

# UKRI People Survey 2022: ESRC report

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research

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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:

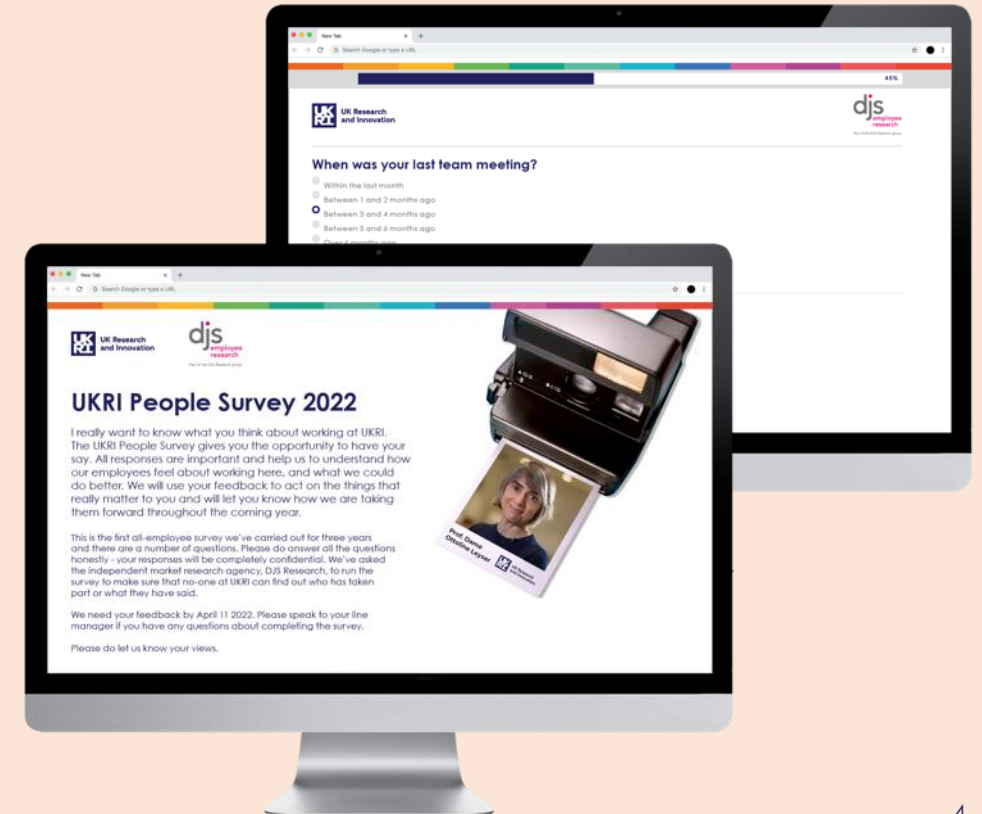
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

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

This report provides a summary of the results for **ESRC**, 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)

<b>Engagement with UKRI</b>	<b>Engagement with [council/area]</b>	<b>My work</b>	<b>Organisational objectives and purpose</b>	<b>My manager</b>
<b>59%</b> Difference to UKRI +1%	<b>70%</b> Difference to UKRI +1%	<b>70%</b> Difference to UKRI -4%	<b>64%</b> Difference to UKRI +2%	<b>76%</b> Difference to UKRI +2%
<b>Support for managers</b>	<b>My team</b>	<b>Learning and development</b>	<b>Pay and benefits</b>	<b>Resources and workload</b>
<b>73%</b> Difference to UKRI +2%	<b>83%</b> Difference to UKRI +2%	<b>53%</b> Difference to UKRI -2%	<b>45%</b> Difference to UKRI +5%	<b>65%</b> Difference to UKRI -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.

## Average scores per survey theme (2)

Inclusion and fair treatment	Wellbeing	Senior leadership within UKRI	Senior leadership within [council/area]
<b>73%</b> Difference to UKRI 0%	<b>70%</b> Difference to UKRI +2%	<b>56%</b> Difference to UKRI -1%	<b>64%</b> Difference to UKRI +3%
Managing change	Organisational culture	Experienced discrimination	Experienced bullying or harassment
<b>50%</b> Difference to UKRI 0%	<b>72%</b> Difference to UKRI -2%	<b>3%</b> Difference to UKRI -2%	<b>7%</b> Difference to UKRI 0%

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:** 77%


**No. of responses:** 156 of 202

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
In general, how often do you discuss your personal wellbeing and/or work-related stress with your manager? (% at least monthly)	83%	+17 ↑
Overall, how anxious did you feel yesterday? (% score 6-10)	48%	+14 ↑
In general, how often do you discuss your development needs and career goals with your manager? (% at least monthly)	36%	+10 ↑
I would recommend UKRI as a great place to work	72%	+10 ↑
I feel that change is managed well in [council/area]	43%	+8 ↑


Questions scoring least positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
My work gives me a sense of personal accomplishment	66%	-12 ↓
I feel involved in the decisions that affect my work	49%	-12 ↓
I am able to access the right learning and development opportunities for my current role when I need to	52%	-10 ↓
I am sufficiently challenged by my work	72%	-9 ↓
Learning and development activities I have completed in the past 12 months have helped to improve my performance	43%	-9 ↓

# Questions with the strongest responses

**Strengths:** What are colleagues most positive about?

Most positively scoring questions		% (percent) positive (net agree)
I am treated with respect by the people I work with		<b>95%</b>
My manager trusts me to do my job effectively, even if I am not working from the same location as them		<b>94%</b>
My manager is considerate of my life outside work		<b>92%</b>
I am trusted to carry out my job effectively		<b>92%</b>
I have the skills I need to do my job effectively		<b>90%</b>

**Areas of concern:** What are colleagues most negative about?

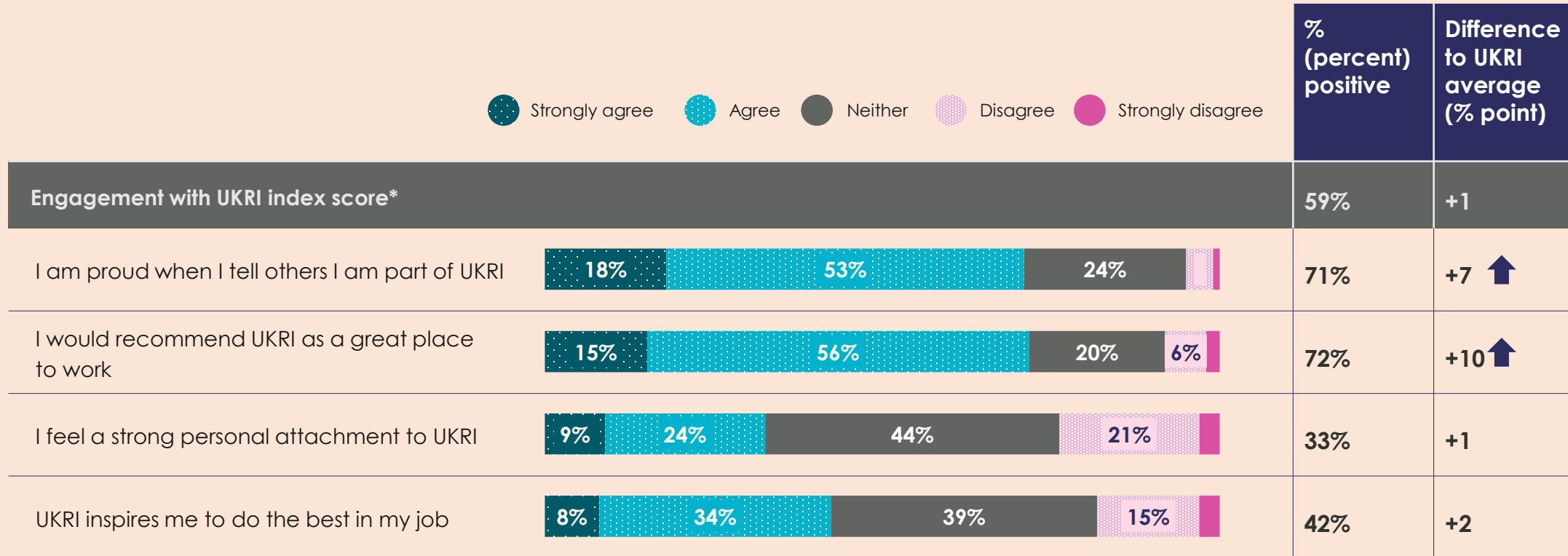
Most negatively scoring questions		% (percent) negative (net disagree)
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		<b>53%</b>
There are opportunities for promotion within my current role		<b>51%</b>
I feel that my pay adequately reflects my performance		<b>46%</b>
During the last 12 months, I have felt unwell as a result of work-related stress (% agree)		<b>36%</b>
I get to find out the reasons behind key changes that happen across UKRI		<b>35%</b>

