showman or Showwoman
Any other White background (please specify)
Other ethnic group
Arab, Scottish Arab or British Arab
Any other ethnic group (please specify)
Prefer not to say

Q044.

This question seeks to understand how many colleagues have caring responsibilities.

Do you have any caring responsibilities for a child/children and/or another adult/s?

Please select one answer only

Statement
Yes
No
Prefer not to say

Q045.

Base: Have caring responsibilities

The options presented below reflects the various forms of parenting or caring responsibilities that you may have. This includes responsibilities for a child or providing unpaid care for someone who is older, disabled or seriously ill, who requires your support.

A carer is considered to be a person who provides unpaid care by looking after someone who is older, disabled or seriously ill, who requires their support ([Employers for Carers](#)). Being a carer can be long term or temporary. Some people may say they are “looking after someone” and not identify as a carer. Some people are both a parent and a carer for a child, providing care to a disabled child for whom they have [parental responsibility](#).

(A primary carer is someone who provides care most of the time. This could be on a day-to-day basis. A secondary carer is someone who has caring responsibility but is not the primary caregiver.)



Which of the following do you feel apply to you?

Please select all that apply

Statement
Solely responsible for a child or children (under 18)
Jointly responsible for a child or children (under 18)
Primary carer of an ill or disabled child or children
Joint primary carer of an ill or disabled child or children
Primary carer or assistant for an ill or disabled adult (18 – 65 years)
Joint primary carer or assistant for an ill or disabled adult (18 – 65 years)
Primary carer or assistant for an older person or people (65 and over)
Joint primary carer or assistant for an older person or people (65 and over)
Secondary carer (another person carries out the main caring role)
I have caring responsibilities but prefer not to specify what these are
Other (please describe)
Prefer not to say

Q046.

What is your sexual orientation?

Please select one answer only

Statement
Asexual
Bisexual
Gay/Lesbian
Queer
Straight/Heterosexual
Other (please specify)
Prefer not to say

Q047.

What is your religion or belief?

Please select one answer only

Answer list
Agnostic
Atheist
Buddhist
Christian (including Catholic, Protestant, or any other Christian denomination)
Hindu
Humanist
Jain
Jewish
Muslim
No religion or strongly held belief
Pagan
Sikh
Spiritual
Prefer to self-describe (please say what)
Prefer not to say



Q048.

What was the occupation of your main household earner when you were aged about 14?

Please select one answer only

Answer list
Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil or mechanical engineer.
Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.
Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter or waitress, bar staff.
Long-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)
Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner
Retired
This question does not apply to me
Don't know
Prefer not to say



Your apprenticeship

This section is about your experience as an apprentice at UKRI.

AP01.

Base: Apprentice Sample Only

To what extent do you agree or disagree with the following statements?

Please select one answer per row

Statement	Scripting notes
My UKRI induction onto my apprenticeship was effective	New Recruits only
UKRI promotes the importance of apprenticeships across the organisation	
As an apprentice, I feel as valued as other staff members by UKRI	

Support from the Apprenticeship Team

AP04.

Base: Apprentice Sample Only

To what extent do you agree or disagree with the following statements?

Please select one answer per row

Statement	Scripting notes
I am well supported by the STFC Skills Centre [STFC Apprentices] / UKRI Apprenticeship Team [non-STFC Apprentices]	
I felt well supported by the Apprenticeship Team in the selection of the apprenticeship standard and training provider	Upskill Apprentice only

Your training provider

'Training provider' refers to the organisation (college, university or private training provider) delivering the teaching and support for your apprenticeship.

AP04a.

Base: Apprentice Sample Only

To what extent do you agree or disagree with the following statements?

Please select one answer per row

Statement
My apprenticeship is well delivered by my training provider
There is good communication between me and my training provider
I feel well supported by my training provider
I would recommend my training provider to other apprentices

AP08.

Base: Apprentice Sample Only

How satisfied or dissatisfied are you with the way in which UKRI and your training provider work together?

Please select one answer only

Application of your Knowledge, Skills and Behaviours

AP09.

Base: Apprentice Sample Only

To what extent do you agree or disagree with the following statements?

Please select one answer per row

Statement
I can easily understand how the knowledge, skills, and behaviours in my apprenticeship standard relate to the occupation for which I am training
During my apprenticeship I learn transferable workplace skills that I could use in a range of different roles
I get opportunities in my workplace to practice and develop the skills that I learn in my apprenticeship training



Plans beyond your apprenticeship

AP05.

Base: Apprentice Sample Only

Which of the following statements most accurately reflects your current thoughts about your apprenticeship at UKRI?

Please select one answer only

Statement
I plan to leave UKRI before the end of my apprenticeship
I plan to leave UKRI once my apprenticeship ends
I plan to stay at UKRI after my apprenticeship ends

Level of apprenticeship and occupational pathway

AP06.

Base: Apprentice Sample Only

What level of apprenticeship are you currently?

Please select one answer only

Statement
Level 2
Level 3
Level 4
Level 5
Level 6
Level 7
Don't know



AP11.

