UKRI People Survey 2022:
Overall report

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JN8240

Contents

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 UKRI overall.

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
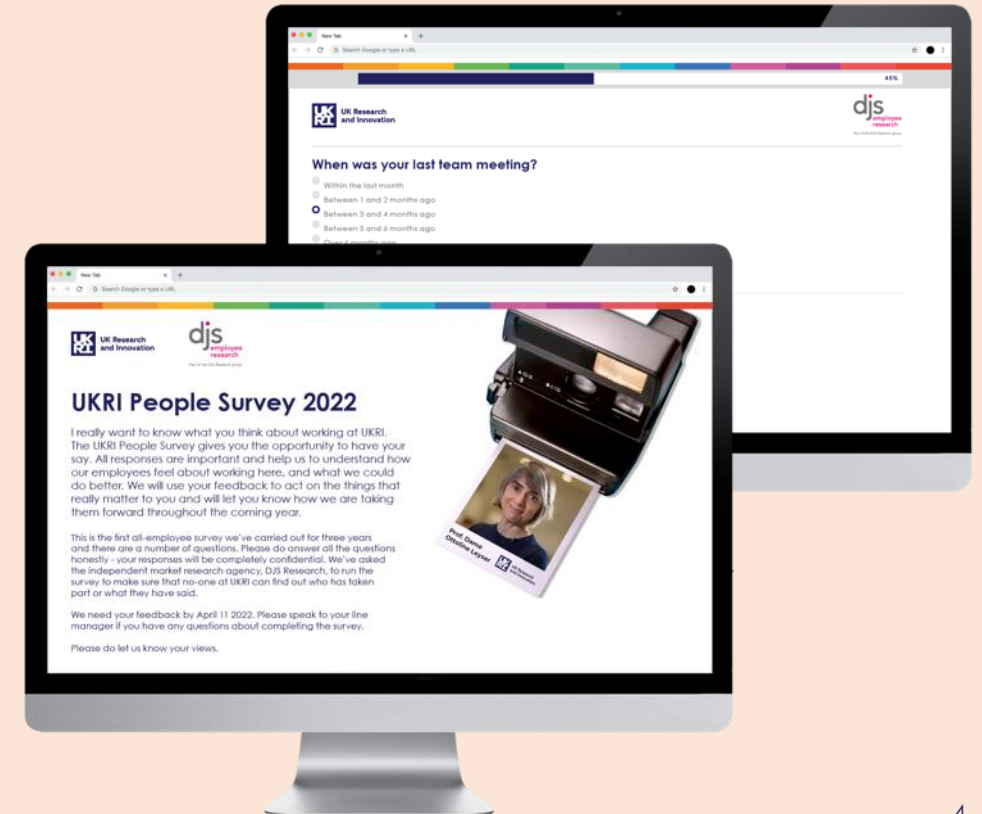
A guide to this report

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.

Civil Service benchmark
The results have been compared to the Civil Service People Survey benchmarks, which were collected in late 2021 among 330,000 Civil Service employees.

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	Engagement with [council/area]	My work	Organisational objectives and purpose	My manager
58% Difference to Civil Service benchmark -4%	**69%** No Civil Service benchmark	**74%** Difference to Civil Service benchmark -2%	**62%** Difference to Civil Service benchmark -19%	**74%** Difference to Civil Service benchmark +2%

Support for managers	My team	Learning and development	Pay and benefits	Resources and workload
71% No Civil Service benchmark	**81%** Difference to Civil Service benchmark -1%	**55%** Difference to Civil Service benchmark -2%	**40%** Difference to Civil Service benchmark +2%	**67%** Difference to Civil Service benchmark -6%

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]
73% Difference to Civil Service benchmark -6%	**67%** Difference to Civil Service benchmark -6%	**57%** Difference to Civil Service benchmark -4%*	**61%** No Civil Service benchmark

Managing change	Organisational culture	Experienced discrimination	Experienced bullying or harassment
50% Difference to Civil Service benchmark -4%*	**74%** No Civil Service benchmark	**5%** Difference to Civil Service benchmark -4%	**7%** Difference to Civil Service benchmark -2%

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.

*Note, the Civil Service People Survey theme score is based on a subset of the senior leadership and managing change questions. The 'difference to Civil Service benchmark' has been calculated using only these common questions.

Comparisons to the Civil Service benchmark

UK Research and Innovation

Response rate: 61%

No. of responses: 4,927 of 8,042

Questions scoring most positively in comparison to the Civil Service benchmark	% (percent) positive	Difference to Civil Service average (% point)
I have a choice in deciding how I do my work	**84%**	**+11** ⬆
I believe I would be supported if I try a new idea, even if it may not work	**78%**	**+8** ⬆
I have access to the tools and equipment I need to do my job effectively	**78%**	**+7** ⬆
I have the skills I need to do my job effectively	**92%**	**+5** ⬆
My manager is open to my ideas	**88%**	**+5** ⬆

Questions scoring least positively in comparison to the Civil Service benchmark	% (percent) positive	Difference to Civil Service average (% point)
UKRI motivates me to help it achieve its objectives	**25%**	**-26** ⬇
I have a clear understanding of UKRI's objectives	**55%**	**-25** ⬇
I understand how my work contributes to UKRI's objectives	**58%**	**-25** ⬇
There are opportunities for me to develop in my career across UKRI	**39%**	**-20** ⬇
The Senior Leadership Team in UKRI are sufficiently visible	**47%**	**-20** ⬇

Questions with the strongest responses

Strengths: What are colleagues most positive about?

Most positively scoring questions ✅	% (percent) positive (net agree)
I am trusted to carry out my job effectively	**93%**
My manager trusts me to do my job effectively, even if I am not working from the same location as them	**93%**
I have the skills I need to do my job effectively	**92%**
I am interested in my work	**92%**
My manager is considerate of my life outside work	**90%**

Areas of concern: What are colleagues most negative about?

Most negatively scoring questions ❌	% (percent) positive (net disagree)
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	**65%**
I feel that my pay adequately reflects my performance	**56%**
There are opportunities for promotion within my current role	**56%**
I am satisfied with the total benefits package	**39%**
I have the opportunity to contribute my views before decisions are made that affect me	**36%**

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
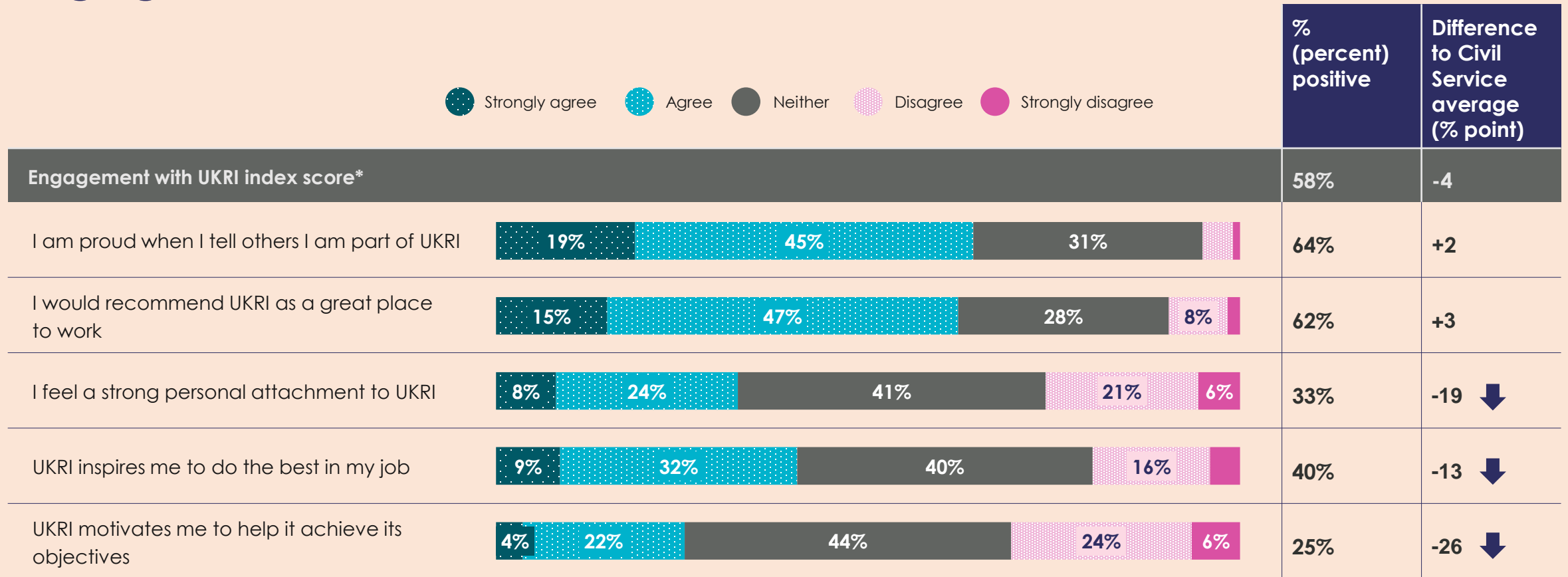
UKRI People Survey 2022

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Engagement with UKRI

Legend: ● Strongly agree ● Agree ● Neither ● Disagree ● Strongly disagree

	% (percent) positive	Difference to Civil Service average (% point)
Engagement with UKRI index score*	58%	-4
I am proud when I tell others I am part of UKRI — Strongly agree 19%, Agree 45%, Neither 31%	64%	+2
I would recommend UKRI as a great place to work — Strongly agree 15%, Agree 47%, Neither 28%, Disagree 8%	62%	+3
I feel a strong personal attachment to UKRI — Strongly agree 8%, Agree 24%, Neither 41%, Disagree 21%, Strongly disagree 6%	33%	-19 ⬇
UKRI inspires me to do the best in my job — Strongly agree 9%, Agree 32%, Neither 40%, Disagree 16%	40%	-13 ⬇
UKRI motivates me to help it achieve its objectives — Strongly agree 4%, Agree 22%, Neither 44%, Disagree 24%, Strongly disagree 6%	25%	-26 ⬇

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.