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



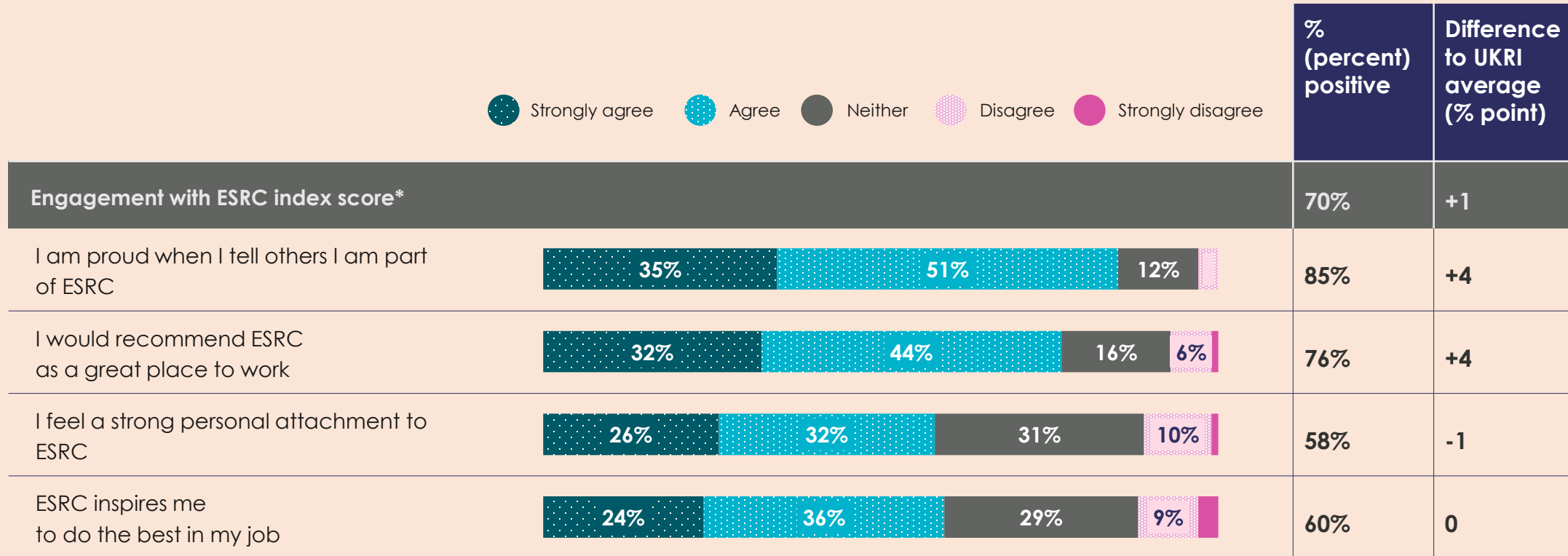
# Engagement with UKRI



**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 ESRC



**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?



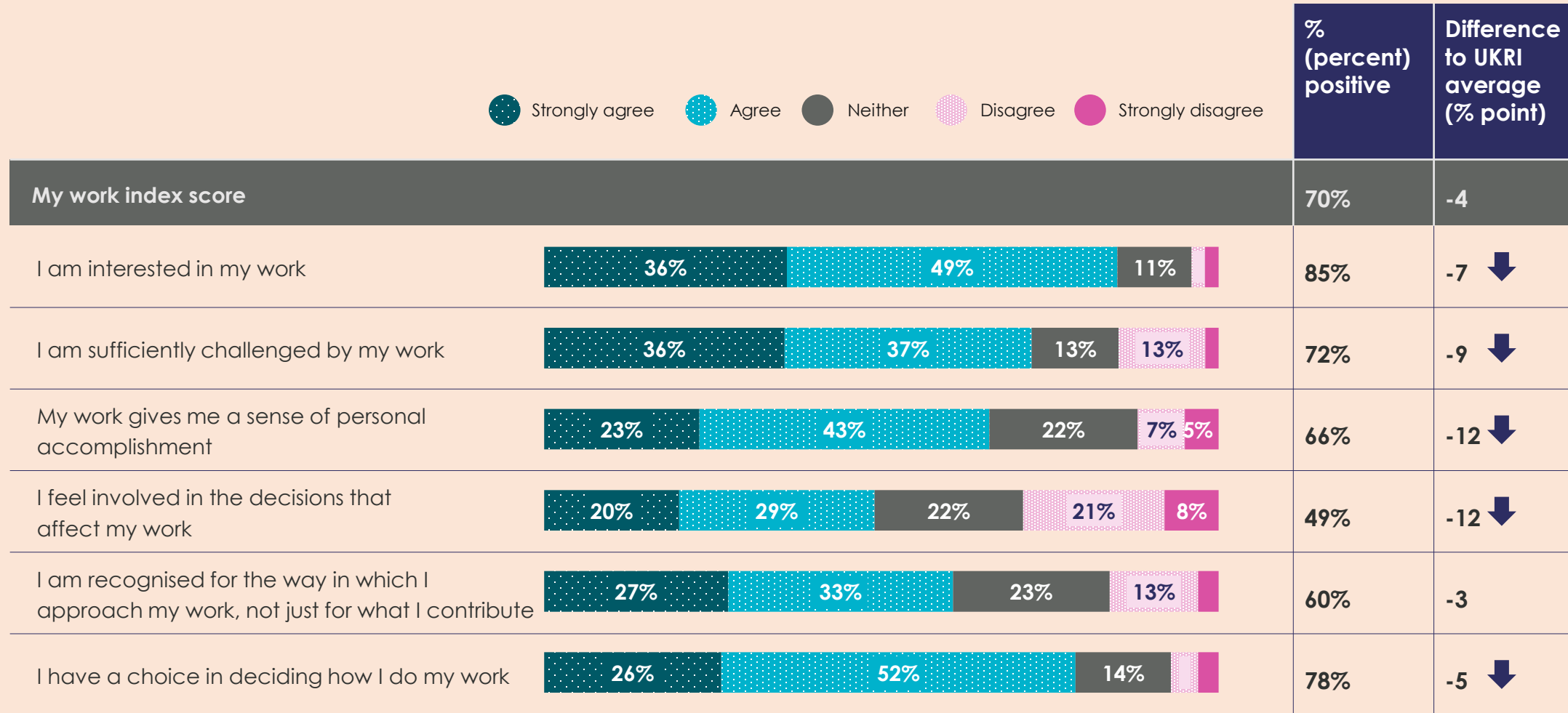
Base: All respondents. Only showing responses of 2% and above. 4% Other, 0% Don't know, 46% No comment.