Base: Apprentice Sample Only

Which occupational pathway does your apprenticeship relate to?

If you are unsure, type the name of your apprenticeship standard into the search box on <https://occupational-maps.skillsengland.education.gov.uk>. Immediately beneath the title of your Apprenticeship Standard, you will see the Occupational Pathway it relates to. For example, 'Laboratory Technician' would be classified as 'Health and Science'.

Please select one answer only

Statement
Agriculture, environmental and animal care
Business and administration
Care services
Catering and hospitality
Construction and the built environment
Creative and design
Digital
Education and early years
Engineering and manufacturing
Health and science
Legal, finance and accounting
Protective services
Sales, marketing and procurement
Transport and logistics
Don't know

AP12.

Base: Apprentice Sample Only

Please use this section to provide any further comments, observations or feedback about your overall apprenticeship experience.

Your comment will be provided back to UKRI as it is written. Where possible, DJS Research will try to redact any mentions of specific individuals, however, please try not to identify yourself or others in your comment.

INFO PAGE

Base: Apprentice Sample Only

If you would like to discuss any aspects of your apprenticeship in further detail, please contact the relevant Apprenticeship Team in confidence via:

- STFCApprentice@ukri.org (STFC apprentices)
- UKRIApprentices@ukri.org (all other apprentices)

STFC Graduate Programme

This section is about your experience as a member of the STFC Graduate Programme at UKRI.

GD01.

Base: Graduate Sample Only

To what extent do you agree or disagree with the following statements?

Please select one answer per row

Statement
My STFC Graduate Programme induction was effective
I would recommend STFC as a great environment for graduates
STFC promotes the importance of Graduate Programme across the organisation.
As a Graduate, I feel as valued as other staff members by STFC

GD02.

Base: Graduate Sample Only

Which Graduate Pathway do you sit in?

Please select one answer only

Statement
Engineering
Science & Technology
Computing
Microelectronics
PPM & Business Support
Don't know

GD03.

Base: Graduate Sample Only

To what extent do you agree or disagree with the following statements?

Please select one answer per row

Statement
I clearly understand the role of the Graduate Pathways
I know where to go to find information and resources for my Graduate Pathway
The Graduate Team keep me informed about issues that matter
I feel well supported by the Graduate Team



GD04.

Base: Graduate Sample Only

The Graduate Core Training Programme consists of soft skills training organised by the Graduate Team, such as, Insights, Skern, Communications Workshop, Belbin, resilience Training, and the newly added Emotional Intelligence training in Y2.

The core training programme aims to support graduates in the CRISTAL competencies (Communication, Responsibility, Integrity, Solutions-focused, Teamwork, Awareness, Leadership).

How satisfied or dissatisfied are you with the way in which the Graduate Programme supports graduates in the CRISTAL competencies?

GD05.

Base: Graduate Sample Only

To what extent do you agree or disagree with the following statements?

Please select one answer per row

Statement
I can easily understand how the knowledge, skills and behaviours introduced on the Graduate Programme apply to the role I am performing
During the Graduate Programme I learn transferable workplace skills that I could use in a range of different roles
I get opportunities in my workplace to practice and develop the skills I learn through the Graduate Core Training Programme
I feel well supported with working towards professional registration whilst on the Graduate Programme

GD06.

Base: Graduate Sample Only

In the previous question, you said that you [insert response from GD05_1] with the statement **"I get opportunities in my workplace to practice and develop the skills I learn through the Graduate Core Training Programme"**.

In your own words, why did you say that you [insert response from GD05_1] with this statement?

Please also provide any additional context regarding the opportunities provided to you to practice and develop the skills that you have learnt through the Graduate Programme.

Your comment will be provided back to UKRI as it is written. Where possible, DJS Research will try to redact any mentions of specific individuals, however, please try not to identify yourself or others in your comment.



GD07.

Base: Graduate Sample Only

Which of the following statements most accurately reflects your current thoughts about your Graduate Programme at UKRI?

Please select one answer only

Statement
I plan to leave UKRI before the end of the two-year Graduate Programme
I plan to leave UKRI once I have completed the two-year Graduate Programme
I plan to stay at UKRI after I complete the two-year Graduate Programme

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Base: Graduate Sample Only

If you would like to discuss any aspects of the Graduate Programme in further detail, please contact the Graduate Team in confidence via:

- stfcgraduateteam@ukri.org (STFC Graduates)

FB05.

Base: All respondents

Thank you for your participation in the People Survey. Before you submit your answers, we would be grateful for your feedback.

Do you have any feedback about the survey or suggestions for how it could be improved?

If so, please give as much detail as possible

INFO PAGE

LAST PAGE: Add this page in after the final question page

You have reached the end of the 2025 UKRI People Survey. By clicking submit below, your survey will be submitted to DJS Research, so should you wish to review your answers, please click back through the survey before clicking 'submit' on this page. Your answers will not be able to be changed once you have submitted your survey responses.

Add this text once the survey has been submitted

Thank you for completing the UKRI People Survey 2025. Your response has now been submitted.