

UKRI People Survey 2022: Research England report

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[Redacted], Research Director

[Redacted], Senior Research Manager

[Redacted], Research Executive

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1. Background and methodology



Background and methodology

The UKRI People Survey was made available to all colleagues across UKRI via the following methods:

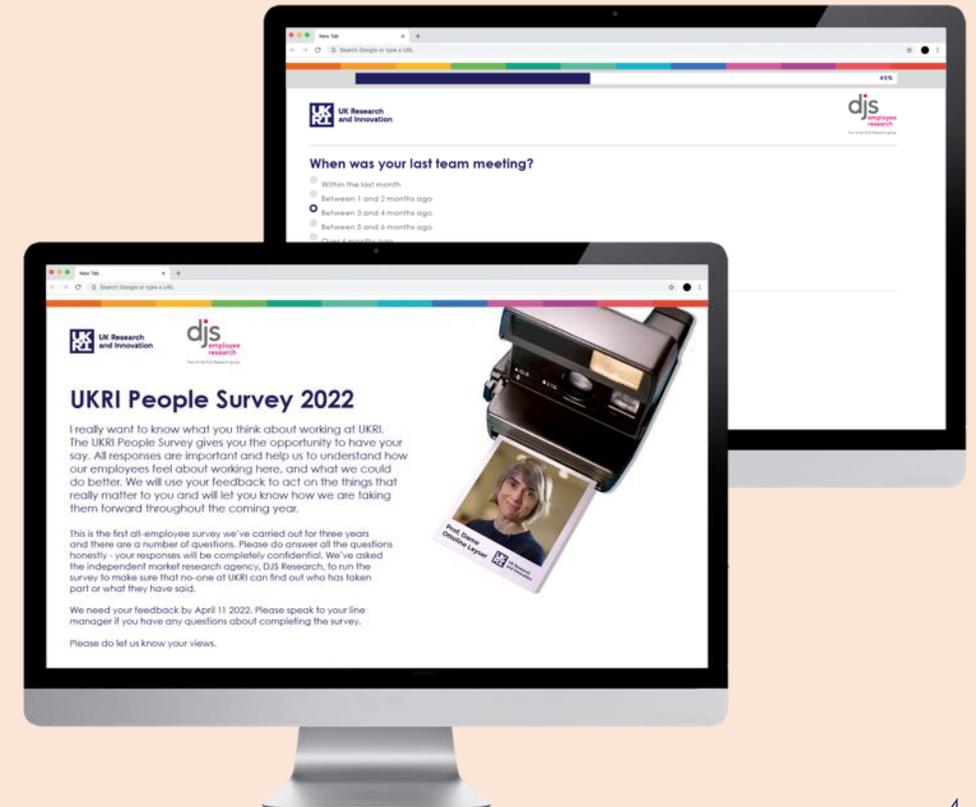
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

The survey was live between **7** and **29 April 2022**.

This report provides a summary of the results for **Research England**, with comparisons to the UKRI average.

The survey questions were designed in close consultation with colleagues across UKRI through focus groups and a user-testing pilot. The survey explored topics such as:

- Engagement
- Line management and senior leadership
- Learning and development
- Performance management
- Organisational objectives and purpose
- Team working
- Pay and benefits
- Resources and workload
- Inclusion and fair treatment, discrimination, bullying and harassment
- Wellbeing



A guide to this report

Rounding

Results are presented as whole numbers for ease of reading and interpretation. Rounding is performed at the last stage of calculation for maximum accuracy. Therefore, where results are presented as % (percent) positive, % (percent) neutral or % (percent) negative, there may be instances where the results do not total 100 percent.

% (percent) positive

Where results are shown as positive percentages (% positive), these are calculated by adding together positive responses (e.g. “strongly agree + agree”) and dividing by the number of respondents who answered the question.

Confidentiality

It is DJS Research's practice not to present the results of groups to the extent where the confidentiality of individuals may be compromised. Results for teams or departments where **less than 10 responses** have been received will not be presented in the reports. However, their data will still contribute to the scores for their council/area and the organisation overall.

Council/area labelling

Some questions within the survey asked colleagues to consider their council or area specifically and not UKRI as a whole. Throughout this report, where we show the term **[council/area]**, this indicates where a question was asked of a person's council or area and not UKRI as a whole.