## 5. All questions by survey theme

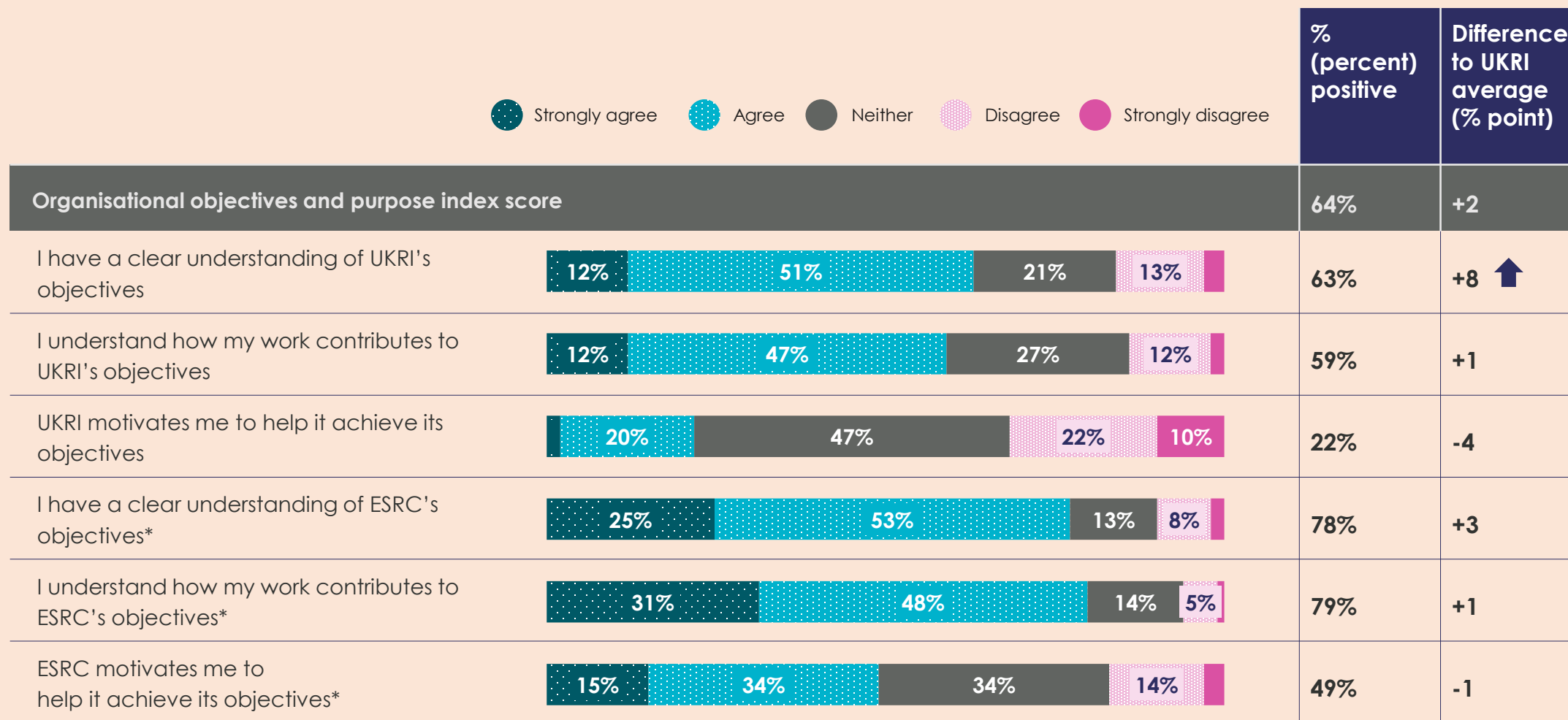


# My work



**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



**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.

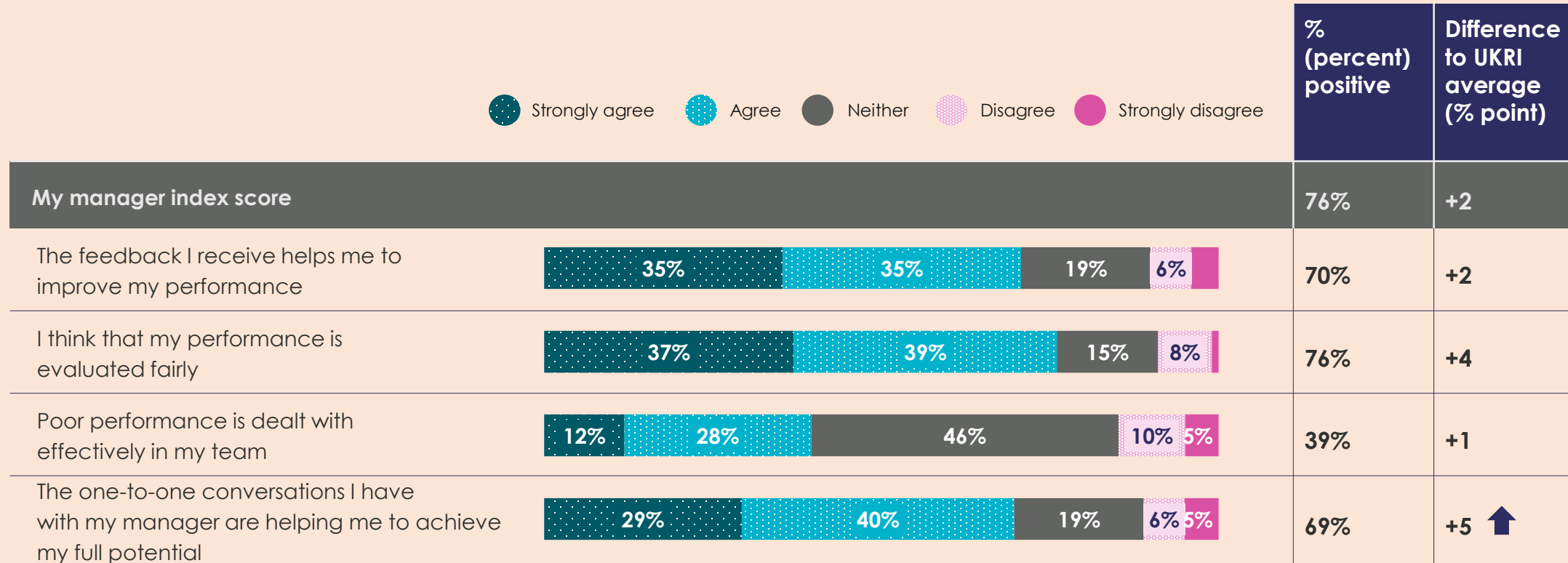
# My manager (1)

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

		% (percent) positive	Difference to UKRI average (% point)
<b>My manager index score</b>		<b>76%</b>	<b>+2</b>
My manager motivates me to be more effective in my job	<div> <div>29%</div> <div>42%</div> <div>20%</div> <div>5%</div> </div>	71%	0
My manager is considerate of my life outside work	<div> <div>60%</div> <div>32%</div> <div>6%</div> </div>	92%	+2
My manager is open to my ideas	<div> <div>48%</div> <div>40%</div> <div>8%</div> </div>	88%	0
My manager recognises when I have done my job well	<div> <div>46%</div> <div>35%</div> <div>12%</div> </div>	81%	-2
I receive regular feedback on my performance	<div> <div>31%</div> <div>35%</div> <div>17%</div> <div>13%</div> </div>	66%	+2
My manager trusts me to do my job effectively, even if I am not working from the same location as them	<div> <div>62%</div> <div>31%</div> </div>	94%	0

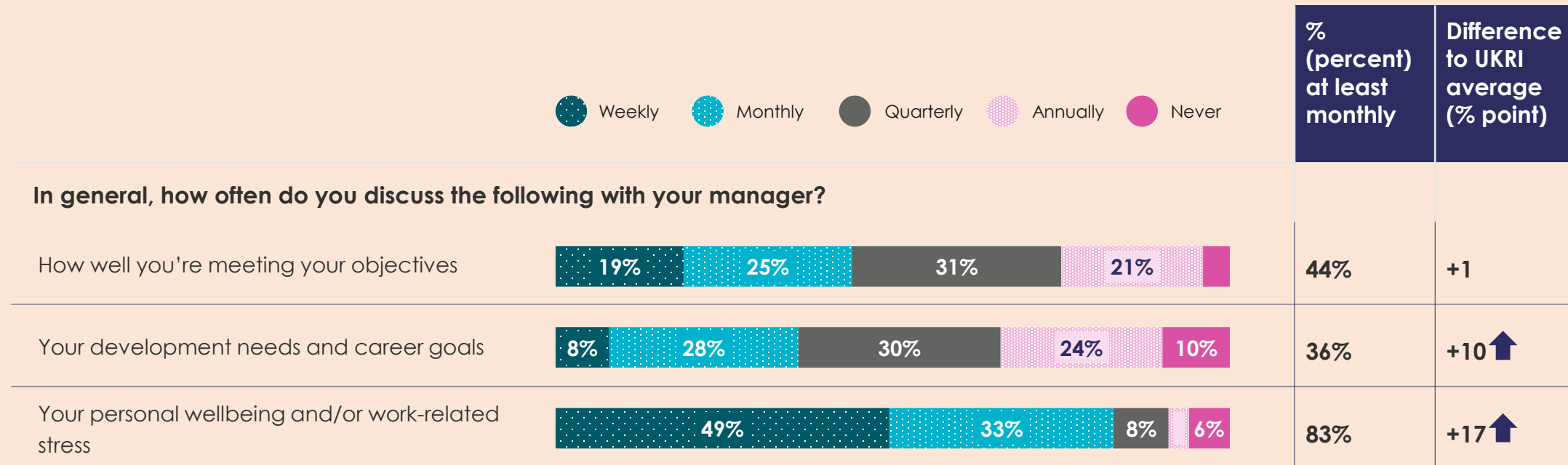
**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

## My manager (2)



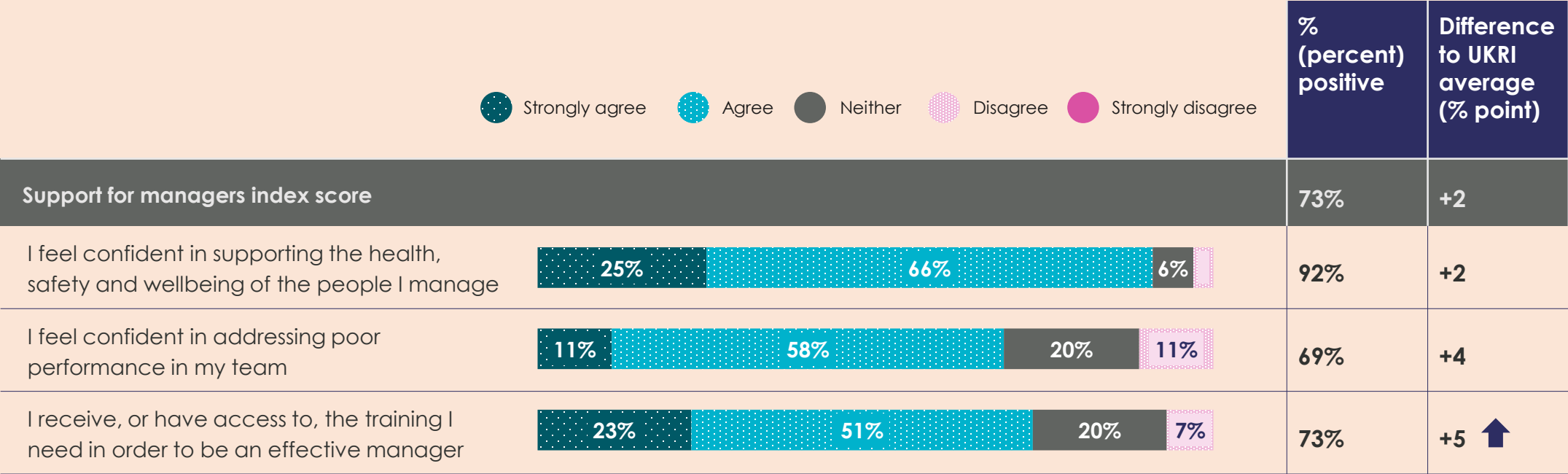
**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Performance management



