

UKRI People Survey 2022: Innovate UK report

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UK Research
and Innovation

djs
employee
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Part of the DJS Research group



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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:

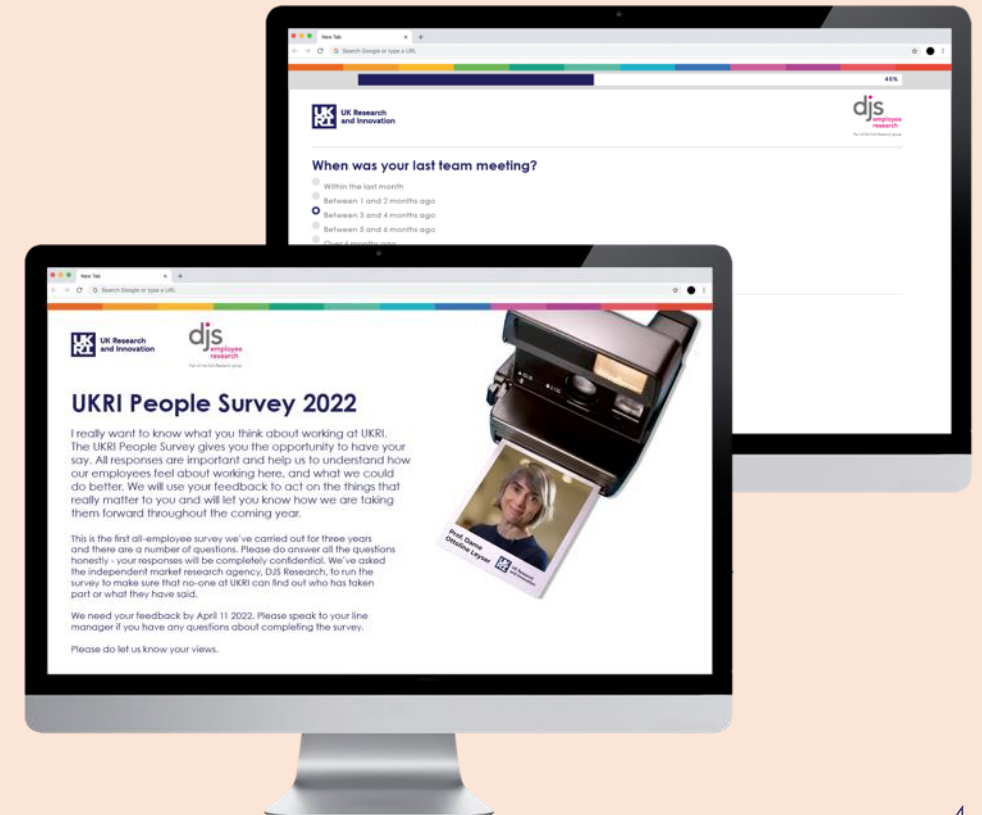
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

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

This report provides a summary of the results for **Innovate UK**, 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	Engagement with [council/area]	My work	Organisational objectives and purpose	My manager
63% Difference to UKRI +4%	73% Difference to UKRI +4%	74% Difference to UKRI +1%	64% Difference to UKRI +2%	77% Difference to UKRI +3%
Support for managers	My team	Learning and development	Pay and benefits	Resources and workload
76% Difference to UKRI +5%	83% Difference to UKRI +3%	57% Difference to UKRI +2%	47% Difference to UKRI +7%	67% 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.

Average scores per survey theme (2)

Inclusion and fair treatment	Wellbeing	Senior leadership within UKRI	Senior leadership within [council/area]
76% Difference to UKRI +3%	71% Difference to UKRI +4%	57% Difference to UKRI 0%	63% Difference to UKRI +1%
Managing change	Organisational culture	Experienced discrimination	Experienced bullying or harassment
51% Difference to UKRI +1%	75% Difference to UKRI +1%	4% Difference to UKRI -1%	7% 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: 63%


No. of responses: 439 of 697

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I feel confident in addressing poor performance in my team	82%	+17 ↑
I feel a strong personal attachment to UKRI	45%	+13 ↑
In general, how often do you discuss your personal wellbeing and/or work-related stress with your manager? (% at least monthly)	78%	+12 ↑
I am proud when I tell others I am part of UKRI	76%	+11 ↑
I believe that the Senior Leadership Team in [council/area] will take action on the results from this survey	55%	+11 ↑


Questions scoring least positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I can find the information I need to do my job effectively	60%	-7 ↓
I have access to the tools and equipment I need to do my job effectively	74%	-5 ↓
Overall, how anxious did you feel yesterday? (% score 6-10)	30%	-5 ↓
I am sufficiently challenged by my work	79%	-3
I feel involved in the decisions that affect my work	60%	-1

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		95%
I have the skills I need to do my job effectively		94%
I am trusted to carry out my job effectively		94%
I am interested in my work		93%
My manager is considerate of my life outside work		92%

Areas of concern: What are colleagues most negative about?

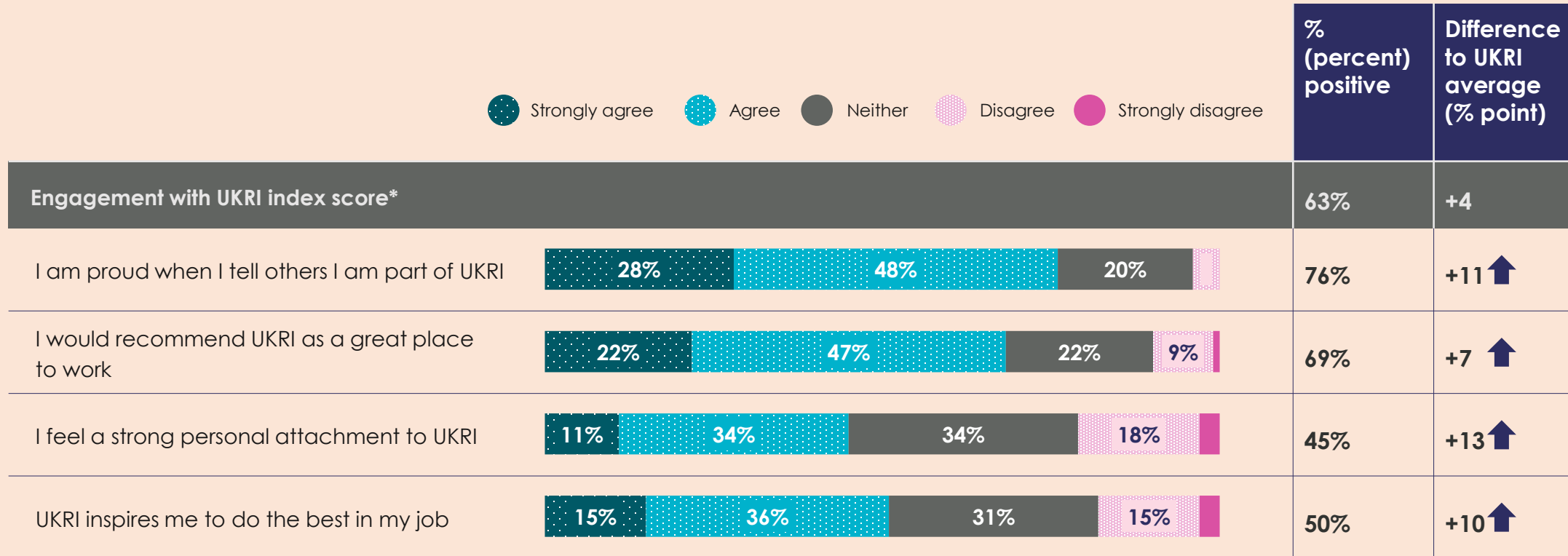
Most negatively scoring questions		% (percent) negative (net disagree)
There are opportunities for promotion within my current role		54%
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		48%
I feel that my pay adequately reflects my performance		43%
Organisational processes support me to work efficiently		38%
I have the opportunity to contribute my views before decisions are made that affect me		32%