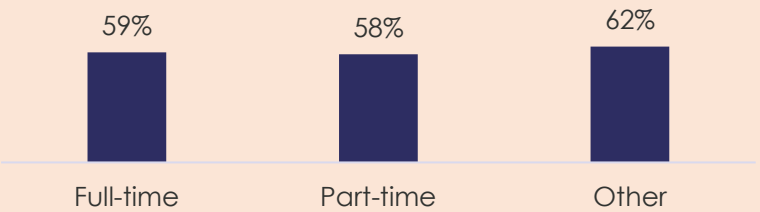*The employee engagement index is calculated by applying a weighting to each response on the 5-point agreement scale. This approach means that a score of 100 percent is equivalent to all respondents saying strongly agree to the four questions in the above table, while a score of 0 percent is equivalent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

Engagement with UKRI: by role sub-group

Employee engagement by working arrangement

Working arrangement	
Worked mostly from home	60%
Worked mostly in the field	61%
Worked mostly from a workplace (office, laboratory, depot)	57%
A mixture of home and in the field	58%
A mixture of home and workplace (office, laboratory, depot)	58%
A mixture of workplace (office, laboratory, depot) and in the field	58%
A mixture of home, workplace (office, laboratory, depot) and in the field	55%

Employee engagement by UKRI grade

Grade	
Band A-B	65%
Band C	60%
Band D	60%
Band E	58%
Band F	56%
Band G/H	55%
Band X/Y	56%
Other	64%

Employee engagement by working hours

Full-time	59%
Part-time	58%
Other	62%
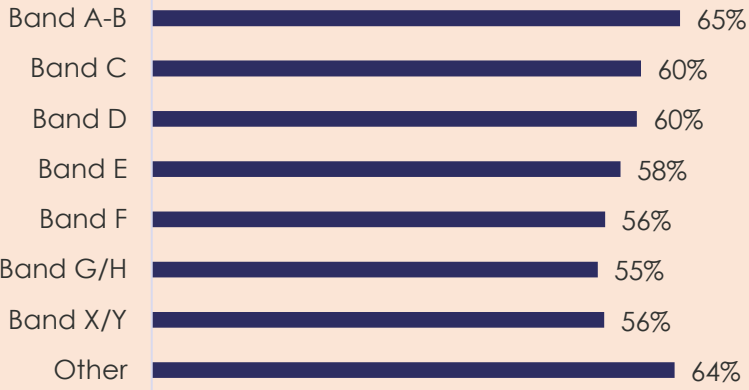
Employee engagement by length of service

Length of service	
Less than 6 months	68%
6-12 months	64%
1-2 years	62%
3-5 years	59%
6-10 years	55%
11-20 years	55%
21+ years	56%

13
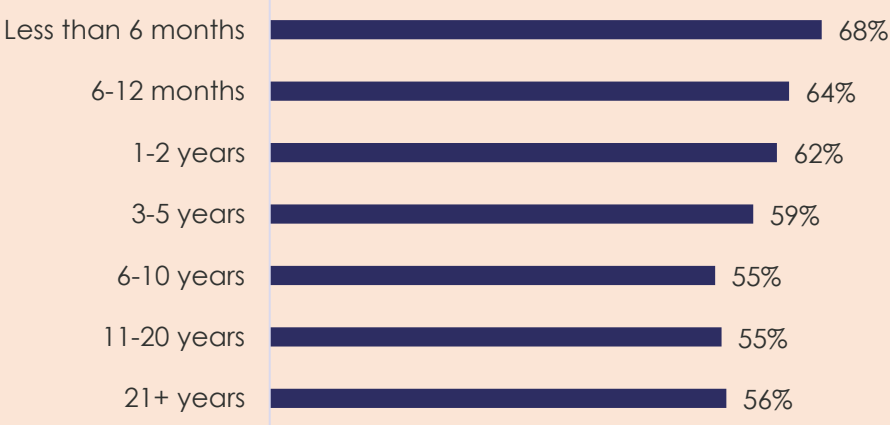
Engagement with UKRI: by demographic sub-group

Employee engagement by age

Age	
16-24	63%
25-34	59%
35-44	59%
45-54	58%
55-64	59%
65+	58%

Employee engagement by gender

Man	Woman	Non-binary	I identify in another way
58%	60%	49%	42%
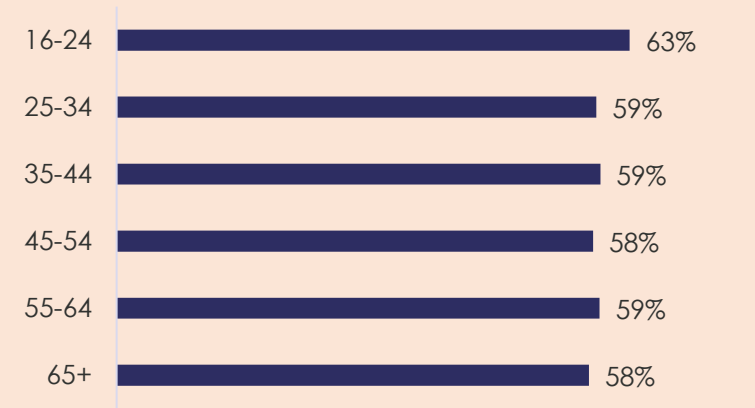
Employee engagement by ethnicity

Ethnicity	
Black	70%
Asian	66%
Mixed	58%
Other minority ethnic groups	58%
White	59%
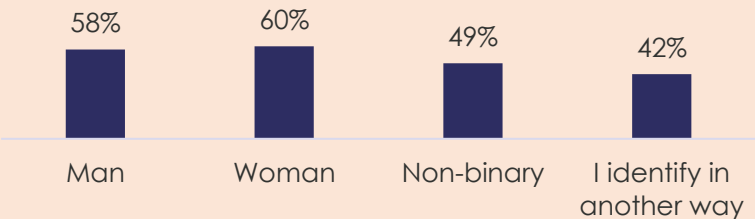
Employee engagement by disability & care responsibilities

Disability	57%
No disability	60%

Yes - Parent	60%
Yes - Carer	59%
No	59%
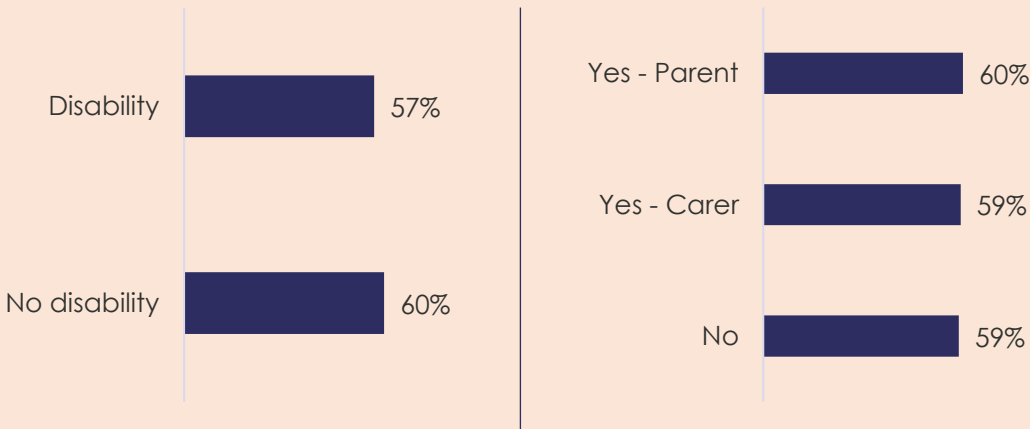
The employee engagement score improves markedly among colleagues who…

68%

…feel there are opportunities to develop their career across UKRI

72%

…feel that change is managed well across UKRI

58%

Average employee engagement score

68%

…believe action will be taken on the survey findings by the UKRI Senior Leadership Team