**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.

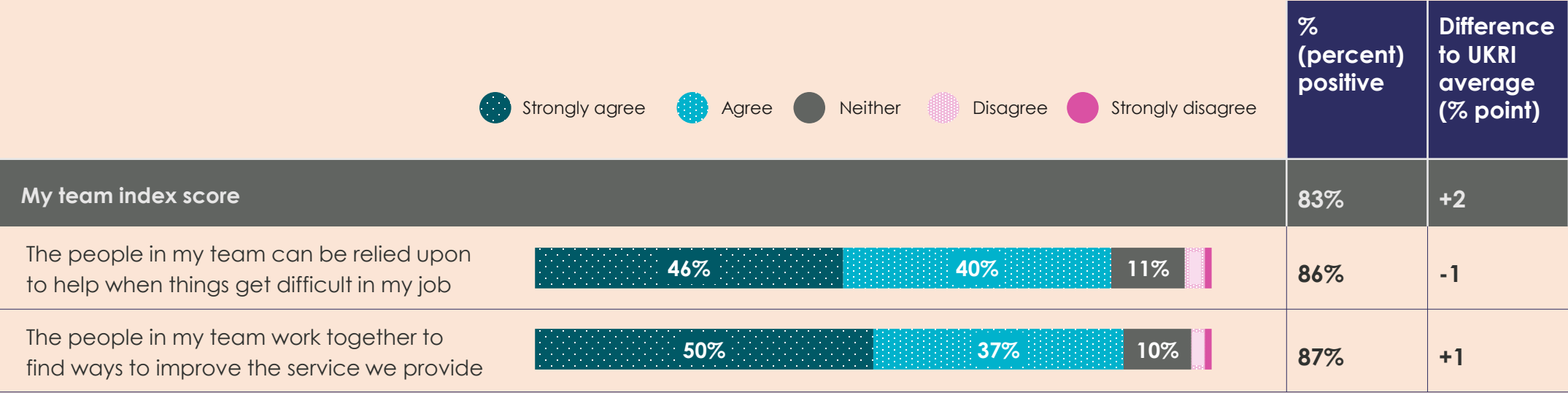
# Support for managers



**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.

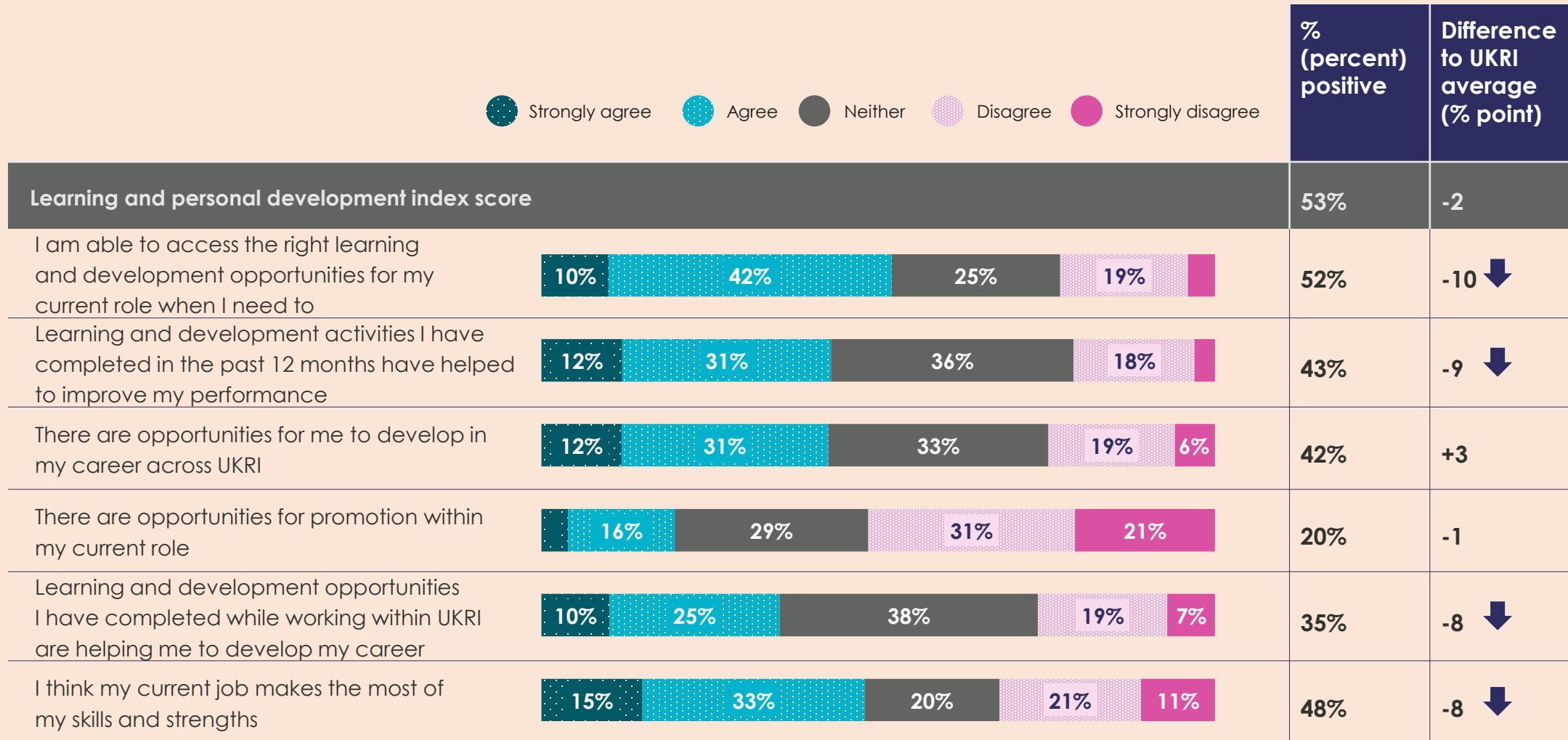


# My team



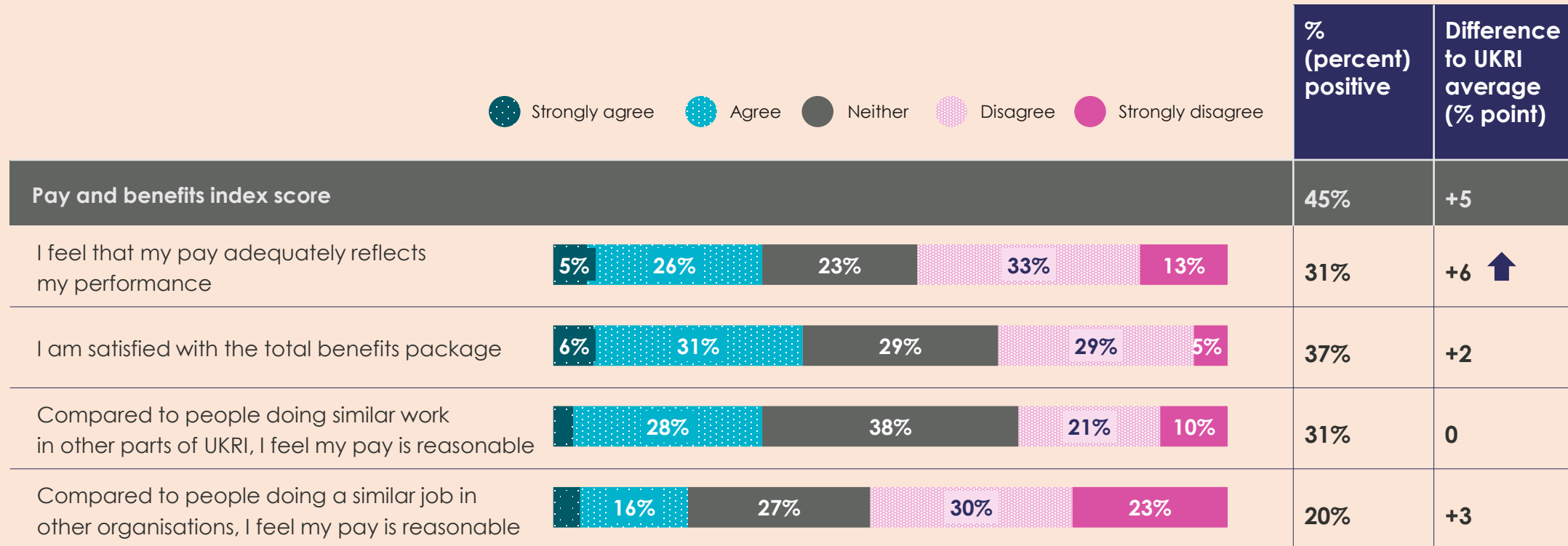
**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Learning and personal development