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



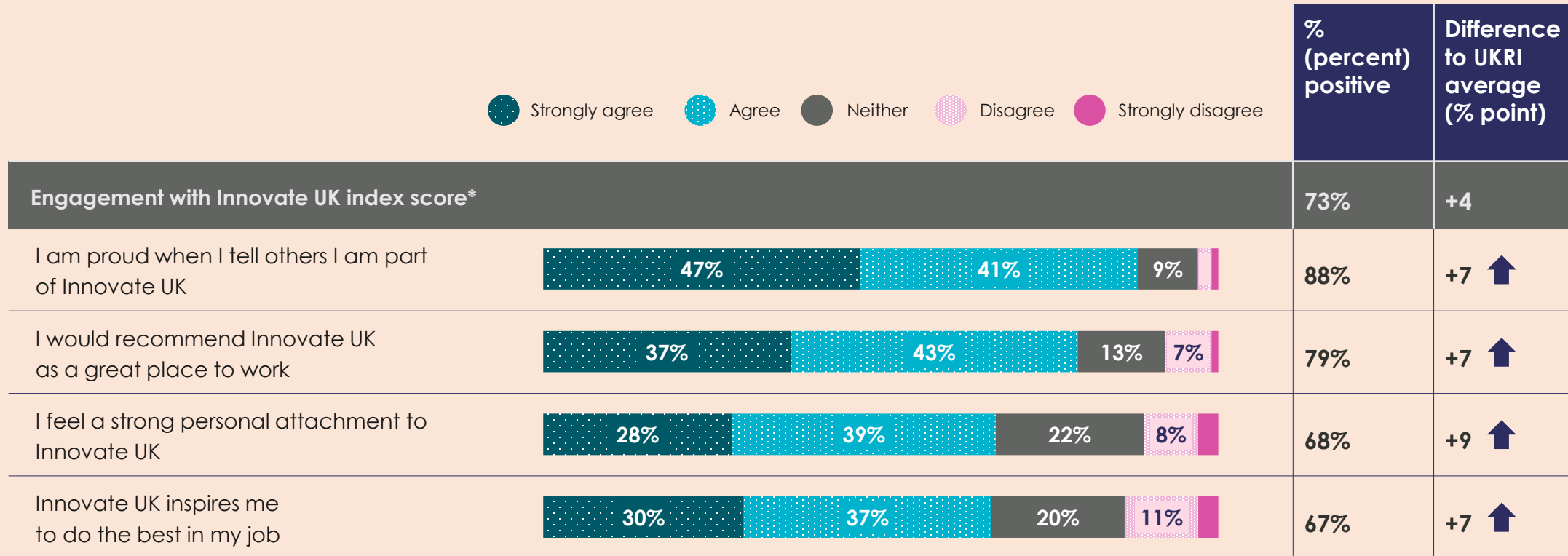
Engagement with UKRI



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 Innovate UK



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?

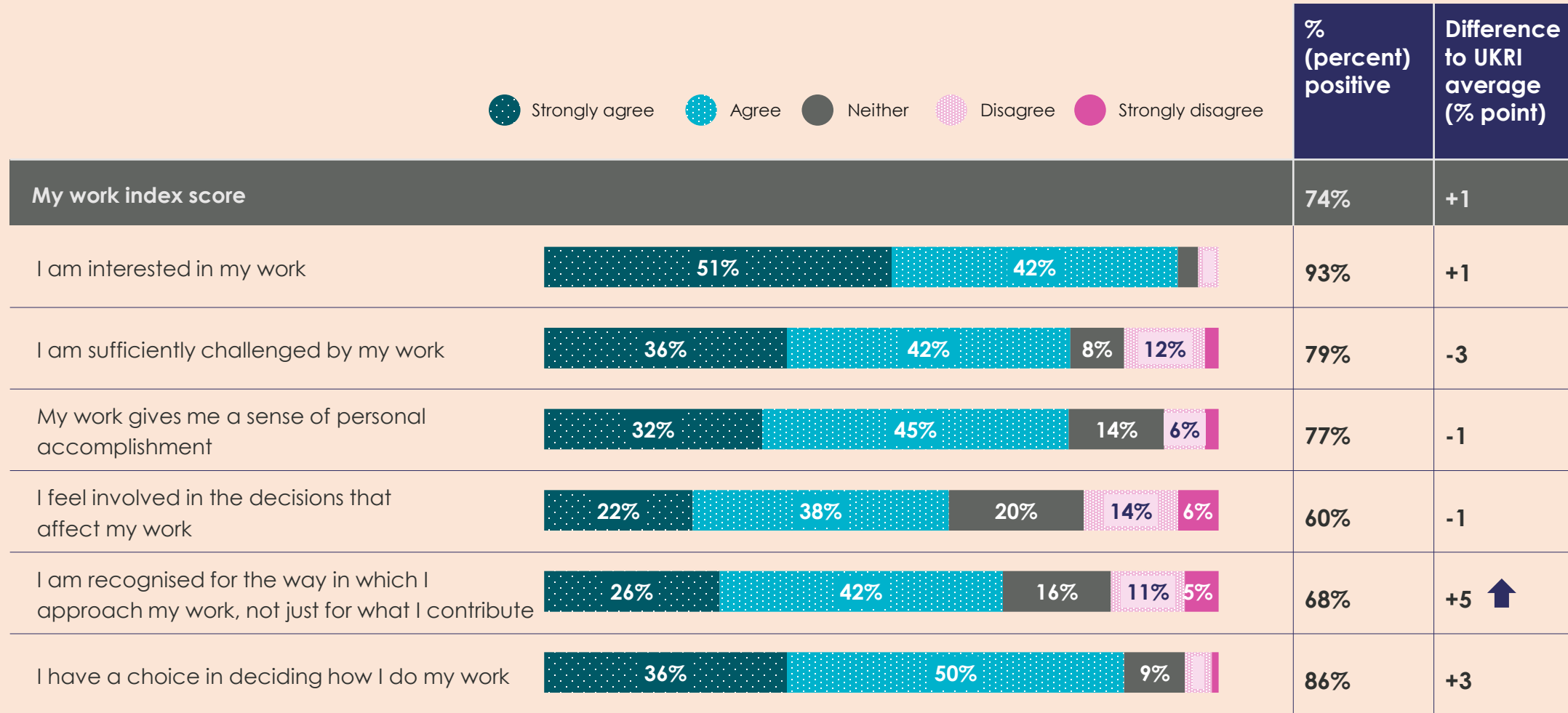


Base: All respondents. Only showing responses of 2% and above. 4% Other, 0% Don't know, 55% No comment.