70%

…have confidence in the decisions made by UKRI's Senior Leadership Team
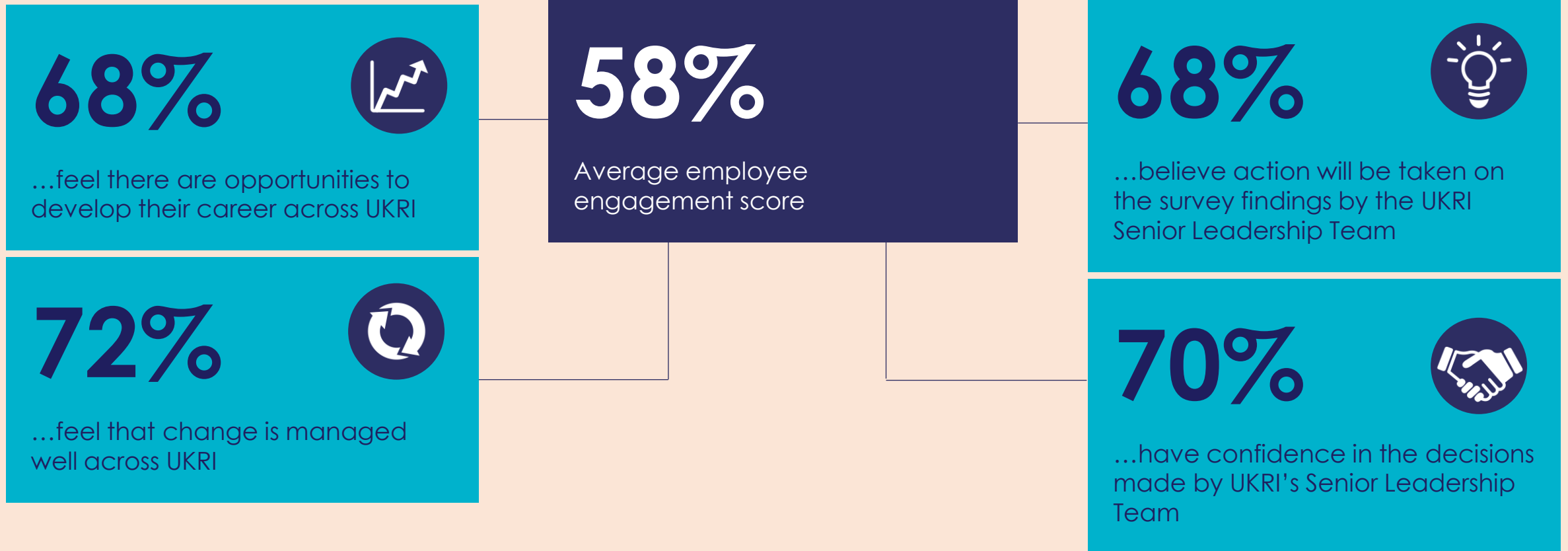
The percentages show the employee engagement score.
(e.g. where employees feel that change is managed well across UKRI, their engagement score is 72% compared to the average of 58%).

Engagement with [council/area]
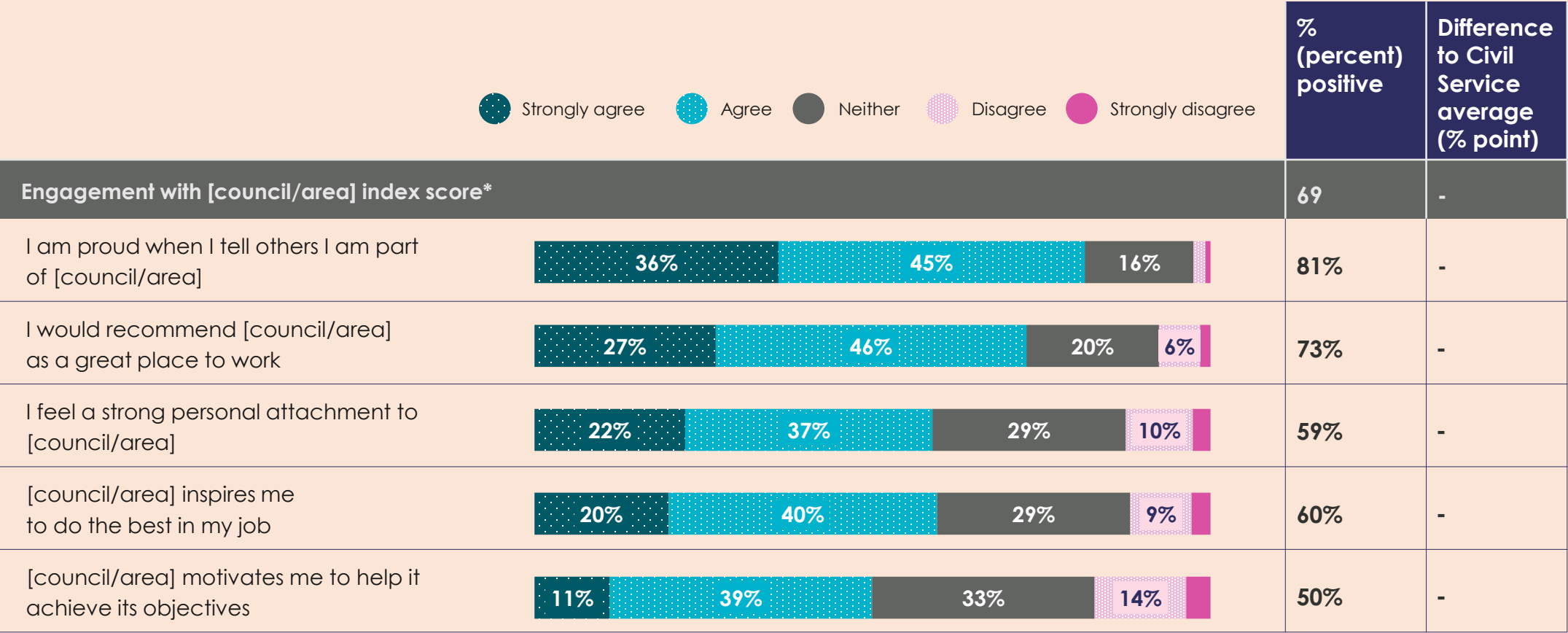
Legend: ● Strongly agree ● Agree ● Neither ● Disagree ● Strongly disagree

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% (percent) positive	Difference to Civil Service average (% point)
Engagement with [council/area] index score*						69	-
I am proud when I tell others I am part of [council/area]	36%	45%	16%			81%	-
I would recommend [council/area] as a great place to work	27%	46%	20%	6%		73%	-
I feel a strong personal attachment to [council/area]	22%	37%	29%	10%		59%	-
[council/area] inspires me to do the best in my job	20%	40%	29%	9%		60%	-
[council/area] motivates me to help it achieve its objectives	11%	39%	33%	14%		50%	-

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?

Category	Percentage
Better pay, contracts and/or benefits	19%
Staff wellbeing and morale	7%
Flexibility and working location	7%
Increase career and progression opportunities	7%
A more unified vision, communication, and strategy across UKRI	6%
Improved administration, processes and bureaucracy	5%
Better line/team/local management	4%
Decrease workload	4%
Better hiring and retention of staff	3%
Better strategy and planning	2%
Equality and fairness	2%
Better senior management	2%
More effective performance management	2%

Base: All respondents. 3% Other, 0% Don't know, 52% No comment.

5. All questions by survey theme

UKRI People Survey 2022
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My work

Legend: ● Strongly agree ● Agree ● Neither ● Disagree ● Strongly disagree

	% (percent) positive	Difference to Civil Service average (% point)
My work index score	74	-2
I am interested in my work — 48% Strongly agree, 44% Agree, 5% Neither	92%	+3
I am sufficiently challenged by my work — 40% Strongly agree, 42% Agree, 10% Neither, 7% Disagree	82%	-1
My work gives me a sense of personal accomplishment — 32% Strongly agree, 46% Agree, 13% Neither, 8% Disagree	78%	+1
I feel involved in the decisions that affect my work — 19% Strongly agree, 42% Agree, 19% Neither, 14% Disagree, 5% Strongly disagree	61%	+4
I am recognised for the way in which I approach my work, not just for what I contribute — 20% Strongly agree, 43% Agree, 20% Neither, 12% Disagree	63%	-
I have a choice in deciding how I do my work — 32% Strongly agree, 52% Agree, 10% Neither, 5% Disagree	84%	+11 ⬆

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

Legend: ● Strongly agree ● Agree ● Neither ● Disagree ● Strongly disagree

	% (percent) positive	Difference to Civil Service average (% point)
Organisational objectives and purpose index score	**62**	**-19**
I have a clear understanding of UKRI's objectives	**55%**	**-25** ⬇
I understand how my work contributes to UKRI's objectives	**58%**	**-25** ⬇
UKRI motivates me to help it achieve its objectives	**25%**	**-26** ⬇
I have a clear understanding of [council/area]'s objectives*	**75%**	**-**
I understand how my work contributes to [council/area]'s objectives*	**78%**	**-**
[council/area] motivates me to help it achieve its objectives*	**50%**	**-**

Bar chart data labels:
- I have a clear understanding of UKRI's objectives: 8% | 47% | 27% | 15%
- I understand how my work contributes to UKRI's objectives: 10% | 48% | 27% | 13%
- UKRI motivates me to help it achieve its objectives: 22% | 44% | 24% | 6%
- I have a clear understanding of [council/area]'s objectives*: 17% | 58% | 16% | 7%
- I understand how my work contributes to [council/area]'s objectives*: 22% | 57% | 15% | 6%
- [council/area] motivates me to help it achieve its objectives*: 11% | 39% | 33% | 14%