2. Headline findings



Average scores per survey theme (1)

Engagement with UKRI 56% Difference to UKRI -2%	Engagement with [council/area] 79% Difference to UKRI +10%	My work 76% Difference to UKRI +2%	Organisational objectives and purpose 70% Difference to UKRI +7%	My manager 76% Difference to UKRI +2%
Support for managers 75% Difference to UKRI +4%	My team 87% Difference to UKRI +7%	Learning and development 57% Difference to UKRI +2%	Pay and benefits 54% Difference to UKRI +14%	Resources and workload 68% Difference to UKRI +1%

The scores shown above are calculated by applying a weighting to each response on the 5-point agreement scale. This approach means that a score of 100 percent is equivalent to all colleagues saying strongly agree to all questions in the section, while a score of 0 percent is equivalent to all colleagues saying strongly disagree to all questions.

Average scores per survey theme (2)

Inclusion and fair treatment	Wellbeing	Senior leadership within UKRI	Senior leadership within [council/area]
77% Difference to UKRI +4%	72% Difference to UKRI +4%	61% Difference to UKRI +5%	81% Difference to UKRI +19%
Managing change	Organisational culture	Experienced discrimination	Experienced bullying or harassment
58% Difference to UKRI +8%	79% Difference to UKRI +5%	5% Difference to UKRI +1%	2% Difference to UKRI -5%

The scores shown above are calculated by applying a weighting to each response on the 5-point agreement scale. This approach means that a score of 100 percent is equivalent to all colleagues saying strongly agree to all questions in the section, while a score of 0 percent is equivalent to all colleagues saying strongly disagree to all questions.

Comparisons to the UKRI average

Response rate: 74%

No. of responses: 55 of 74

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I feel that change is managed well in [council/area]	78%	+44 ↑
The communication we receive from [council/area]'s Senior Leadership Team is honest and open	98%	+43 ↑
The Senior Leadership Team in [council/area] are sufficiently visible	98%	+39 ↑
Overall, I have confidence in the decisions made by [council/area]'s Senior Leadership Team	91%	+38 ↑
I believe the actions of [council/area]'s Senior Leadership Team are consistent with [council/area]'s values	95%	+34 ↑

Questions scoring least positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I am able to access the right learning and development opportunities for my current role when I need to	47%	-15 ↓
I feel a strong personal attachment to UKRI	22%	-11 ↓
In the last 12 months, I have experienced musculoskeletal problems (MSD) (% disagree)	52%	-11 ↓
I am proud when I tell others I am part of UKRI	56%	-8 ↓
There are opportunities for promotion within my current role	13%	-8 ↓

Questions with the strongest responses

Strengths: What are colleagues most positive about?

Most positively scoring questions 	% (percent) positive (net agree)
My manager trusts me to do my job effectively, even if I am not working from the same location as them	100%
My manager is considerate of my life outside work	96%
The people in my team can be relied upon to help when things get difficult in my job	96%
The people in my team work together to find ways to improve the service we provide	95%
I am treated with respect by the people I work with	95%
I am trusted to carry out my job effectively	95%

Areas of concern: What are colleagues most negative about?

Most negatively scoring questions 	% (percent) negative (net disagree)
There are opportunities for promotion within my current role	62%
During the last 12 months, I have felt unwell as a result of work-related stress (% agree)	48%
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	44%
In the last 12 months, I have experienced musculoskeletal problems (MSD) (% agree)	39%
I feel that my pay adequately reflects my performance	38%

Note: only agree/disagree scale questions asked to all colleagues are included in this analysis. Yes/no questions and agree/disagree scale questions not asked to all have been excluded to ensure consistent and like for like comparisons.

3. Employee engagement



Engagement with UKRI

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Engagement with UKRI index score*		56%	-2
I am proud when I tell others I am part of UKRI		56%	-8 ↓
I would recommend UKRI as a great place to work		55%	-8 ↓
I feel a strong personal attachment to UKRI		22%	-11 ↓
UKRI inspires me to do the best in my job		42%	+1

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

*The employee engagement index is calculated by applying a weighting to each response on the 5-point agreement scale. This approach means that a score of 100 percent is equivalent to all respondents saying strongly agree to the four questions in the above table, while a score of 0 percent is equivalent to all respondents saying strongly disagree to all four questions.