5. All questions by survey theme

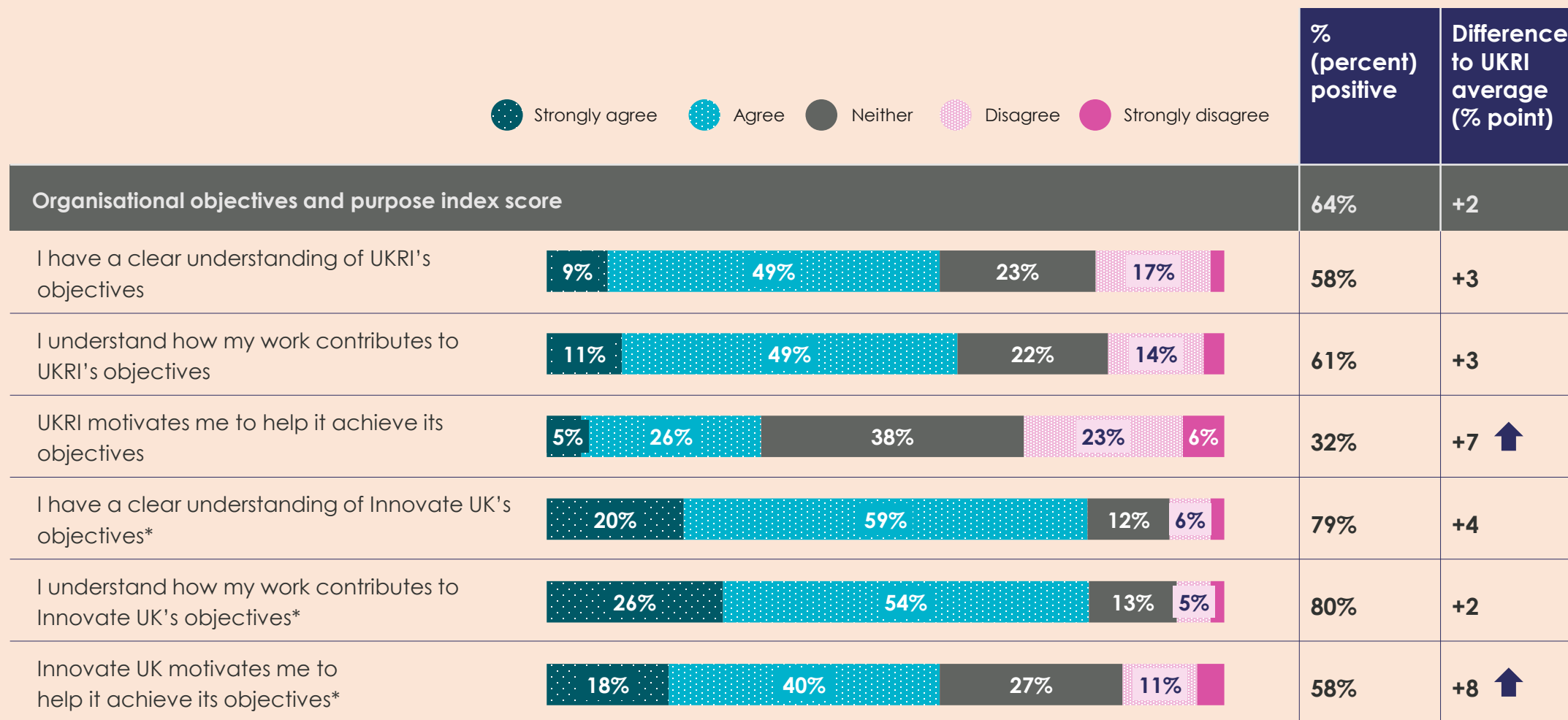


My work



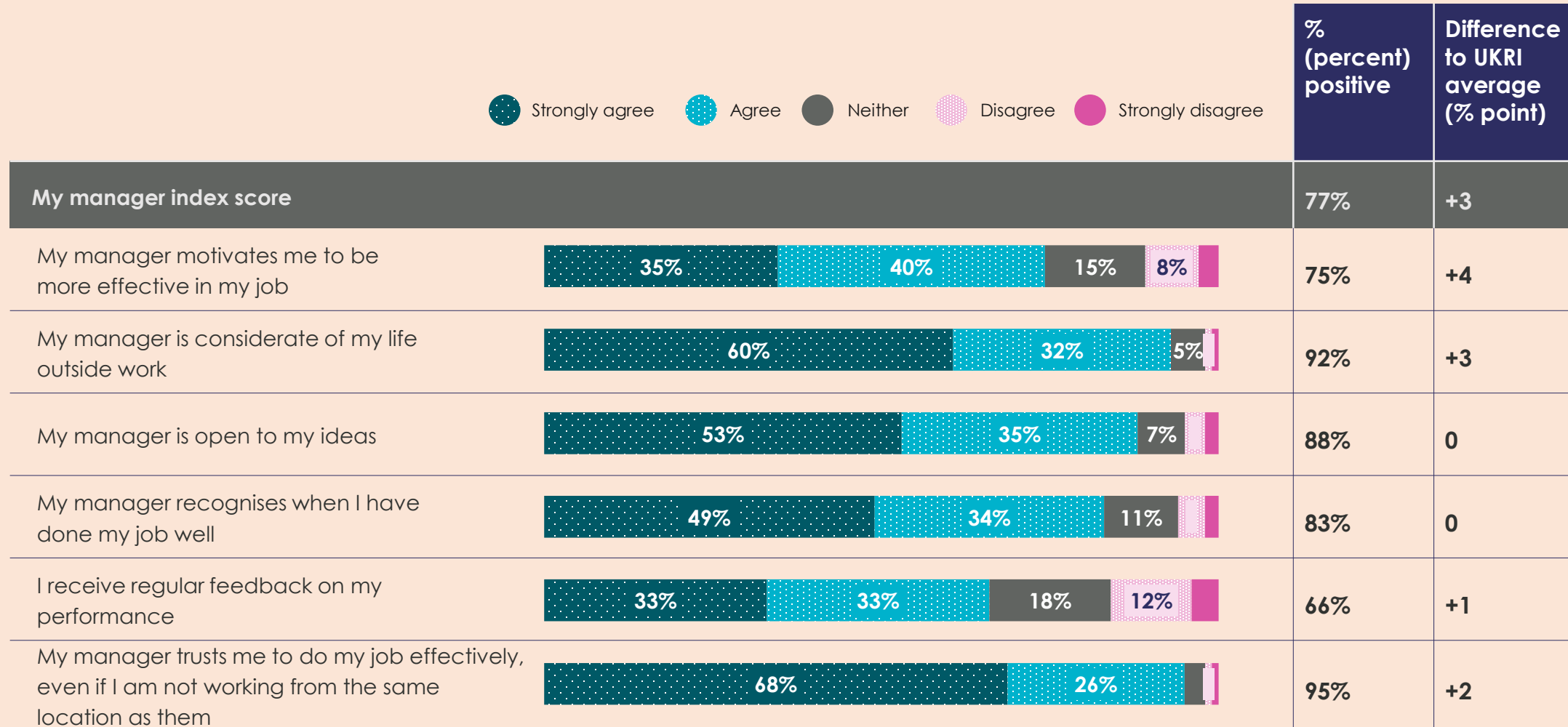
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Organisational objectives and purpose