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 Civil Service average (% point)
My manager index score						**74**	**+2**
My manager motivates me to be more effective in my job	28%	43%	17%	8%		**72%**	**-3**
My manager is considerate of my life outside work	53%	36%	7%			**90%**	**+4**
My manager is open to my ideas	47%	41%	8%			**88%**	**+5** ⬆
My manager recognises when I have done my job well	43%	40%	10%	5%		**83%**	**+1**
I receive regular feedback on my performance	26%	39%	19%	13%		**64%**	**-6** ⬇
My manager trusts me to do my job effectively, even if I am not working from the same location as them	60%	34%				**93%**	**-**

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.
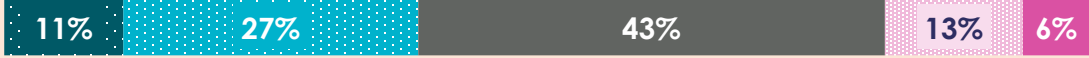
My manager (2)

Legend: ● Strongly agree ● Agree ● Neither ● Disagree ● Strongly disagree

	% (percent) positive	Difference to Civil Service average (% point)
My manager index score	**74**	**+2**
The feedback I receive helps me to improve my performance — 29% Strongly agree, 39% Agree, 22% Neither, 8% Disagree	**68%**	**+1**
I think that my performance is evaluated fairly — 30% Strongly agree, 42% Agree, 19% Neither, 6% Disagree	**72%**	**+2**
Poor performance is dealt with effectively in my team — 11% Strongly agree, 27% Agree, 43% Neither, 13% Disagree, 6% Strongly disagree	**38%**	**-5 ⬇**
The one-to-one conversations I have with my manager are helping me to achieve my full potential — 25% Strongly agree, 39% Agree, 23% Neither, 9% Disagree	**64%**	**-**

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 Civil Service average (% point)

Legend: ● Weekly ● Monthly ● Quarterly ● Annually ● Never

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

	Weekly	Monthly	Quarterly	Annually	Never	% (percent) at least monthly	Difference to Civil Service average (% point)
How well you're meeting your objectives	17%	26%	32%	21%		43%	-
Your development needs and career goals	5%	20%	32%	33%	9%	25%	-
Your personal wellbeing and/or work-related stress	35%	31%	14%	8%	11%	66%	-

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.
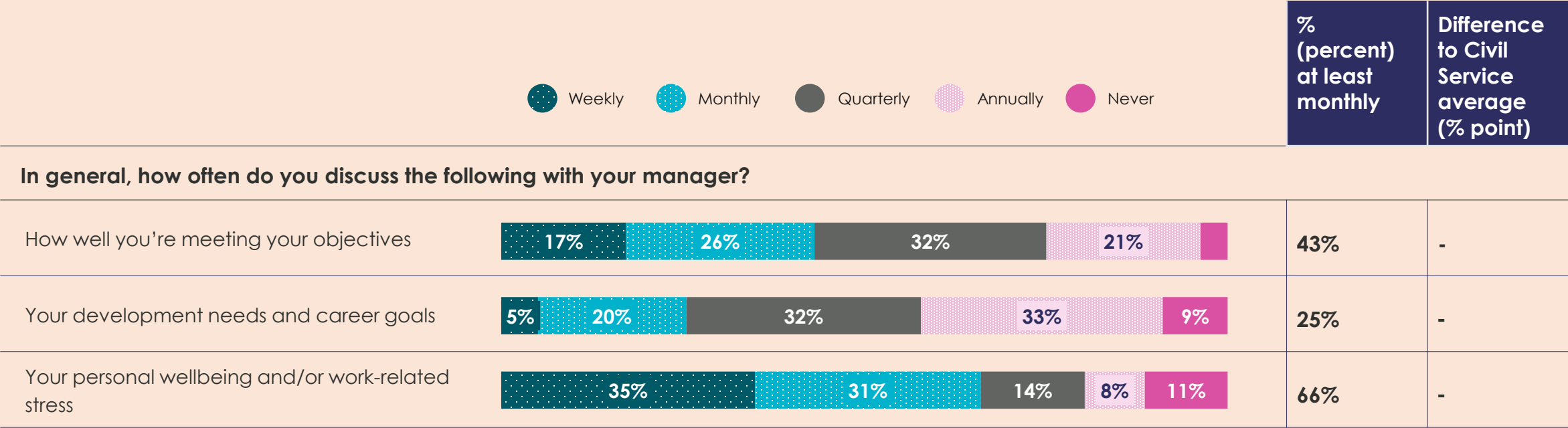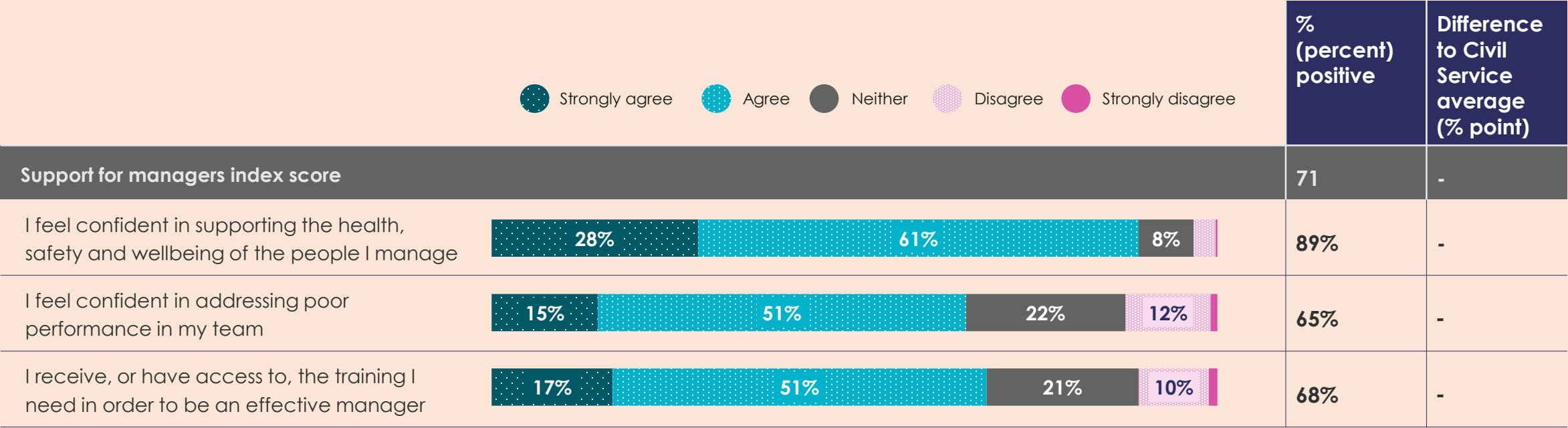
Support for managers

Legend: ● Strongly agree ● Agree ● Neither ● Disagree ● Strongly disagree

	% (percent) positive	Difference to Civil Service average (% point)
Support for managers index score	71	-
I feel confident in supporting the health, safety and wellbeing of the people I manage	89%	-
I feel confident in addressing poor performance in my team	65%	-
I receive, or have access to, the training I need in order to be an effective manager	68%	-

Bar chart data:

Statement	Strongly agree	Agree	Neither	Disagree
I feel confident in supporting the health, safety and wellbeing of the people I manage	28%	61%	8%	
I feel confident in addressing poor performance in my team	15%	51%	22%	12%
I receive, or have access to, the training I need in order to be an effective manager	17%	51%	21%	10%

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

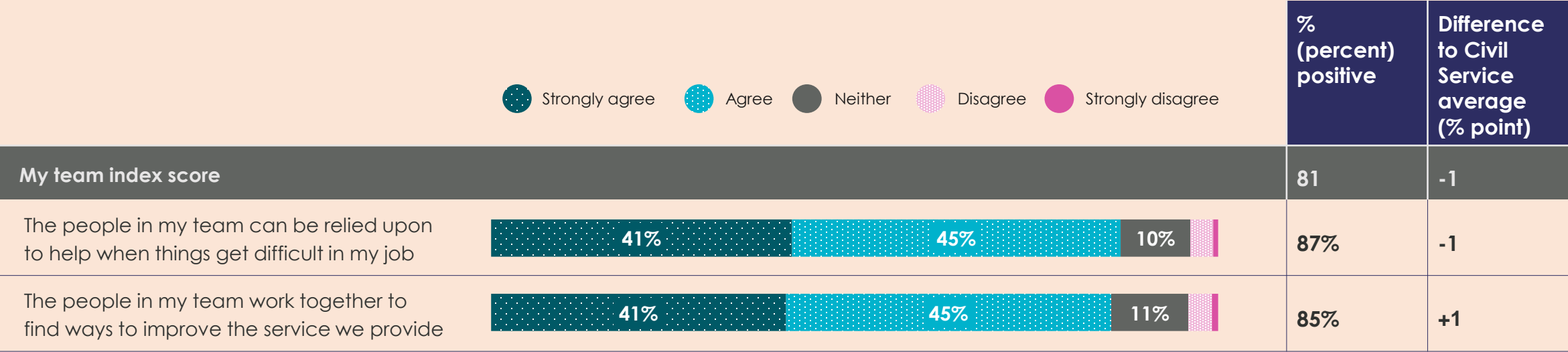|					% (percent) positive	Difference to Civil Service average (% point)
● Strongly agree ● Agree ● Neither ● Disagree ● Strongly disagree						
My team index score					81	-1
The people in my team can be relied upon to help when things get difficult in my job	41%	45%	10%		87%	-1
The people in my team work together to find ways to improve the service we provide	41%	45%	11%		85%	+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.