Engagement with Research England

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Engagement with Research England index score*		79%	+10
I am proud when I tell others I am part of Research England		82%	0
I would recommend Research England as a great place to work		91%	+18 ↑
I feel a strong personal attachment to Research England		76%	+18 ↑
Research England inspires me to do the best in my job		85%	+26 ↑

Base: All respondents, excluding UKRI Corporate Hub. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

*The employee engagement index is calculated by applying a weighting to each response on the 5-point agreement scale. This approach means that a score of 100 percent is equivalent to all respondents saying strongly agree to the four questions in the above table, while a score of 0 percent is equivalent to all respondents saying strongly disagree to all four questions.

4. Open text themes



What one change would improve your working life at UKRI?



Base: All respondents. Only showing responses of 2% and above. 2% Other, 0% Don't know, 60% No comment.

5. All questions by survey theme



My work

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
My work index score		76%	+2
I am interested in my work		89%	-3
I am sufficiently challenged by my work		78%	-3
My work gives me a sense of personal accomplishment		80%	+2
I feel involved in the decisions that affect my work		73%	+12 ↑
I am recognised for the way in which I approach my work, not just for what I contribute		73%	+10 ↑
I have a choice in deciding how I do my work		85%	+2

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Organisational objectives and purpose



					% (percent) positive	Difference to UKRI average (% point)
Organisational objectives and purpose index score					70%	+7
I have a clear understanding of UKRI's objectives	5%	64%	24%	7%	69%	+14 ↑
I understand how my work contributes to UKRI's objectives	13%	53%	27%	7%	65%	+8 ↑
UKRI motivates me to help it achieve its objectives		20%	49%	29%	20%	-5 ↓
I have a clear understanding of Research England's objectives*	31%	56%	9%		87%	+12 ↑
I understand how my work contributes to Research England's objectives*	47%	47%			95%	+16 ↑
Research England motivates me to help it achieve its objectives*	27%	47%	18%	7%	75%	+25 ↑

Base: All respondents (*excluding UKRI Corporate Hub). Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

My manager (1)

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
My manager index score		76%	+2
My manager motivates me to be more effective in my job		75%	+3
My manager is considerate of my life outside work		96%	+7 ↑
My manager is open to my ideas		93%	+5 ↑
My manager recognises when I have done my job well		80%	-3
I receive regular feedback on my performance		65%	+1
My manager trusts me to do my job effectively, even if I am not working from the same location as them		100%	+7 ↑

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

My manager (2)

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
My manager index score		76%	+2
The feedback I receive helps me to improve my performance		60%	-8 ↓
I think that my performance is evaluated fairly		78%	+6 ↑
Poor performance is dealt with effectively in my team		31%	-7 ↓
The one-to-one conversations I have with my manager are helping me to achieve my full potential		65%	+2

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Performance management



		% (percent) at least monthly	Difference to UKRI average (% point)
In general, how often do you discuss the following with your manager?			
How well you're meeting your objectives		38%	-5 ↓
Your development needs and career goals		24%	-2
Your personal wellbeing and/or work-related stress		75%	+9 ↑

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Support for managers

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Support for managers index score		75%	+4
I feel confident in supporting the health, safety and wellbeing of the people I manage		84%	-5 ↓
I feel confident in addressing poor performance in my team		74%	+8 ↑
I receive, or have access to, the training I need in order to be an effective manager		79%	+11 ↑

Base: All respondents who line manage or supervise others. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

My team

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
My team index score		87%	+7
The people in my team can be relied upon to help when things get difficult in my job		96%	+10 ↑
The people in my team work together to find ways to improve the service we provide		95%	+9 ↑

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Learning and personal development

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Learning and personal development index score		57%	+2
I am able to access the right learning and development opportunities for my current role when I need to		47%	-15 ↓
Learning and development activities I have completed in the past 12 months have helped to improve my performance		56%	+4
There are opportunities for me to develop in my career across UKRI		38%	-1
There are opportunities for promotion within my current role		13%	-8 ↓
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career		45%	+2
I think my current job makes the most of my skills and strengths		62%	+6 ↑

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Pay and benefits

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Pay and benefits index score		54%	+14
I feel that my pay adequately reflects my performance		44%	+19 ↑
I am satisfied with the total benefits package		55%	+19 ↑
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable		55%	+23 ↑
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		35%	+18 ↑

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Resources and workload

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Resources and workload index score		68%	+1
I can find the information I need to do my job effectively		73%	+6 ↑
Organisational processes support me to work efficiently		35%	-4
I have clear work objectives		87%	+9 ↑
I have the skills I need to do my job effectively		91%	-1
I have access to the tools and equipment I need to do my job effectively		71%	-8 ↓
I have an acceptable workload		55%	-5 ↓
I achieve a good balance between my work life and my private life		73%	+5 ↑