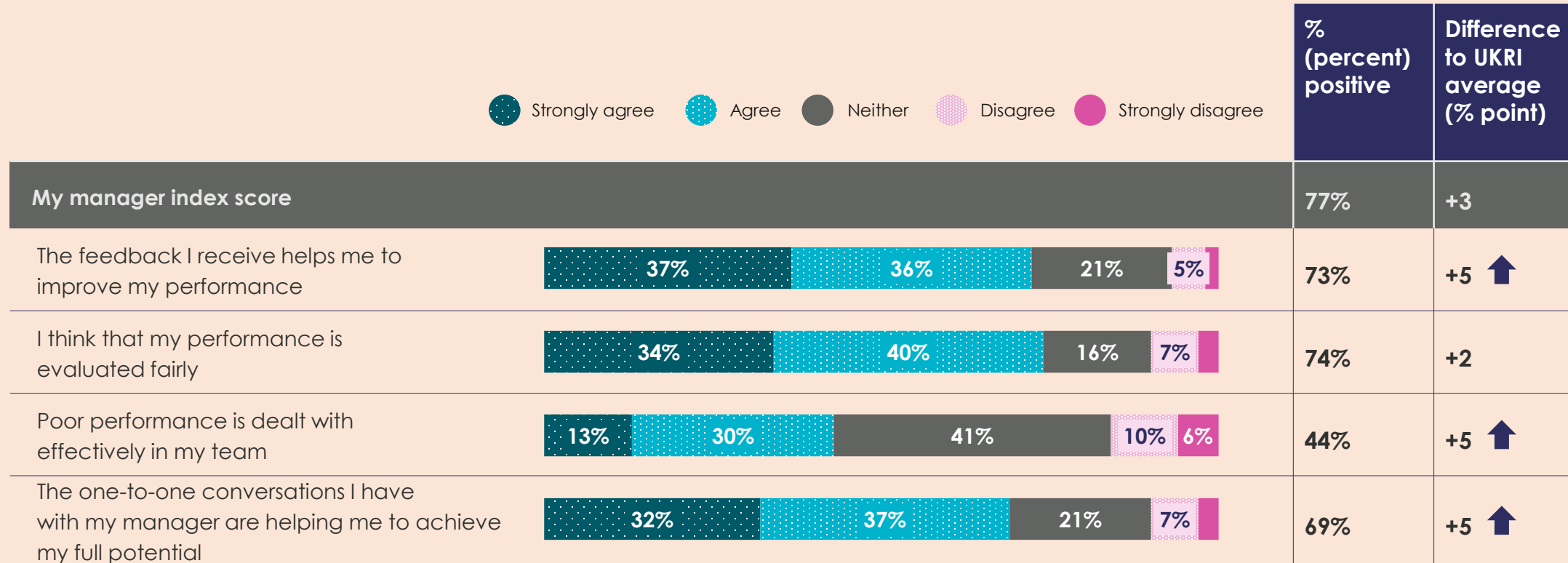
Base: All respondents (*excluding UKRI Corporate Hub). Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

My manager (1)



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.

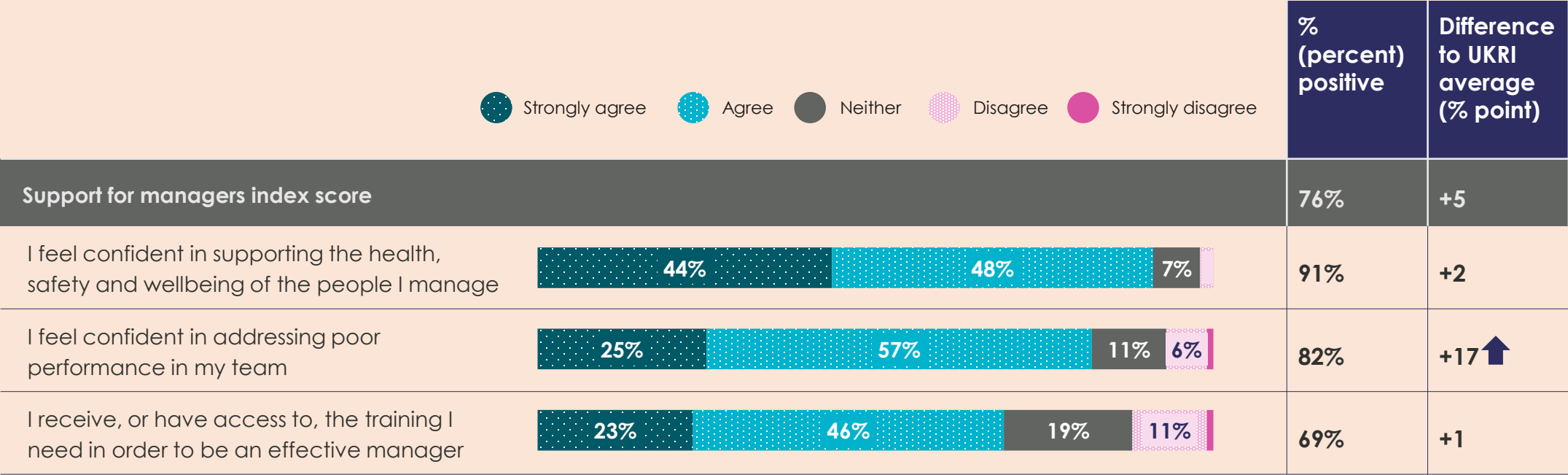
Performance management

Weekly
Monthly
Quarterly
Annually
Never

		% (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		47%	+4
Your development needs and career goals		36%	+10↑
Your personal wellbeing and/or work-related stress		78%	+12↑

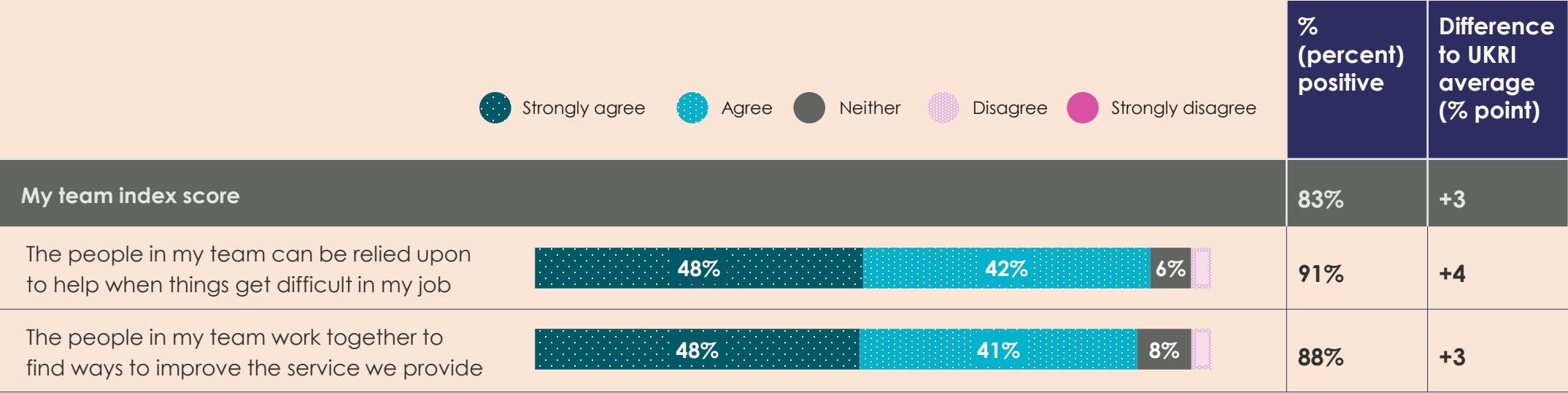
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

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.