Learning and personal development

Legend: ● Strongly agree ● Agree ● Neither ● Disagree ● Strongly disagree

	% (percent) positive	Difference to Civil Service average (% point)
Learning and personal development index score	55	-2
I am able to access the right learning and development opportunities for my current role when I need to — 12% Strongly agree, 50% Agree, 24% Neither, 12% Disagree	62%	-4
Learning and development activities I have completed in the past 12 months have helped to improve my performance — 13% Strongly agree, 39% Agree, 33% Neither, 11% Disagree	52%	0
There are opportunities for me to develop in my career across UKRI — 8% Strongly agree, 31% Agree, 32% Neither, 20% Disagree, 9% Strongly disagree	39%	-20 ⬇
There are opportunities for promotion within my current role — 17% Agree, 24% Neither, 31% Disagree, 25% Strongly disagree	21%	-
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career — 8% Strongly agree, 35% Agree, 33% Neither, 17% Disagree, 7% Strongly disagree	43%	-7 ⬇
I think my current job makes the most of my skills and strengths — 13% Strongly agree, 43% Agree, 20% Neither, 17% Disagree, 7% Strongly disagree	56%	-

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 Civil Service average (% point)
Pay and benefits index score						40	+2
I feel that my pay adequately reflects my performance		22%	19%	32%	23%	25%	-12 ⬇
I am satisfied with the total benefits package	5%	31%	25%	25%	14%	36%	-8 ⬇
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable		28%	34%	21%	14%	31%	-
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		14%	19%	31%	34%	17%	-15 ⬇

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

Legend: ● Strongly agree ● Agree ● Neither ● Disagree ● Strongly disagree

	% (percent) positive	Difference to Civil Service average (% point)
Resources and workload index score	67	-6
I can find the information I need to do my job effectively	67%	-
Organisational processes support me to work efficiently	39%	-
I have clear work objectives	78%	+1
I have the skills I need to do my job effectively	92%	+5 ↑
I have access to the tools and equipment I need to do my job effectively	78%	+7 ↑
I have an acceptable workload	60%	-3
I achieve a good balance between my work life and my private life	67%	-4

Bar chart data:

Statement	Strongly agree	Agree	Neither	Disagree	Strongly disagree
I can find the information I need to do my job effectively	10%	57%	18%	13%	
Organisational processes support me to work efficiently	6%	33%	28%	25%	9%
I have clear work objectives	18%	60%	13%	7%	
I have the skills I need to do my job effectively	30%	62%	6%		
I have access to the tools and equipment I need to do my job effectively	20%	58%	14%	7%	
I have an acceptable workload	10%	49%	18%	16%	6%
I achieve a good balance between my work life and my private life	19%	49%	16%	12%	

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

Legend: ● Strongly agree ● Agree ● Neither ● Disagree ● Strongly disagree

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% (percent) positive	Difference to Civil Service average (% point)
Inclusion and fair treatment index score						73	-7
I am treated fairly at work	36%	48%	10%	5%		84%	+2
I am treated with respect by the people I work with	42%	47%	7%			89%	+1
I feel valued for the work I do	27%	44%	16%	9%		71%	+1
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	25%	48%	20%	5%		72%	-6 ⬇
I feel able to challenge inappropriate behaviour in the workplace	17%	46%	25%	9%		63%	-7 ⬇
UKRI is committed to creating a diverse and inclusive workplace	23%	48%	22%	5%		71%	-8 ⬇

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.
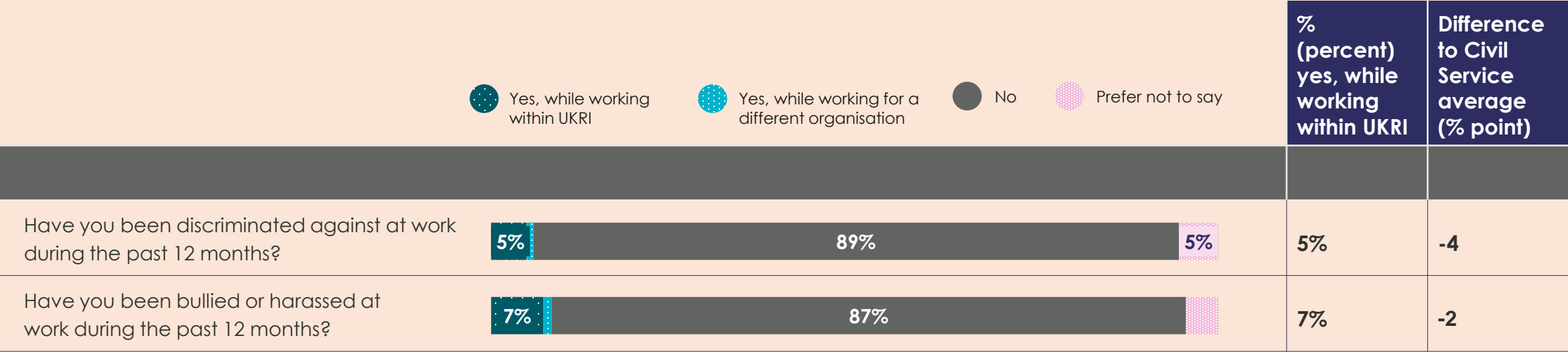
Discrimination, bullying and harassment

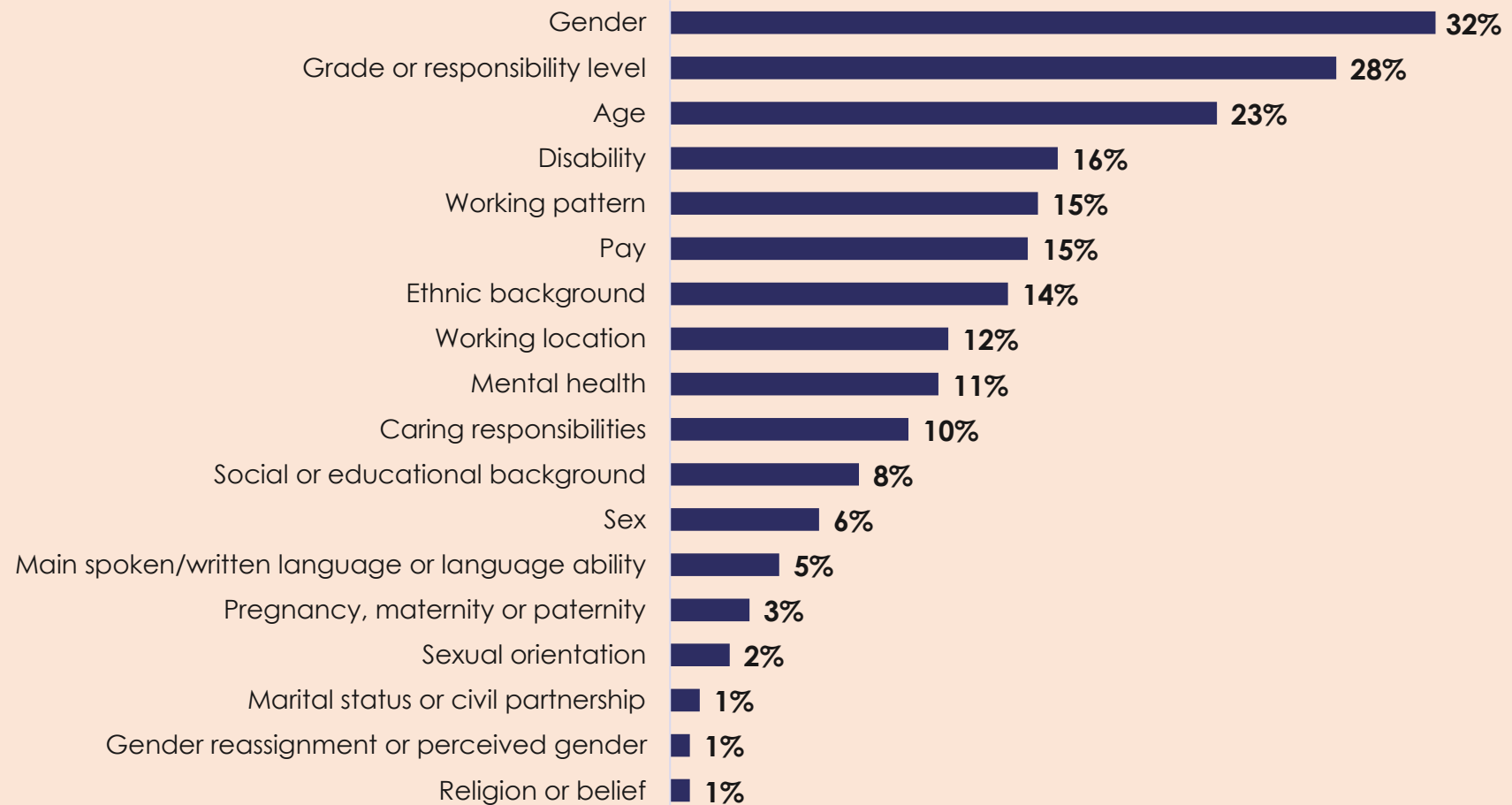|	Yes, while working within UKRI	Yes, while working for a different organisation	No	Prefer not to say	% (percent) yes, while working within UKRI	Difference to Civil Service average (% point)
Have you been discriminated against at work during the past 12 months?	5%		89%	5%	5%	-4
Have you been bullied or harassed at work during the past 12 months?	7%		87%		7%	-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.