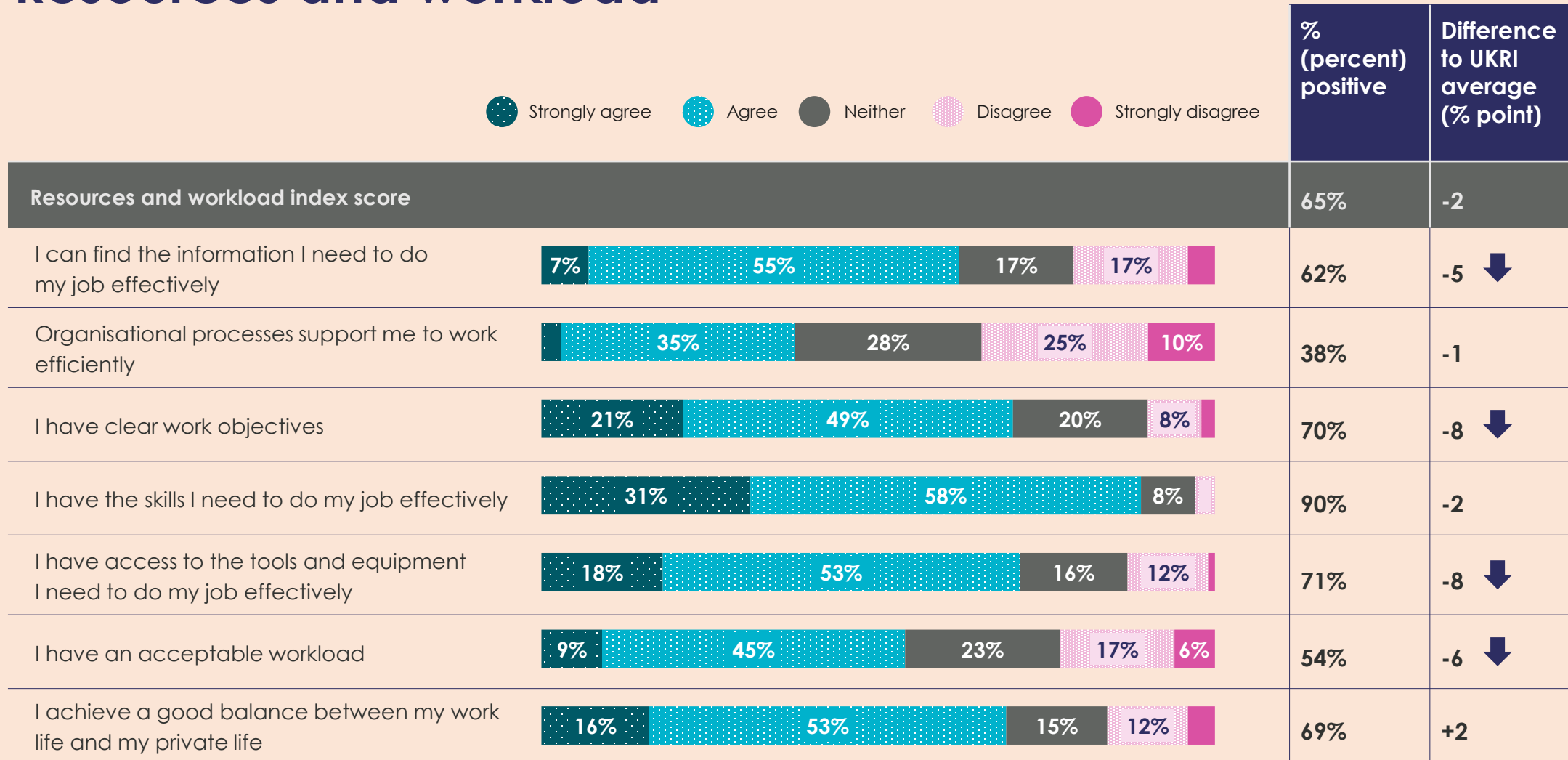
**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Pay and benefits



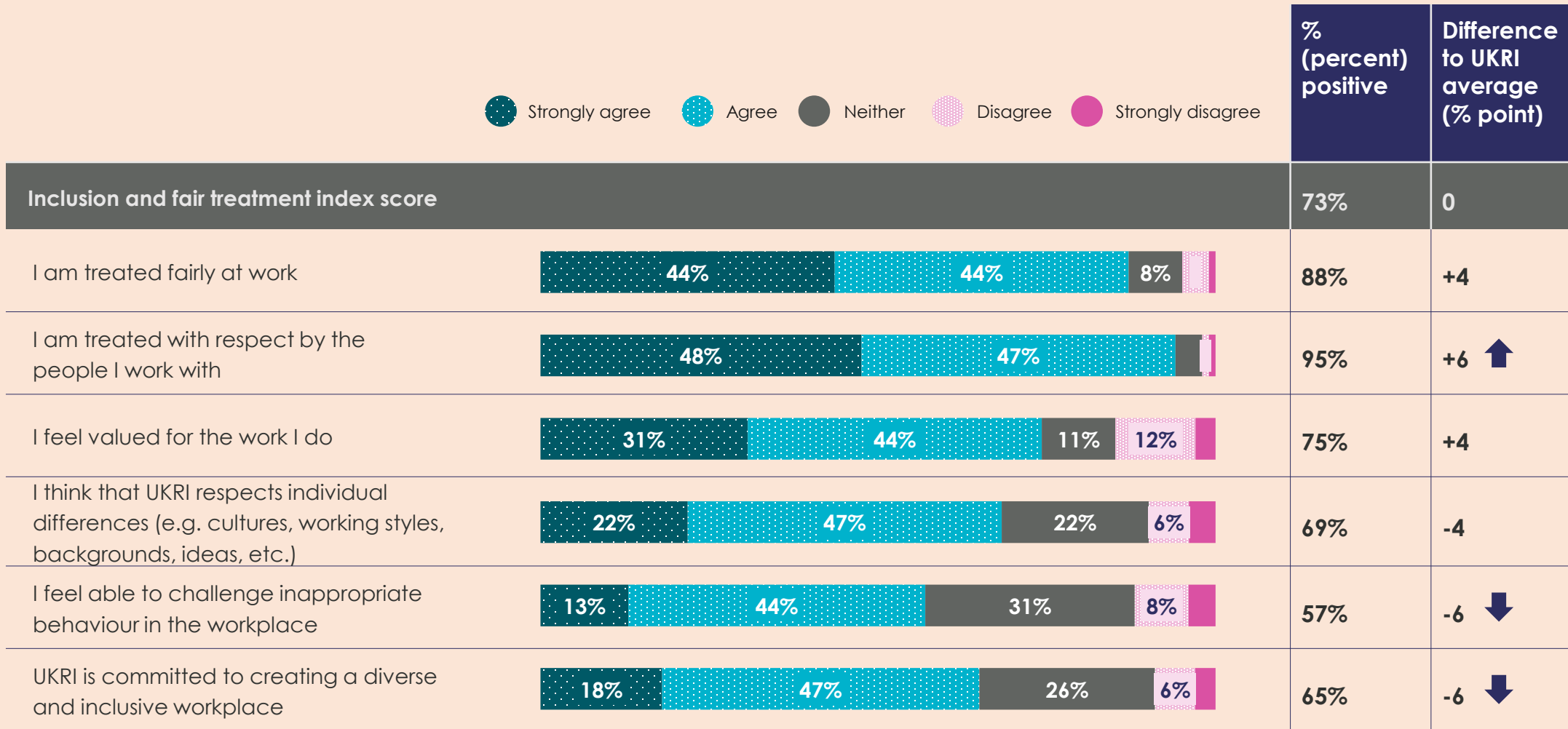
**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Resources and workload



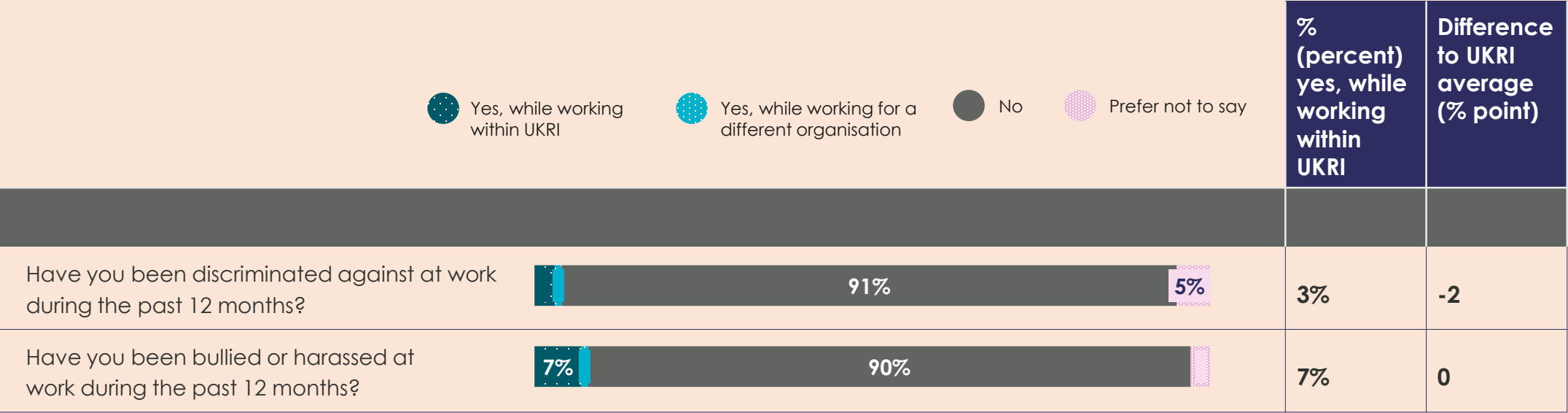
**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Inclusion and fair treatment