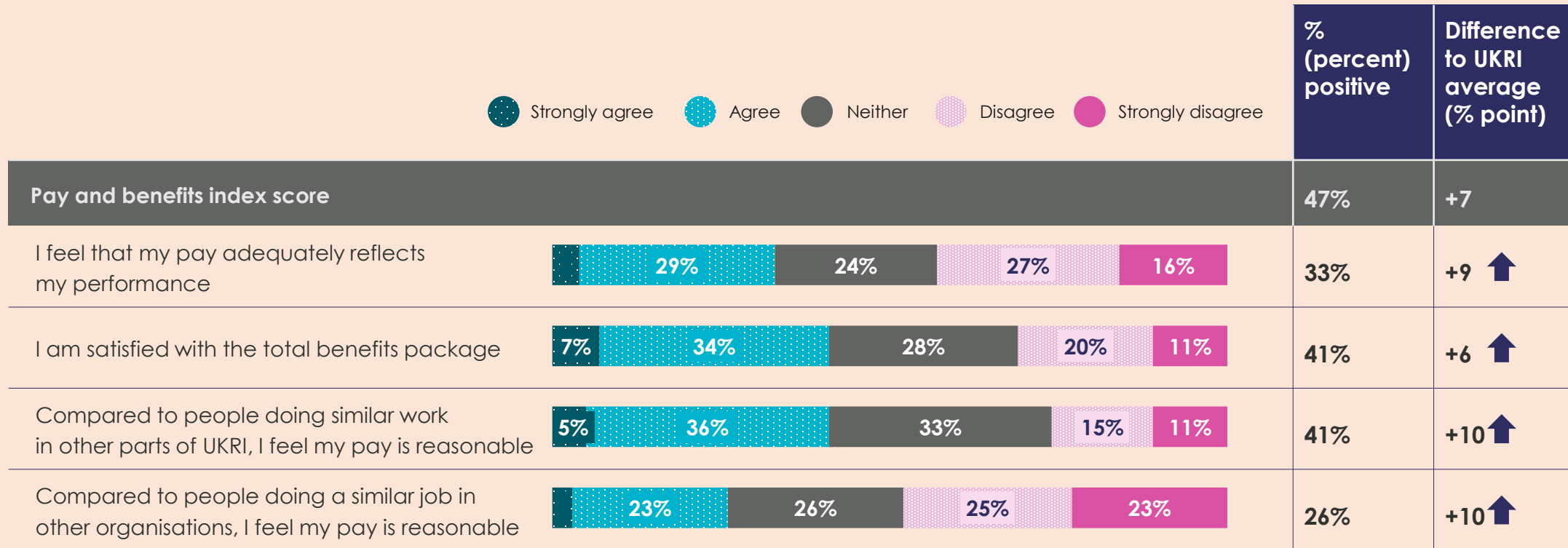
Learning and personal development

● 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	<div> <div>15%</div> <div>49%</div> <div>20%</div> <div>13%</div> <div></div> </div>		64%	+2
Learning and development activities I have completed in the past 12 months have helped to improve my performance	<div> <div>17%</div> <div>43%</div> <div>28%</div> <div>8%</div> <div></div> </div>		60%	+8 ↑
There are opportunities for me to develop in my career across UKRI	<div> <div>13%</div> <div>35%</div> <div>27%</div> <div>16%</div> <div>10%</div> </div>		47%	+8 ↑
There are opportunities for promotion within my current role	<div> <div>5%</div> <div>18%</div> <div>23%</div> <div>28%</div> <div>26%</div> </div>		23%	+2
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career	<div> <div>10%</div> <div>38%</div> <div>29%</div> <div>16%</div> <div>6%</div> </div>		49%	+5 ↑
I think my current job makes the most of my skills and strengths	<div> <div>13%</div> <div>44%</div> <div>16%</div> <div>19%</div> <div>8%</div> </div>		57%	0

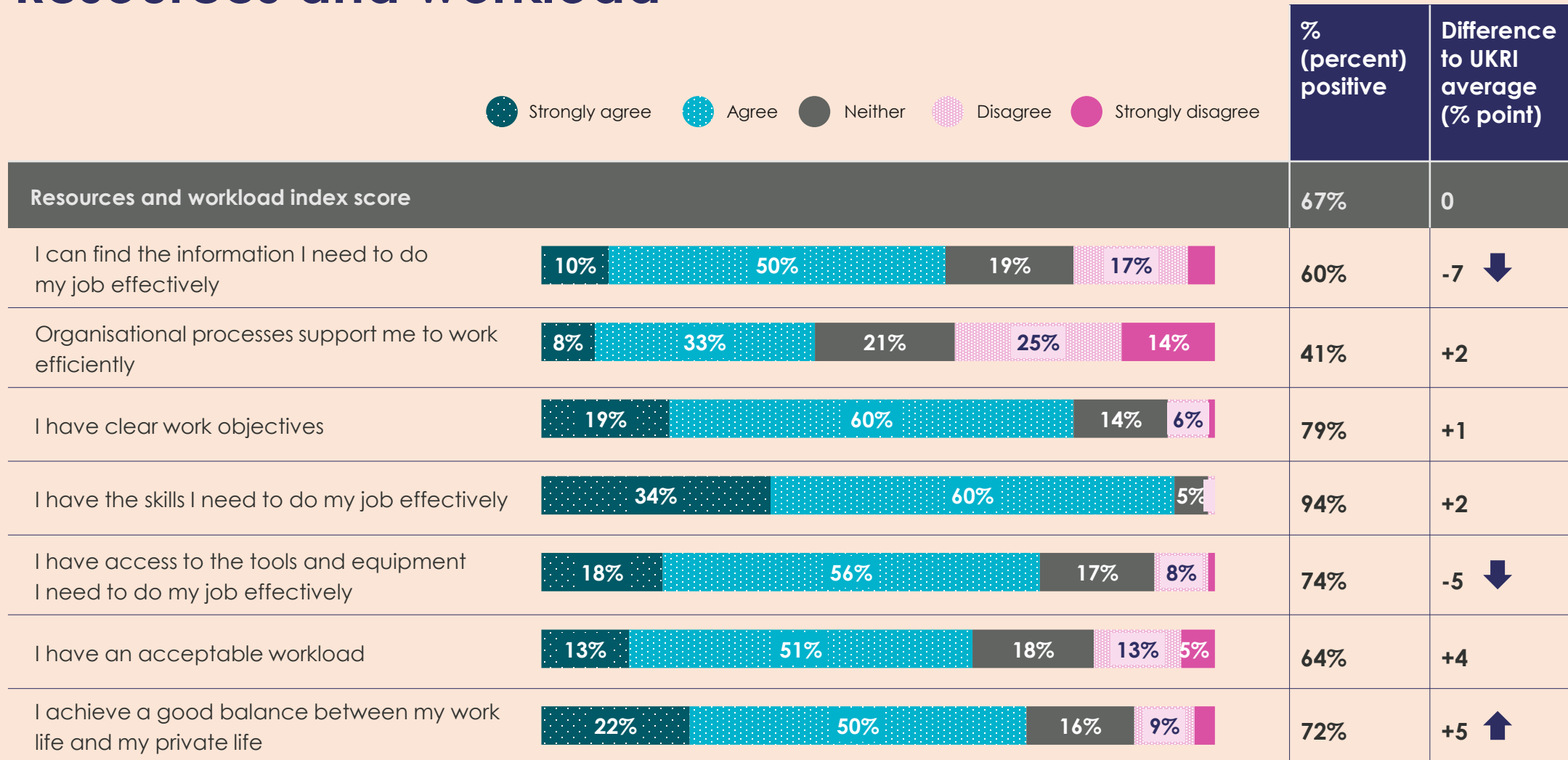
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Pay and benefits