Nature of discrimination experienced at UKRI in the last 12 months

Category	Percentage
Gender	32%
Grade or responsibility level	28%
Age	23%
Disability	16%
Working pattern	15%
Pay	15%
Ethnic background	14%
Working location	12%
Mental health	11%
Caring responsibilities	10%
Social or educational background	8%
Sex	6%
Main spoken/written language or language ability	5%
Pregnancy, maternity or paternity	3%
Sexual orientation	2%
Marital status or civil partnership	1%
Gender reassignment or perceived gender	1%
Religion or belief	1%

Base: Those who experienced discrimination. 6% Other, 6% Prefer not to say.

Nature of bullying/harassment experienced at UKRI in the last 12 months (1)

Category	Percentage
Negative Micromanagement	48%
Intimidation or verbal or written aggression	40%
Humiliated in front of team or others	39%
Ignored, excluded, marginalised	34%
Removal of responsibilities, unconstructive criticism, or impossible/changing expectations	34%
Undermining or taking credit for my work	32%
Treated less favourably to others	32%
Spreading gossip or making false accusations about me	21%
Unhelpful comments about my mental health or being off sick	10%
Comments about my personal appearance or accent	9%
Disclosure of personal/sensitive information to colleagues without my consent	7%
Sexual harassment	5%
Denied time off for family or caring responsibilities	3%
Denied time off for personal ill health	2%
Physical assault	1%

Base: Those who experienced bullying/harassment. 12% Other, 2% Prefer not to say.

Bullying and harassment (2)

Who bullied and/or harassed you?

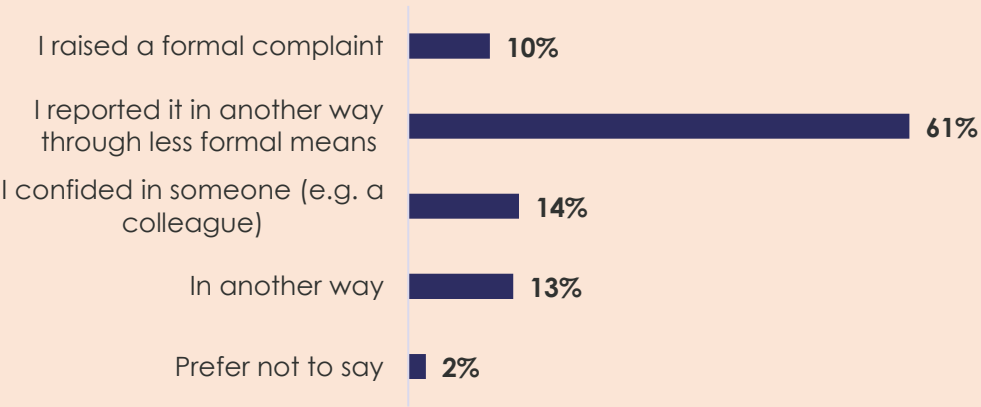|	
A colleague in my team/department	31%
My manager	28%
Another senior member of staff within UKRI	27%
A colleague in a different team/department	20%
Someone I manage	4%
A contractor	4%
Someone working in a different public sector organisation	3%
A service user (e.g. customer, claimant, offender)	1%
Someone working for a non-public sector organisation	1%
A member of the public	1%
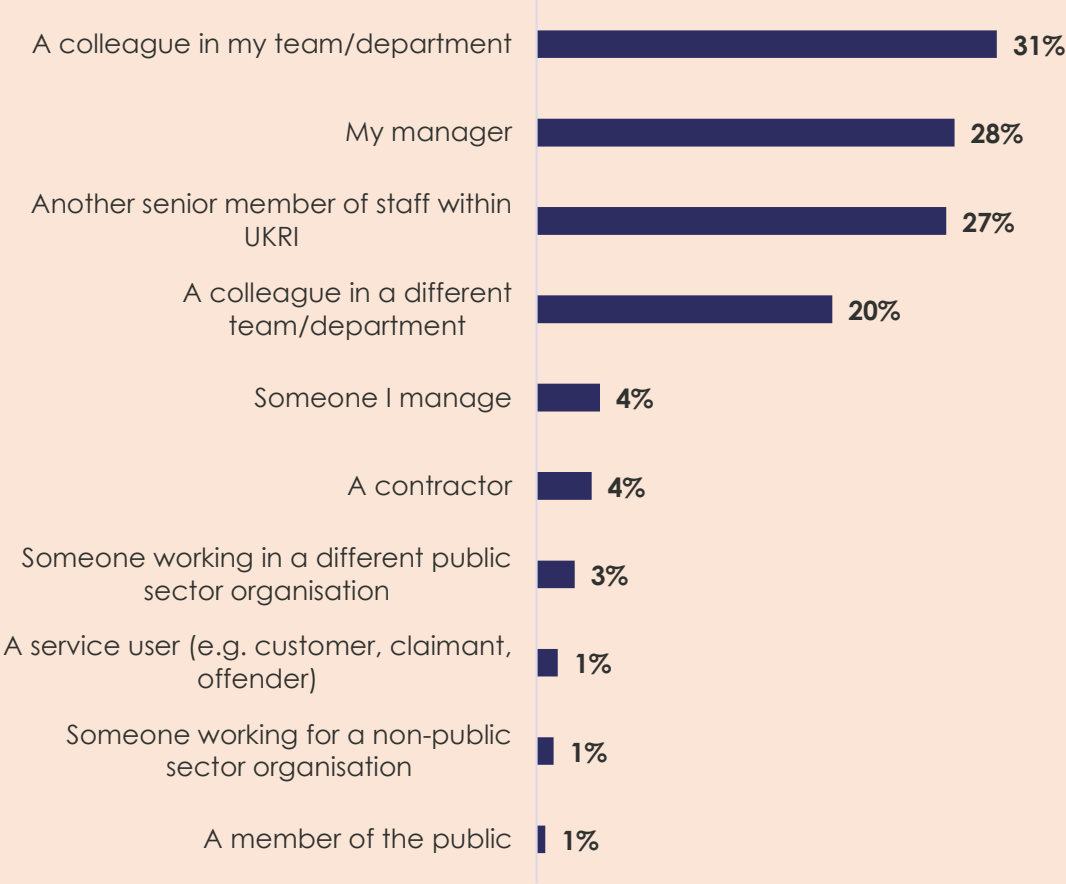
Base: Those who experienced bullying/harassment. 6% Other, 9% Prefer not to say.

Did you report your experience of bullying and/or harassment?

Yes	No	Prefer not to say
40%	49%	12%
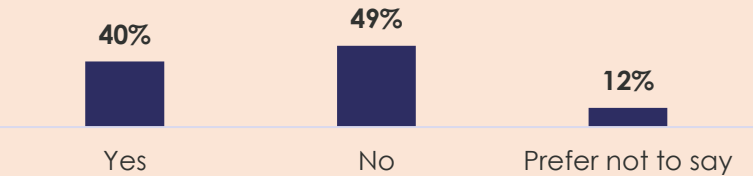
Base: Those who experienced bullying/harassment.

How did you report your experience?

I raised a formal complaint	10%
I reported it in another way through less formal means	61%
I confided in someone (e.g. a colleague)	14%
In another way	13%
Prefer not to say	2%

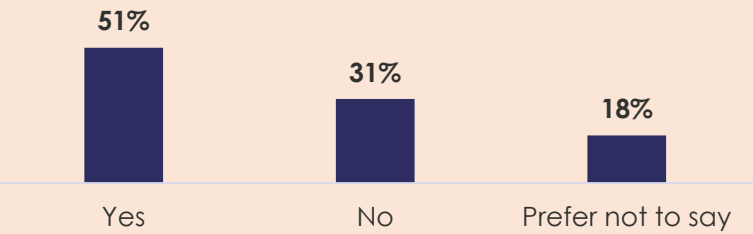**Base**: Those who reported bullying/harassment.

Bullying and harassment (3)

Was appropriate action taken to address the behaviour?

- **34%** Yes
- **52%** No
- **14%** Prefer not to say
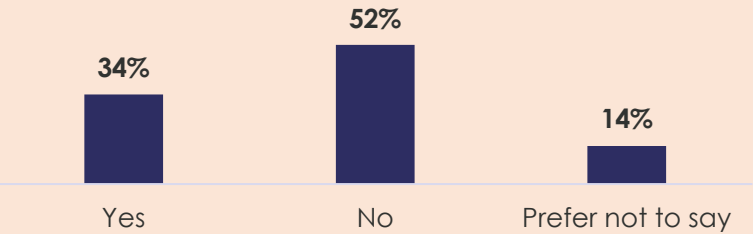
Has bullying and/or harassment has stopped?