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Inclusion and fair treatment

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Inclusion and fair treatment index score		77%	+4
I am treated fairly at work		93%	+9 ↑
I am treated with respect by the people I work with		95%	+6 ↑
I feel valued for the work I do		84%	+12 ↑
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)		80%	+8 ↑
I feel able to challenge inappropriate behaviour in the workplace		69%	+6 ↑
UKRI is committed to creating a diverse and inclusive workplace		69%	-2

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

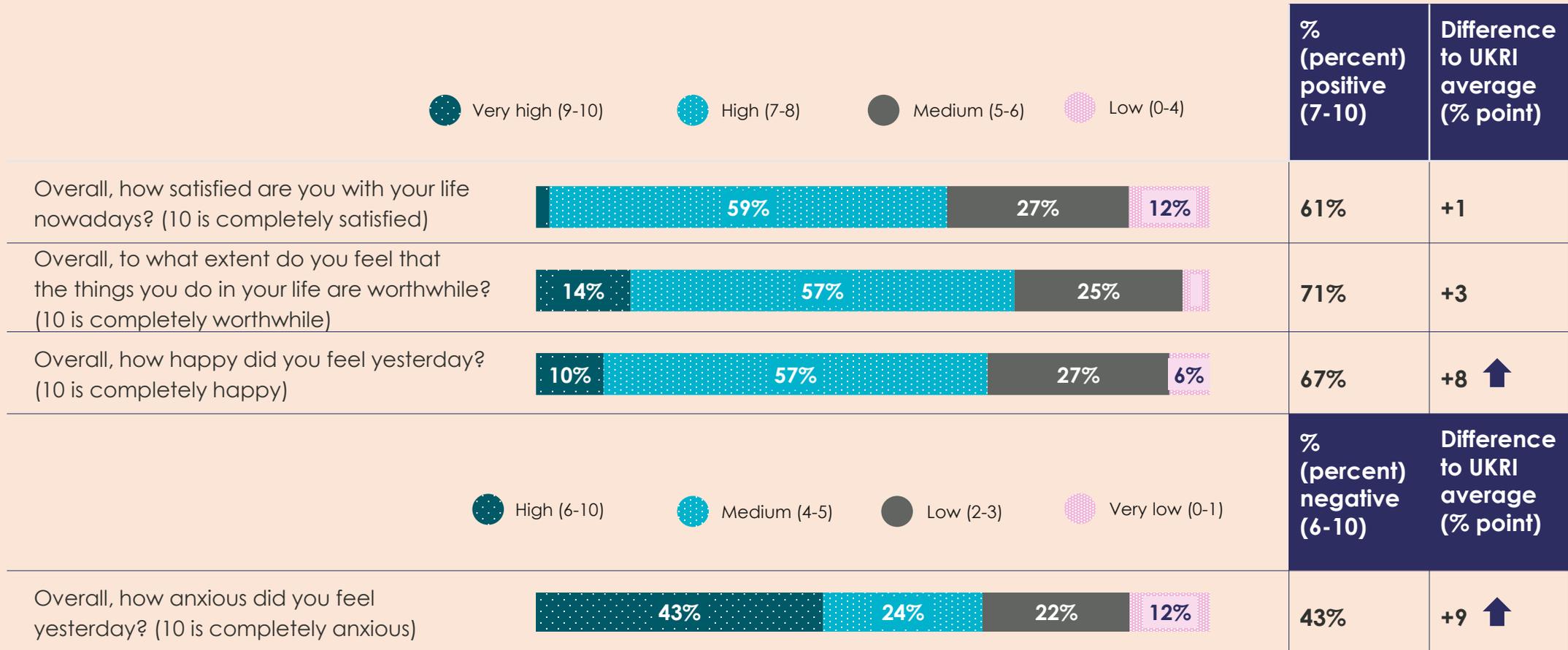
Discrimination, bullying and harassment

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

		% (percent) yes, while working within UKRI	Difference to UKRI average (% point)
Have you been discriminated against at work during the past 12 months?		5%	+1
Have you been bullied or harassed at work during the past 12 months?		2%	-5 ↓

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Wellbeing (1)



Base: All respondents, excluding prefer not to say. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Wellbeing (2)



		% (percent) positive	Difference to UKRI average (% point)
In general, how would you rate your overall mental health now?		63%	-2
In general, how would you rate your overall physical health now?		65%	-1