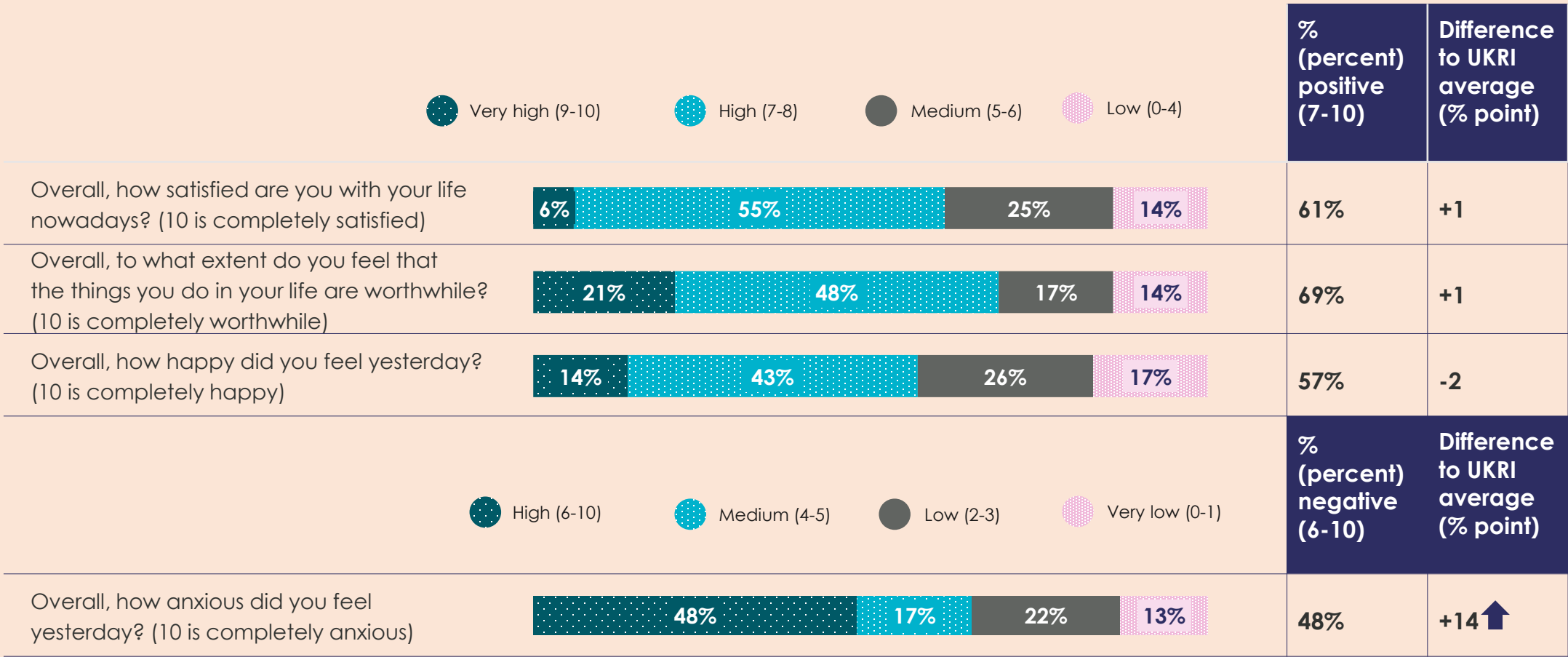
**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Discrimination, bullying and harassment



**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.

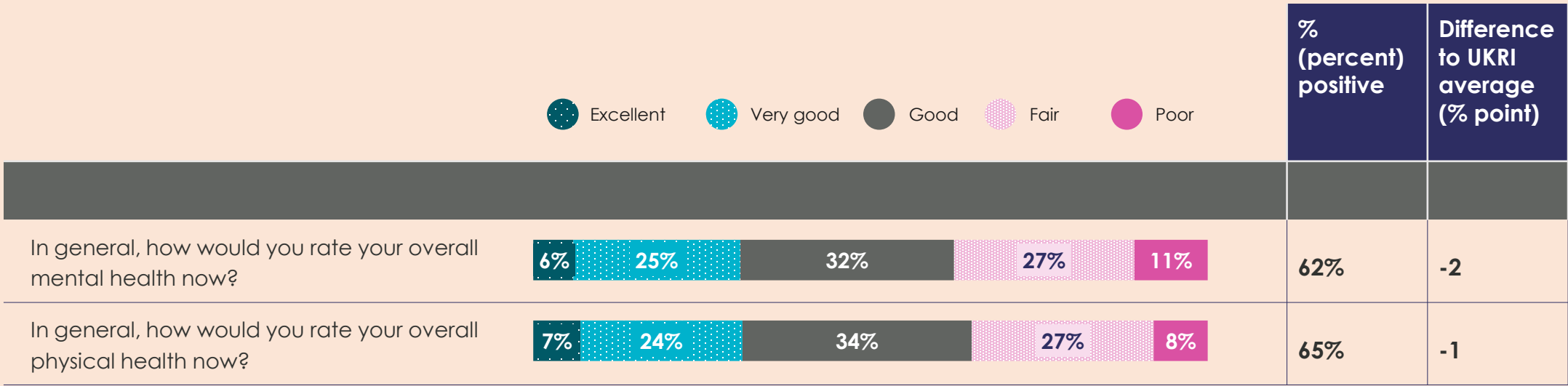
# Wellbeing (1)



**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.

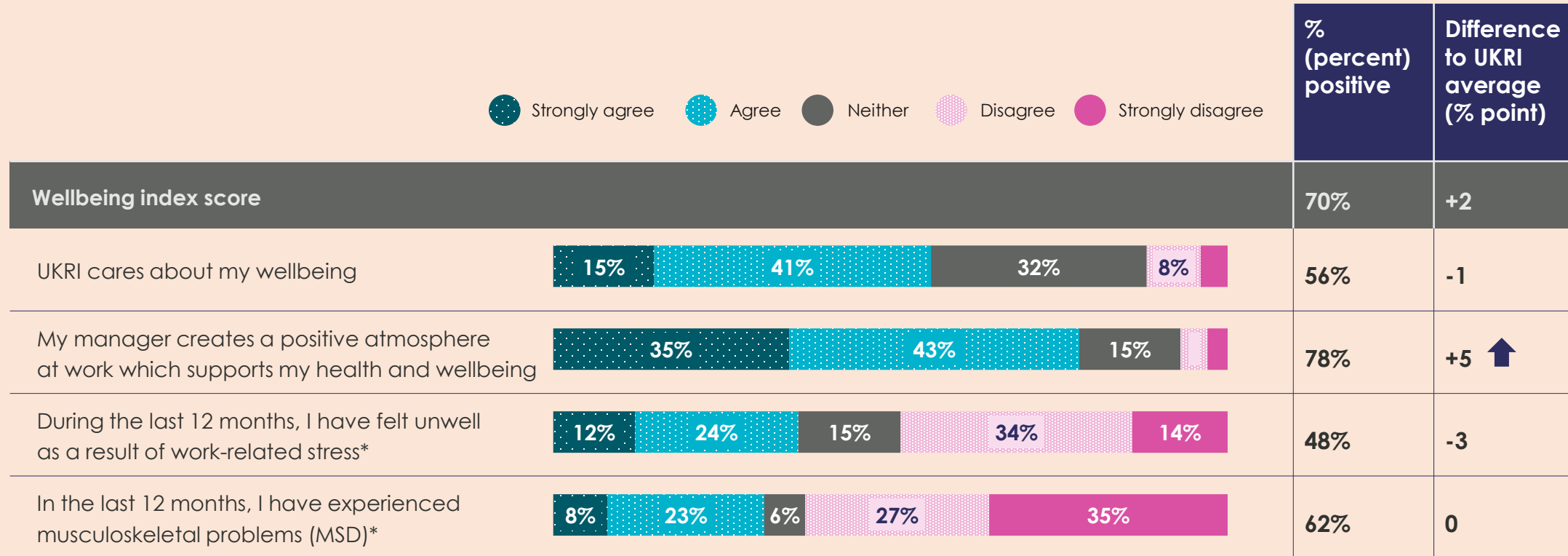


# Wellbeing (2)



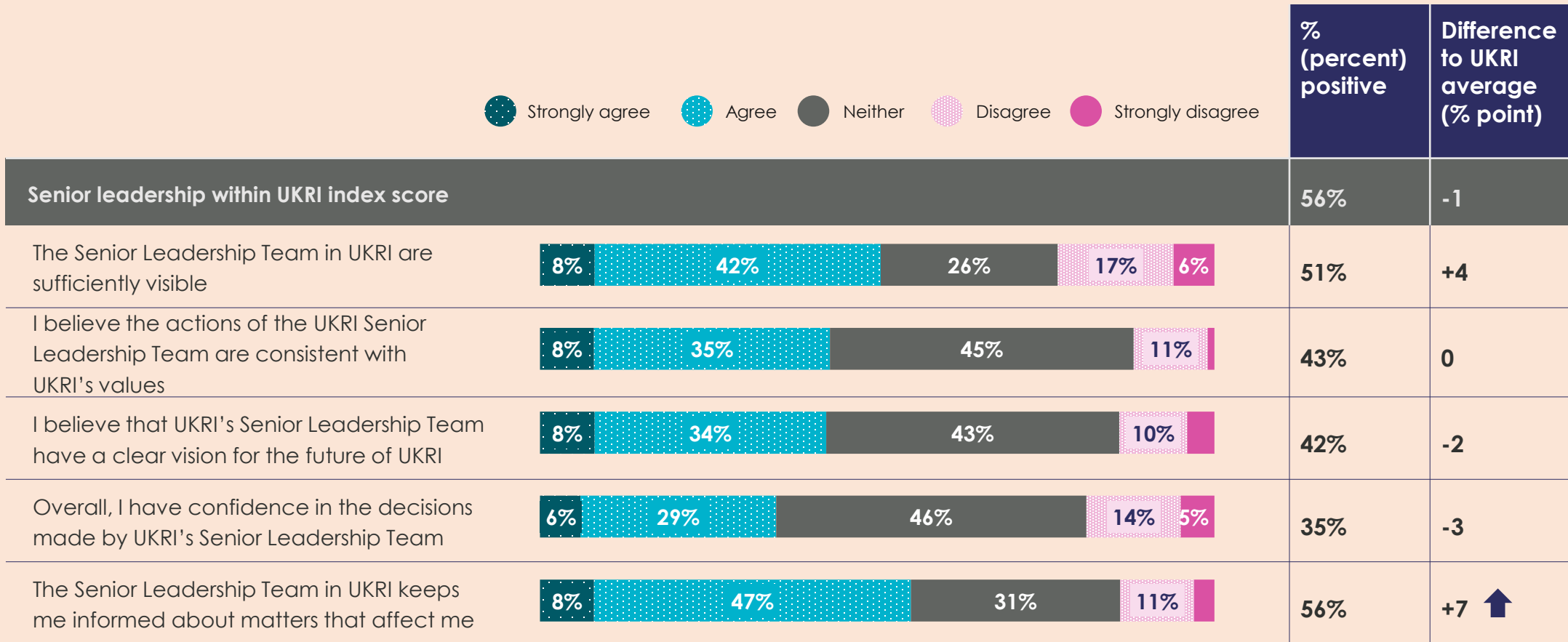
**Base:** All respondents, excluding prefer not to say. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Wellbeing (3)