- **51%** Yes
- **31%** No
- **18%** Prefer not to say

Experience of reporting

- The culture in my area allows this kind of behaviour to continue — **49%**
- I moved to another team or role to avoid the behaviour — **26%**
- I felt like I was punished for reporting the incident — **24%**
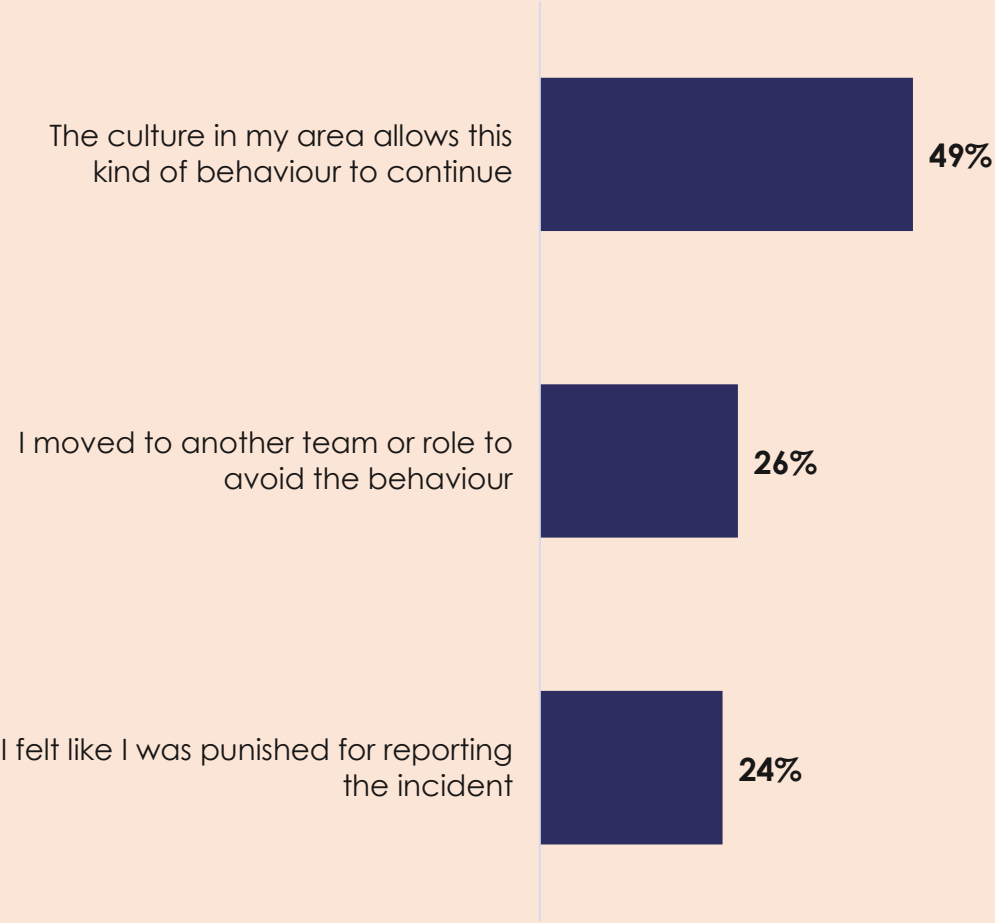
Base: Those who experienced bullying/harassment.

Why did you decide not to report the incident? (4)

I did not believe that corrective action would be taken — **59%**

I did not want to be seen as a troublemaker — **36%**

I felt I might jeopardise my job — **34%**

I did not report it for another reason — **33%**

I did not know how to report it or who to speak to — **13%**

The behaviour stopped before I could report it — **8%**
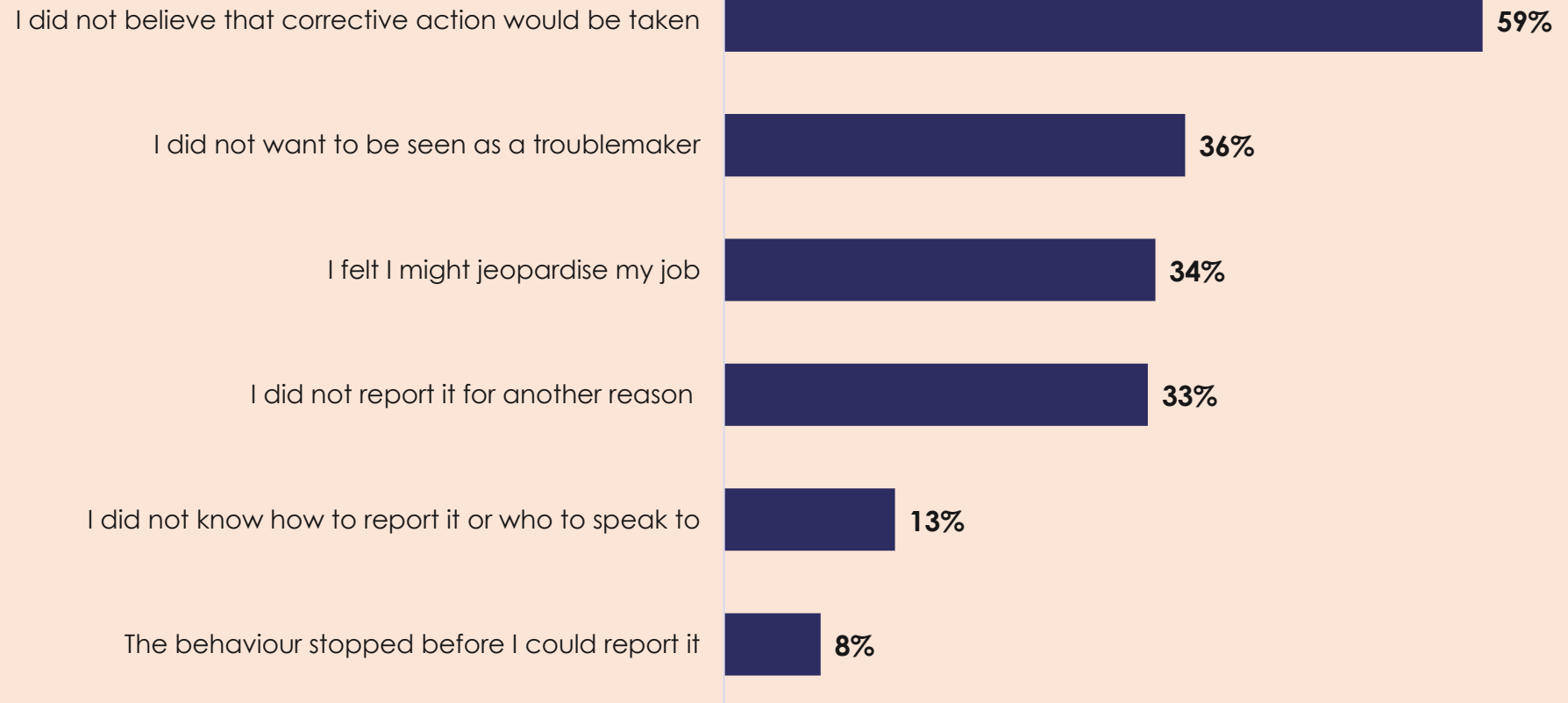
Base: Those who experienced bullying/harassment and did not report it. 3% Prefer not to say.

Wellbeing (1)

Legend: Very high (9-10) · High (7-8) · Medium (5-6) · Low (0-4)

Question	Distribution	% (percent) positive (7-10)	Difference to Civil Service average (% point)
Overall, how satisfied are you with your life nowadays? (10 is completely satisfied)	9% / 51% / 26% / 14%	60%	-3
Overall, to what extent do you feel that the things you do in your life are worthwhile? (10 is completely worthwhile)	19% / 49% / 22% / 11%	68%	-1
Overall, how happy did you feel yesterday? (10 is completely happy)	17% / 42% / 24% / 17%	59%	-2

Legend: High (6-10) · Medium (4-5) · Low (2-3) · Very low (0-1)

Question	Distribution	% (percent) negative (6-10)	Difference to Civil Service average (% point)
Overall, how anxious did you feel yesterday? (10 is completely anxious)	34% / 20% / 26% / 19%	34%	0

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)