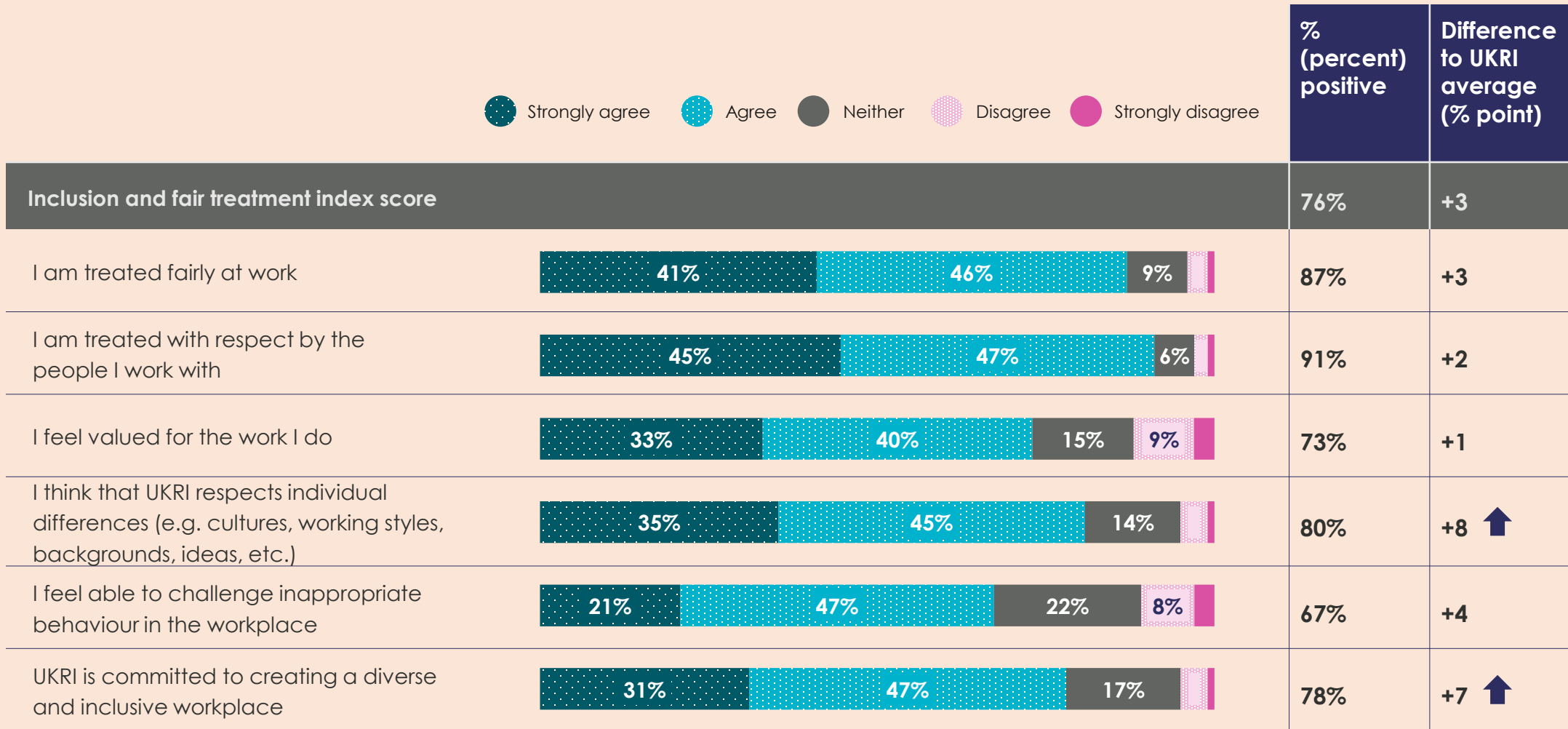
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Resources and workload



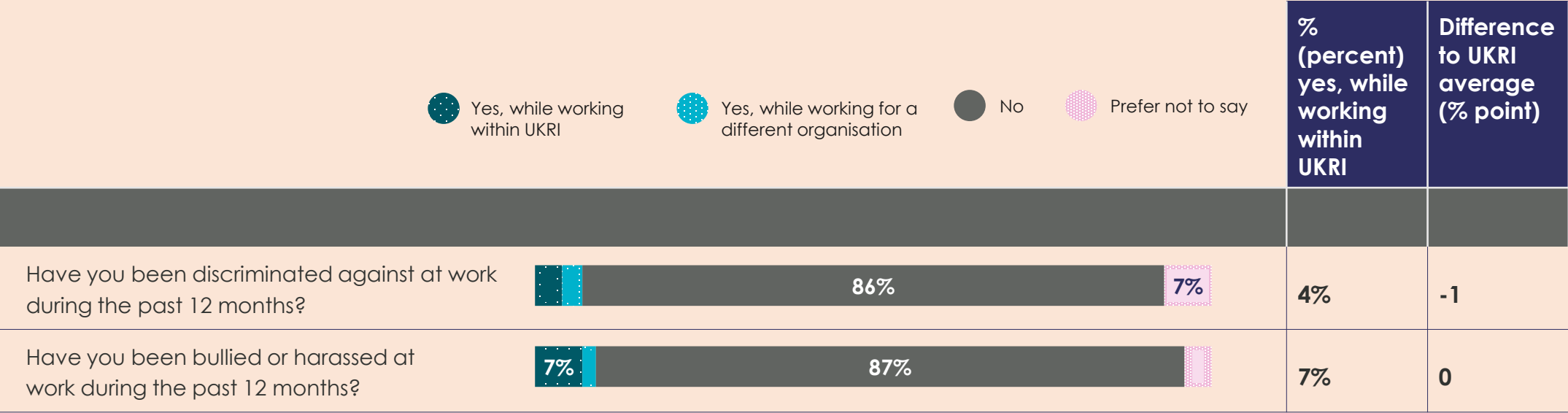
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Inclusion and fair treatment



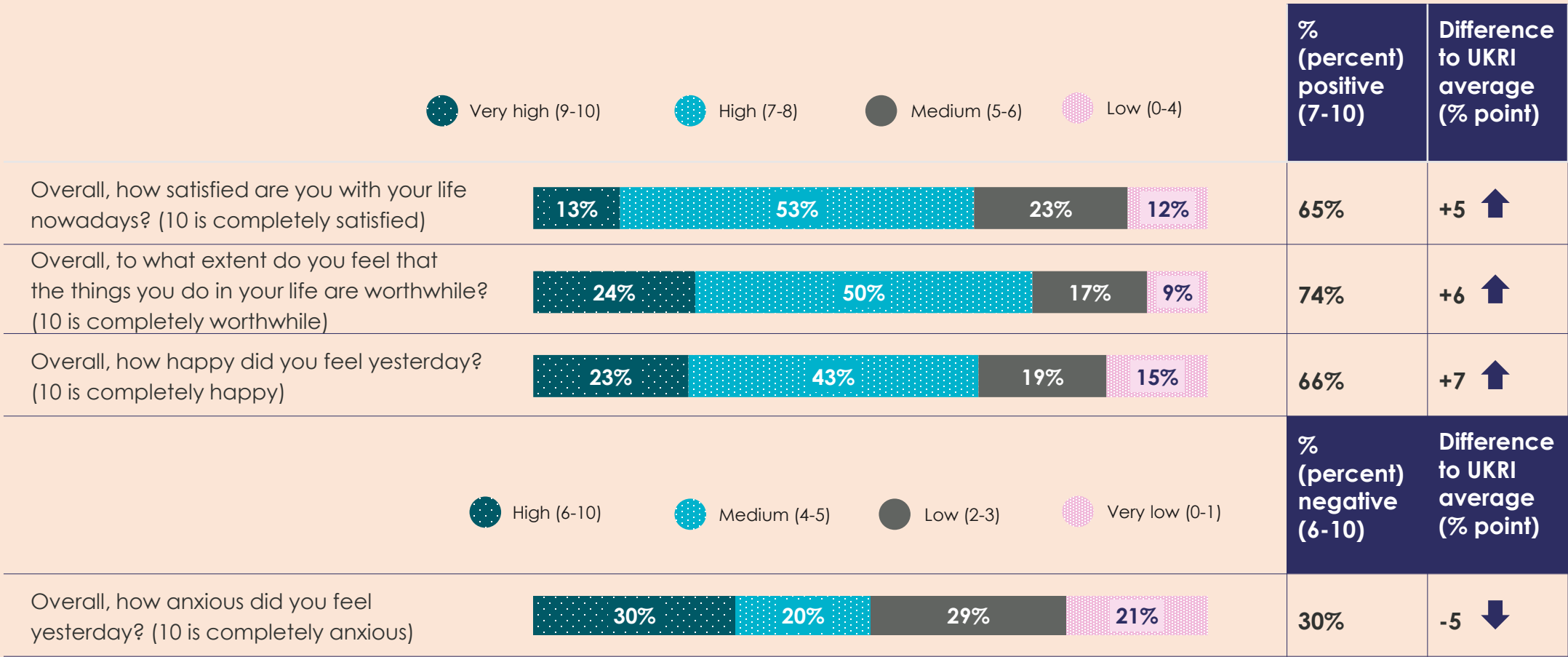
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Discrimination, bullying and harassment