Base: All respondents, excluding prefer not to say. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Wellbeing (3)

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Wellbeing index score		72%	+4
UKRI cares about my wellbeing		60%	+4
My manager creates a positive atmosphere at work which supports my health and wellbeing		80%	+7 ↑
During the last 12 months, I have felt unwell as a result of work-related stress*		46%	-5 ↓
In the last 12 months, I have experienced musculoskeletal problems (MSD)*		52%	-11 ↓

Base: All respondents (*excluding prefer not to say). Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within UKRI (1)

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

			% (percent) positive	Difference to UKRI average (% point)
Senior leadership within UKRI index score			61%	+5
The Senior Leadership Team in UKRI are sufficiently visible			75%	+28 ↑
I believe the actions of the UKRI Senior Leadership Team are consistent with UKRI's values			51%	+8 ↑
I believe that UKRI's Senior Leadership Team have a clear vision for the future of UKRI			55%	+10 ↑
Overall, I have confidence in the decisions made by UKRI's Senior Leadership Team			38%	0
The Senior Leadership Team in UKRI keeps me informed about matters that affect me			62%	+13 ↑

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within UKRI (2)

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

			% (percent) positive	Difference to UKRI average (% point)
Senior leadership within UKRI index score			61%	+5
The communication we receive from UKRI's Senior Leadership Team is honest and open			53%	+6 ↑
I feel positive about the future of UKRI			45%	-1
I believe that the UKRI Senior Leadership Team will take action on the results from this survey			45%	+6 ↑
I think the senior leaders in UKRI took effective action on the results of the last survey in 2019			15%	0

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within Research England (1)

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Senior leadership within Research England index score		81%	+19
The Senior Leadership Team in Research England are sufficiently visible		98%	+39 ↑
I believe the actions of Research England's Senior Leadership Team are consistent with Research England's values		95%	+34 ↑
I believe that the Senior Leadership Team have a clear vision for the future of Research England		87%	+30 ↑
Overall, I have confidence in the decisions made by Research England's Senior Leadership Team		91%	+38 ↑

Base: All respondents, excluding UKRI Corporate Hub. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within Research England (2)

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Senior leadership within Research England index score		81%	+19
The Senior Leadership Team at Research England keeps me informed about matters that affect me		85%	+29 ↑
The communication we receive from Research England's Senior Leadership Team is honest and open		98%	+43 ↑
I believe that the Senior Leadership Team in Research England will take action on the results from this survey		69%	+25 ↑
I think the senior leaders in Research England took effective action on the results of the last survey in 2019		42%	+21 ↑

Base: All respondents, excluding UKRI Corporate Hub. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Managing change (1)

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Managing change index score		58%	+8
I feel that change is managed well in Research England		78%	+44 ↑
I feel that change is managed well in UKRI as a whole		25%	+2
As an organisation, UKRI adapts well to change		29%	+2
When changes are made across UKRI they are usually for the better		24%	0

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Managing change (2)

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Managing change index score		58%	+8
I get to find out the reasons behind key changes that happen across UKRI		35%	+7 ↑
I understand what support is available to me as I am affected by change within UKRI		44%	+9 ↑
I have the opportunity to contribute my views before decisions are made that affect me		49%	+23 ↑
I think it is safe to challenge the way things are done across UKRI		45%	+7 ↑

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Organisational culture

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Organisational culture index score		79%	+5
I am trusted to carry out my job effectively		95%	+1
I believe I would be supported if I try a new idea, even if it may not work		87%	+9 ↑
I believe my opinion is valued at work		91%	+12 ↑
I feel welcome to express my true feelings at work		80%	+11 ↑
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		56%	-7 ↓

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Your plans for the future

		% (percent)	Difference to UKRI average (% point)
Which of the following statements most accurately reflects your current thoughts about working within UKRI?			
I want to leave UKRI as soon as possible		2%	-3
I want to leave UKRI within the next 12 months		15%	0
I want to stay working within UKRI for at least the next year		51%	+15
I want to stay working within UKRI for at least the next three years		33%	-13

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

For more information



UK Research
and Innovation

Head office: 3 Pavilion Lane, Strines,
Stockport, Cheshire, SK6 7GH

Leeds office: 2 St. David's Court,
David Street, Leeds, LS11 5QA

+44 (0)1663 767 857
djsresearch.co.uk

djs
employee
research

Part of the DJS Research group