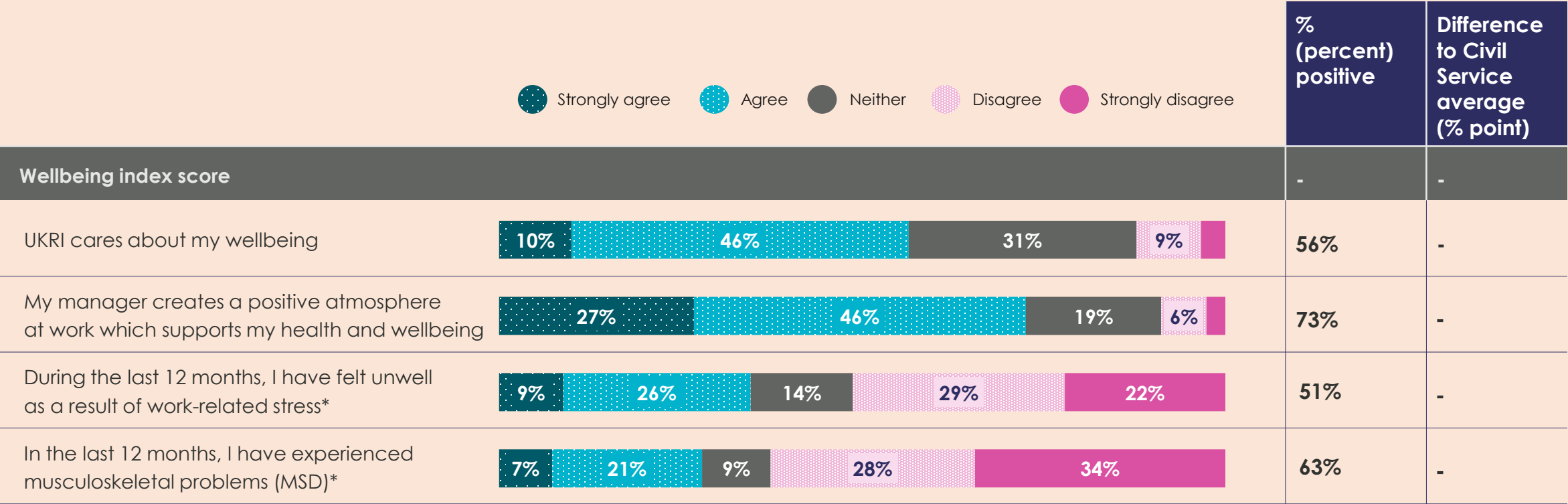|						% (percent) positive	Difference to Civil Service average (% point)
		Excellent	Very good	Good	Fair	Poor	
						67	**-6**
In general, how would you rate your overall mental health now?	9%	25%	30%	24%	11%	65%	-5 ⬇
In general, how would you rate your overall physical health now?	7%	24%	36%	25%	9%	66%	-4

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)

Legend: ● Strongly agree ● Agree ● Neither ● Disagree ● Strongly disagree

Wellbeing index score		% (percent) positive	Difference to Civil Service average (% point)
		-	-
UKRI cares about my wellbeing	10% / 46% / 31% / 9%	56%	-
My manager creates a positive atmosphere at work which supports my health and wellbeing	27% / 46% / 19% / 6%	73%	-
During the last 12 months, I have felt unwell as a result of work-related stress*	9% / 26% / 14% / 29% / 22%	51%	-
In the last 12 months, I have experienced musculoskeletal problems (MSD)*	7% / 21% / 9% / 28% / 34%	63%	-

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)

Legend: ● Strongly agree ● Agree ● Neither ● Disagree ● Strongly disagree

	% (percent) positive	Difference to Civil Service average (% point)
Senior leadership within UKRI index score	57	-4*
The Senior Leadership Team in UKRI are sufficiently visible — 6% / 40% / 31% / 18% / 5%	47%	-20 ⬇
I believe the actions of the UKRI Senior Leadership Team are consistent with UKRI's values — 5% / 38% / 49% / 6%	43%	-20 ⬇
I believe that UKRI's Senior Leadership Team have a clear vision for the future of UKRI — 6% / 39% / 43% / 9%	45%	-9 ⬇
Overall, I have confidence in the decisions made by UKRI's Senior Leadership Team — 5% / 33% / 46% / 13%	38%	-16 ⬇
The Senior Leadership Team in UKRI keeps me informed about matters that affect me — 6% / 43% / 37% / 11%	49%	-14 ⬇

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. *Note, the Civil Service People Survey theme score is based on a subset of the senior leadership and managing change questions. The 'difference to Civil Service benchmark' has been calculated using only these common questions.

Senior leadership within UKRI (2)

Legend: ● Strongly agree ● Agree ● Neither ● Disagree ● Strongly disagree

	% (percent) positive	Difference to Civil Service average (% point)
Senior leadership within UKRI index score	57	-4*
The communication we receive from UKRI's Senior Leadership Team is honest and open — 7% / 41% / 42% / 8%	47%	-
I feel positive about the future of UKRI — 8% / 39% / 37% / 13%	46%	-
I believe that the UKRI Senior Leadership Team will take action on the results from this survey — 6% / 34% / 38% / 15% / 7%	40%	-9 ⬇
I think the senior leaders in UKRI took effective action on the results of the last survey in 2019 — 13% / 65% / 14% / 7%	15%	-

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. *Note, the Civil Service People Survey theme score is based on a subset of the senior leadership and managing change questions. The 'difference to Civil Service benchmark' has been calculated using only these common questions.
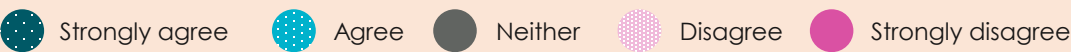
Senior leadership within own council or area (1)

Legend: ● Strongly agree ● Agree ● Neither ● Disagree ● Strongly disagree

	% (percent) positive	Difference to Civil Service average (% point)
Senior leadership within [council/area] index score	61	-
The Senior Leadership Team in [council/area] are sufficiently visible — 14% Strongly agree, 46% Agree, 24% Neither, 13% Disagree	60%	-
I believe the actions of [council/area]'s Senior Leadership Team are consistent with [council/area]'s values — 12% Strongly agree, 49% Agree, 33% Neither, 5% Disagree	61%	-
I believe that the Senior Leadership Team have a clear vision for the future of [council/area] — 12% Strongly agree, 46% Agree, 33% Neither, 7% Disagree	57%	-
Overall, I have confidence in the decisions made by [council/area]'s Senior Leadership Team — 10% Strongly agree, 43% Agree, 35% Neither, 9% Disagree	53%	-
The Senior Leadership Team at [council/area] keeps me informed about matters that affect me — 11% Strongly agree, 46% Agree, 31% Neither, 10% Disagree	56%	-

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 own council or area (2)

Legend: ● Strongly agree ● Agree ● Neither ● Disagree ● Strongly disagree

	% (percent) positive	Difference to Civil Service average (% point)
Senior leadership within [council/area] index score	61	-
The communication we receive from [council/area]'s Senior Leadership Team is honest and open	**55%**	-
I believe that the Senior Leadership Team in [council/area] will take action on the results from this survey	**44%**	-
I think the senior leaders in [council/area] took effective action on the results of the last survey in 2019	**20%**	-

The communication we receive from [council/area]'s Senior Leadership Team is honest and open: 12% | 43% | 36% | 7%

I believe that the Senior Leadership Team in [council/area] will take action on the results from this survey: 9% | 35% | 38% | 12% | 6%

I think the senior leaders in [council/area] took effective action on the results of the last survey in 2019: 16% | 64% | 10% | 5%

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 Civil Service average (% point)

Managing change index score — **50** | **-4***

Statement	Chart	% (percent) positive	Difference to Civil Service average (% point)
I feel that change is managed well in [council/area]	31% · 39% · 21% · 6%	**35%**	**-**
I feel that change is managed well in UKRI as a whole	21% · 48% · 21% · 7%	**24%**	**-13** ⬇
As an organisation, UKRI adapts well to change	24% · 47% · 20% · 6%	**27%**	**-**
When changes are made across UKRI they are usually for the better	22% · 55% · 16% · 5%	**24%**	**-11** ⬇

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. *Note, the Civil Service People Survey theme score is based on a subset of the senior leadership and managing change questions. The 'difference to Civil Service benchmark' has been calculated using only these common questions.
·

Managing change (2)

Legend: ● Strongly agree ● Agree ● Neither ● Disagree ● Strongly disagree

		% (percent) positive	Difference to Civil Service average (% point)
Managing change index score		50	-4*
I get to find out the reasons behind key changes that happen across UKRI	Strongly agree: — / Agree: 25% / Neither: 42% / Disagree: 24% / Strongly disagree: 6%	27%	-
I understand what support is available to me as I am affected by change within UKRI	Strongly agree: — / Agree: 31% / Neither: 42% / Disagree: 19% / Strongly disagree: —	34%	-
I have the opportunity to contribute my views before decisions are made that affect me	Strongly agree: — / Agree: 23% / Neither: 39% / Disagree: 26% / Strongly disagree: 10%	26%	-14 ⬇
I think it is safe to challenge the way things are done across UKRI	Strongly agree: 5% / Agree: 34% / Neither: 42% / Disagree: 14% / Strongly disagree: 6%	38%	-11 ⬇

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. *Note, the Civil Service People Survey theme score is based on a subset of the senior leadership and managing change questions. The 'difference to Civil Service benchmark' has been calculated using only these common questions.

Organisational culture

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% (percent) positive	Difference to Civil Service average (% point)
Organisational culture index score						**74**	**-**
I am trusted to carry out my job effectively	45%	48%				**93%**	**+3**
I believe I would be supported if I try a new idea, even if it may not work	28%	50%	14%	6%		**78%**	**+8 ⬆**
I believe my opinion is valued at work	29%	51%	13%	6%		**79%**	**-**
I feel welcome to express my true feelings at work	23%	46%	18%	10%		**69%**	**-**
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk	18%	46%	27%	7%		**63%**	**-8 ⬇**

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 Civil Service 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	4%	-3
I want to leave UKRI within the next 12 months	14%	+2
I want to stay working within UKRI for at least the next year	36%	+7 ⬆
I want to stay working within UKRI for at least the next three years	45%	-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.

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