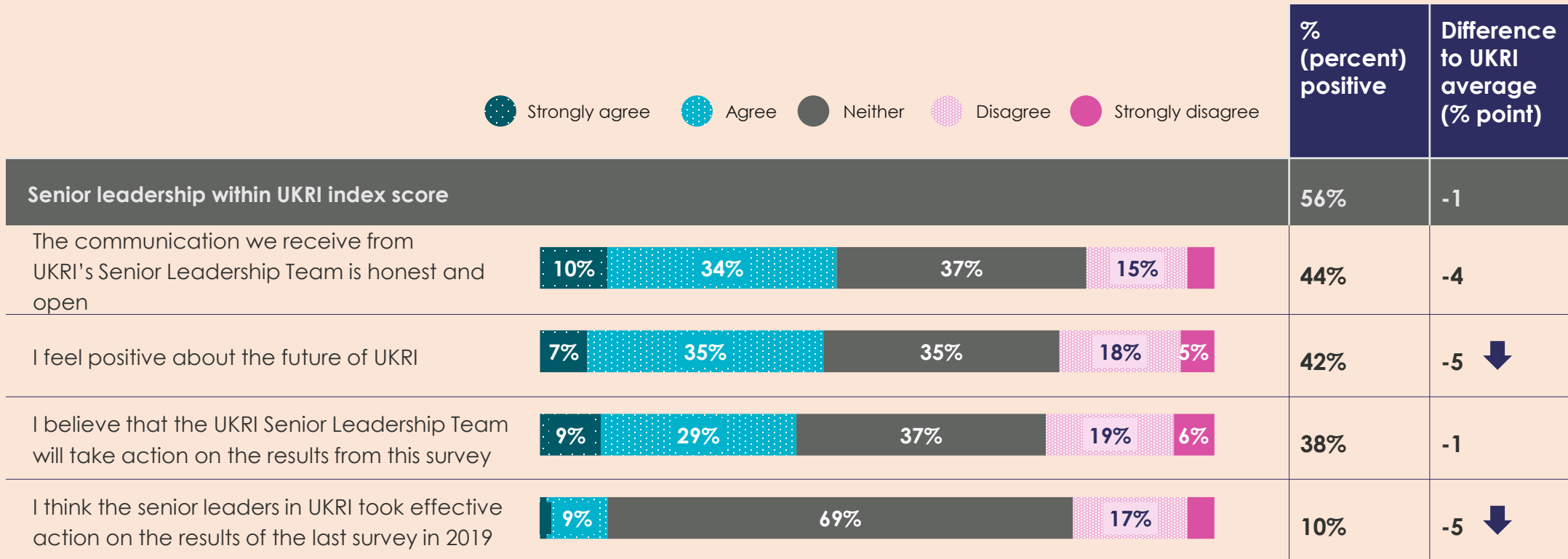
**Base:** All respondents (\*excluding prefer not to say). Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Senior leadership within UKRI (1)



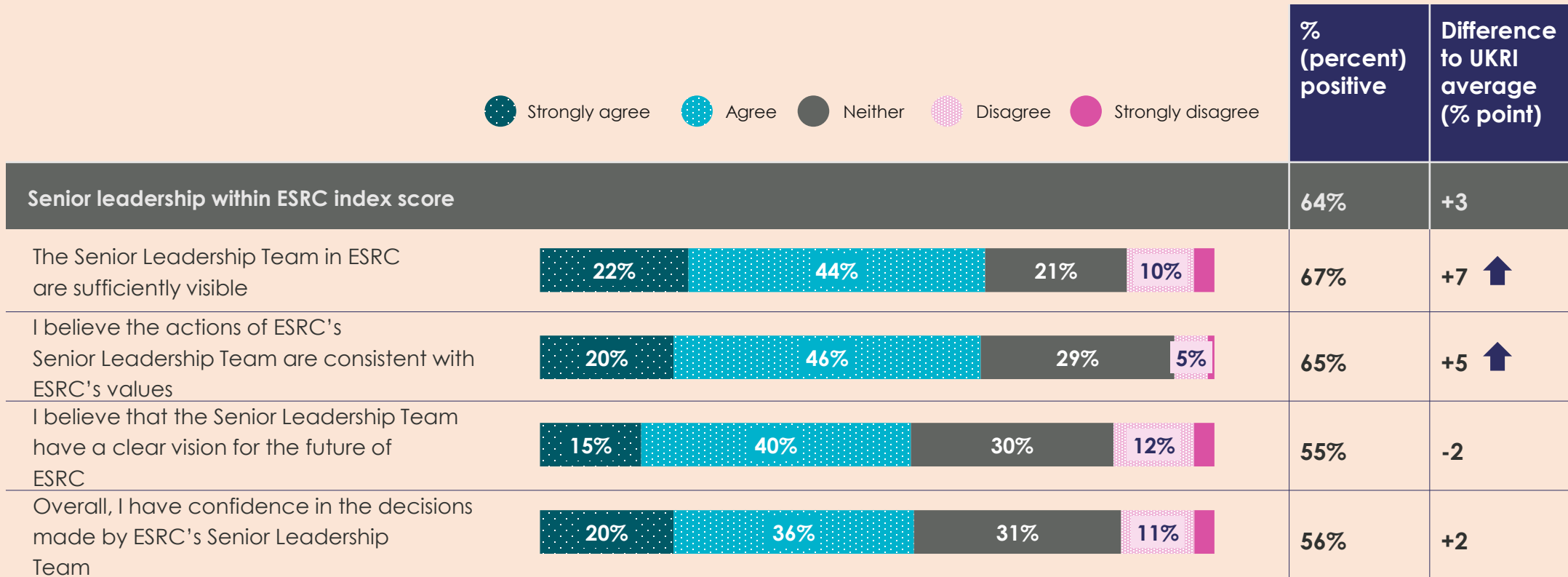
**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

## Senior leadership within UKRI (2)



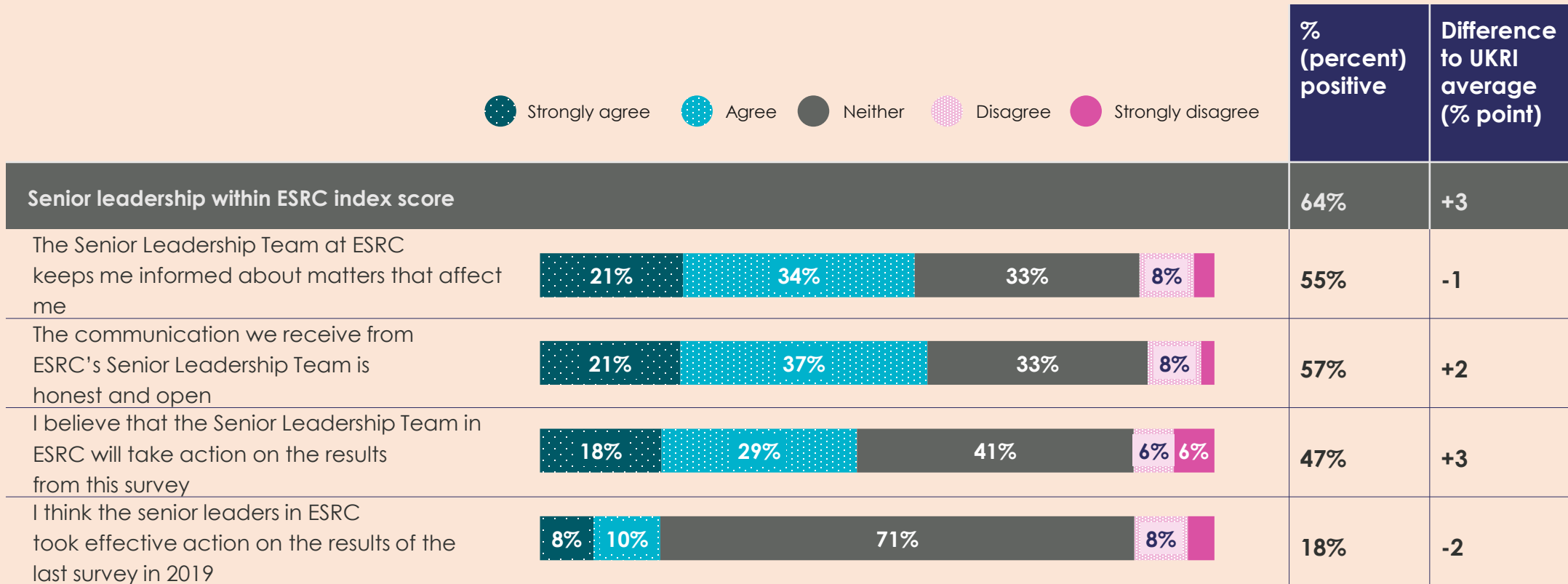
**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Senior leadership within ESRC (1)