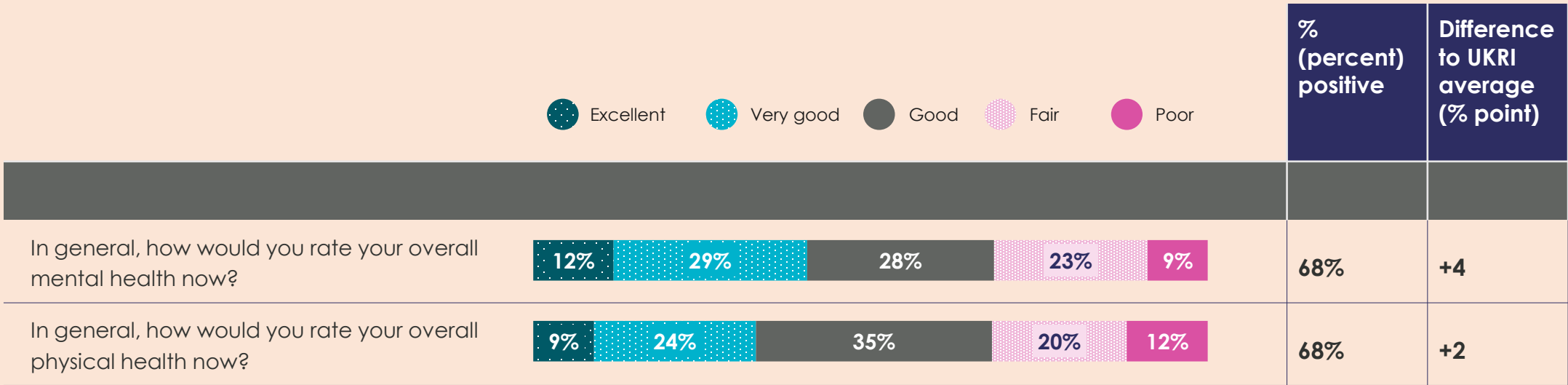
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Wellbeing (1)



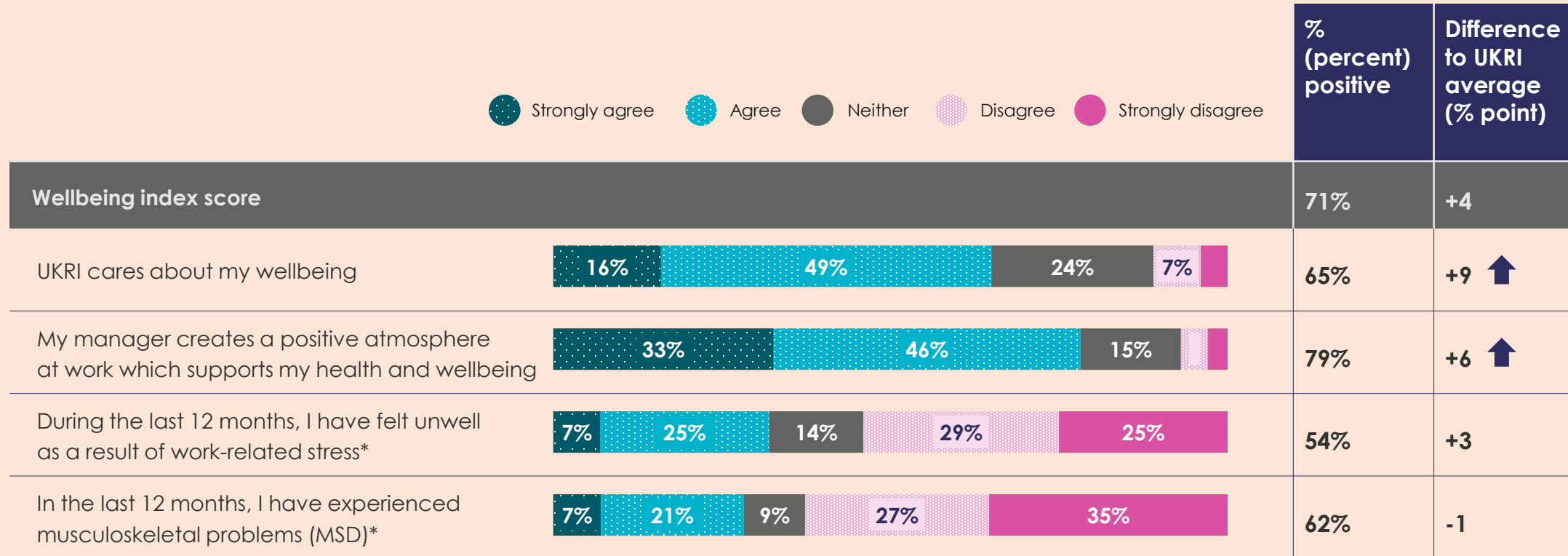
Base: All respondents, excluding prefer not to say. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Wellbeing (2)