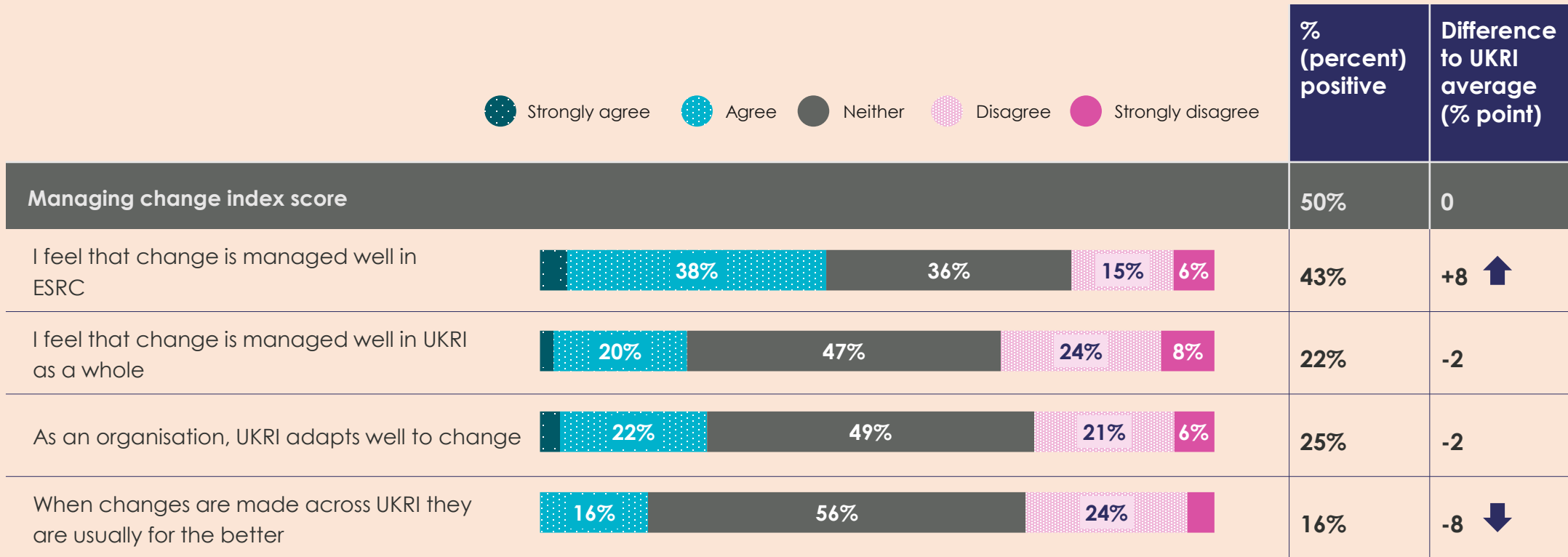
**Base:** All respondents, excluding UKRI Corporate Hub. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

## Senior leadership within ESRC (2)



**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.

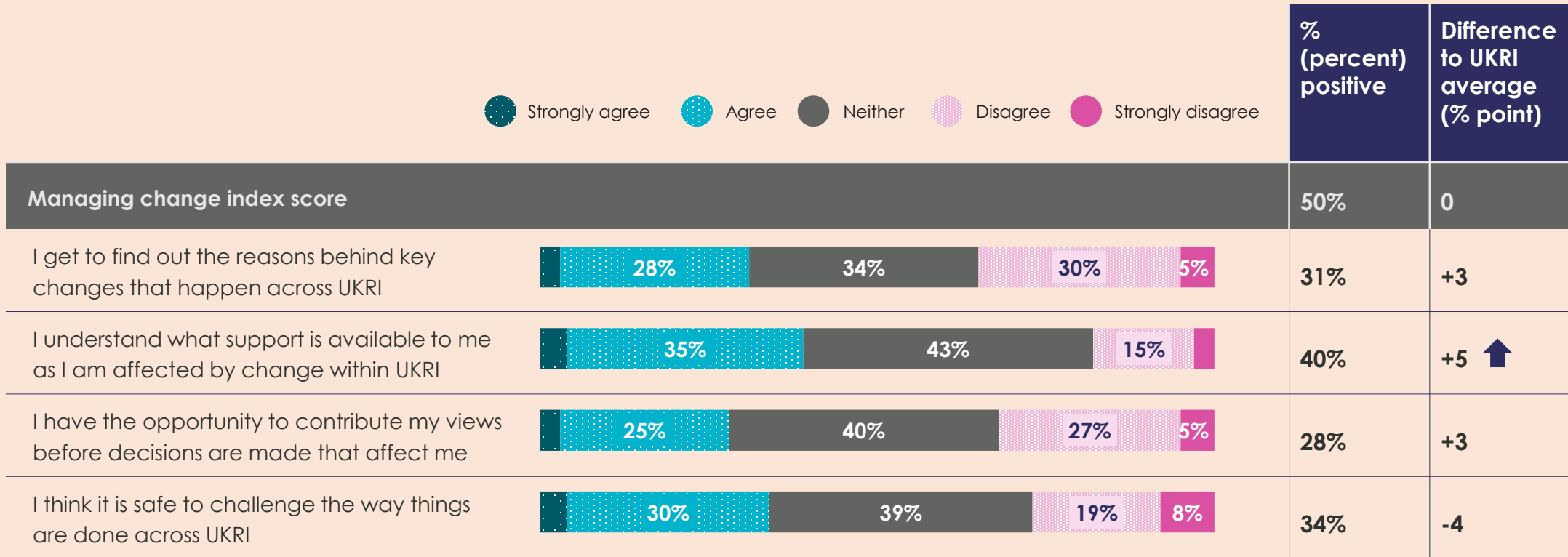
# Managing change (1)



**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.

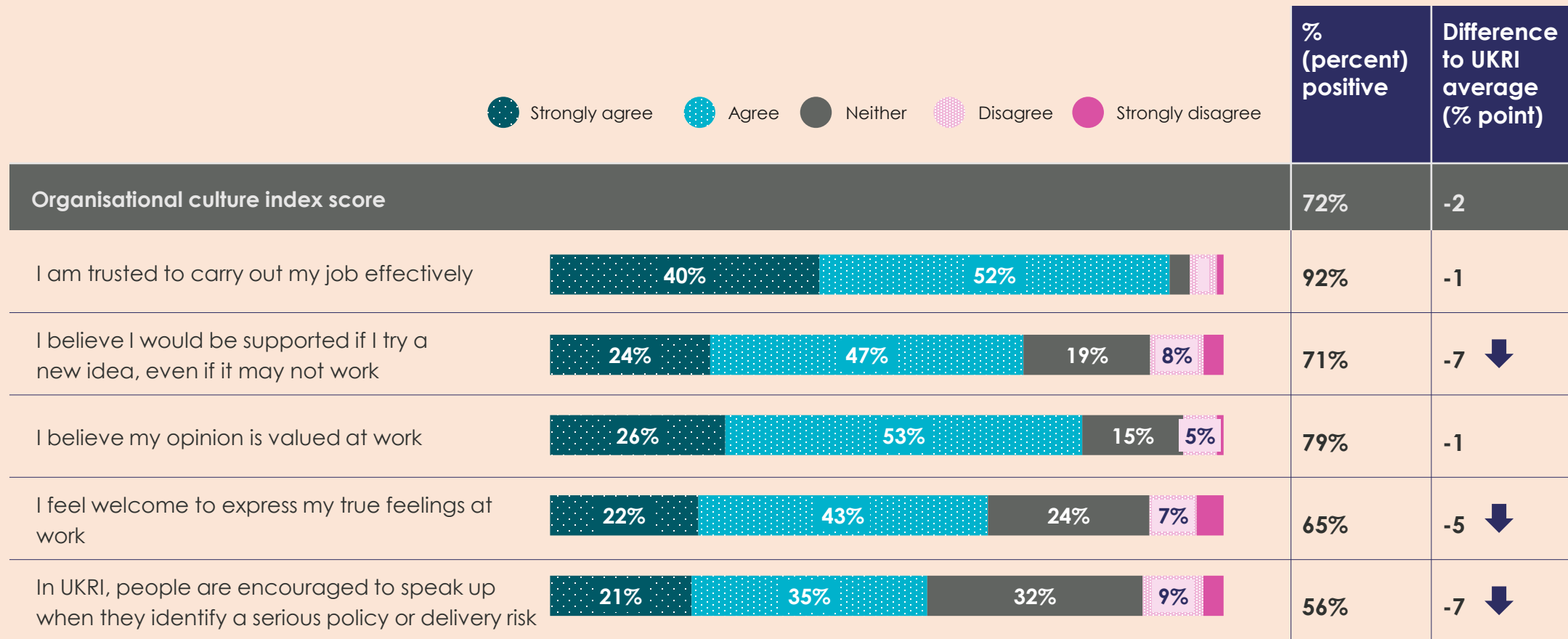


# Managing change (2)



**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



**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	6%	6%	+1
I want to leave UKRI within the next 12 months	15%	15%	+1
I want to stay working within UKRI for at least the next year	37%	37%	0
I want to stay working within UKRI for at least the next three years	43%	43%	-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.

# For more information



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