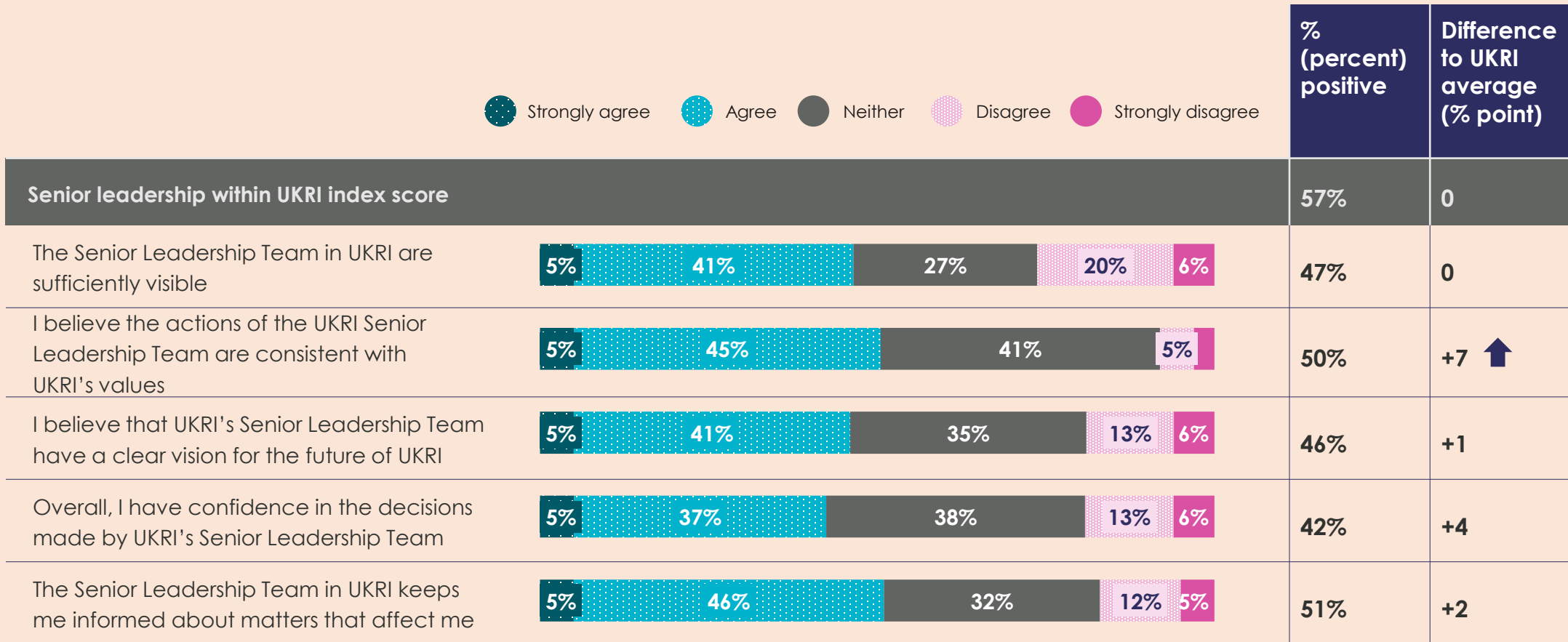
Base: All respondents, excluding prefer not to say. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Wellbeing (3)



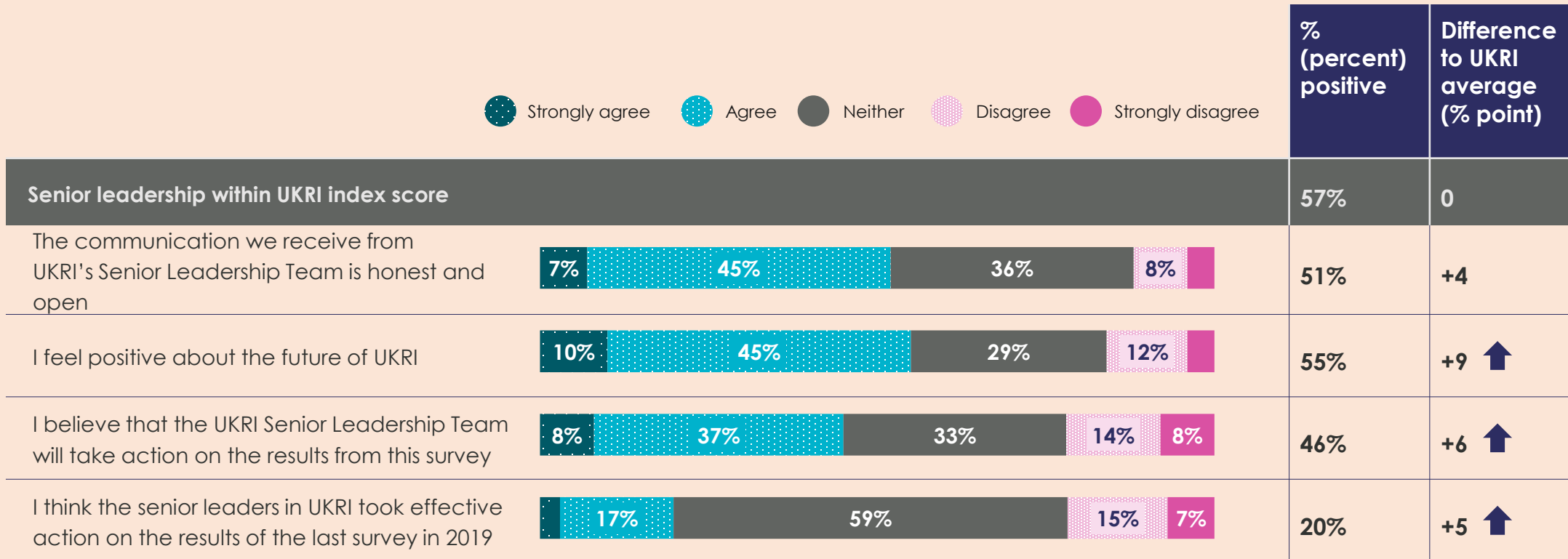
Base: All respondents (*excluding prefer not to say). Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within UKRI (1)



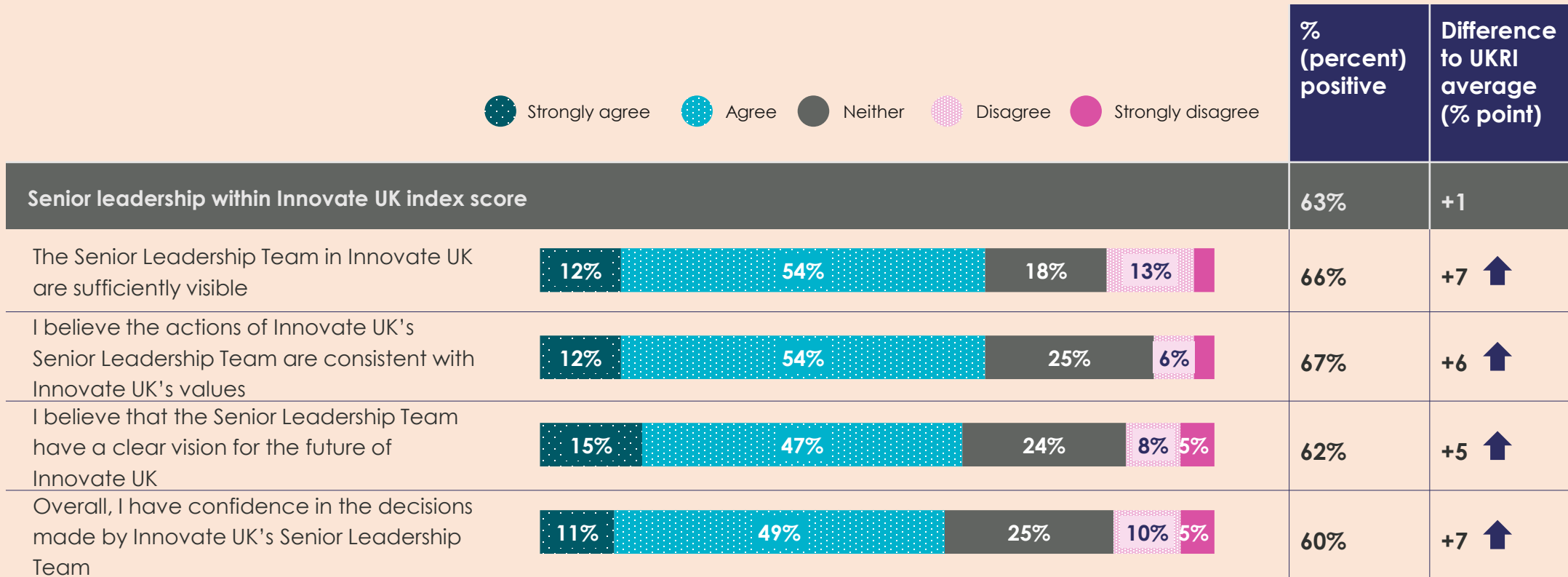
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within UKRI (2)



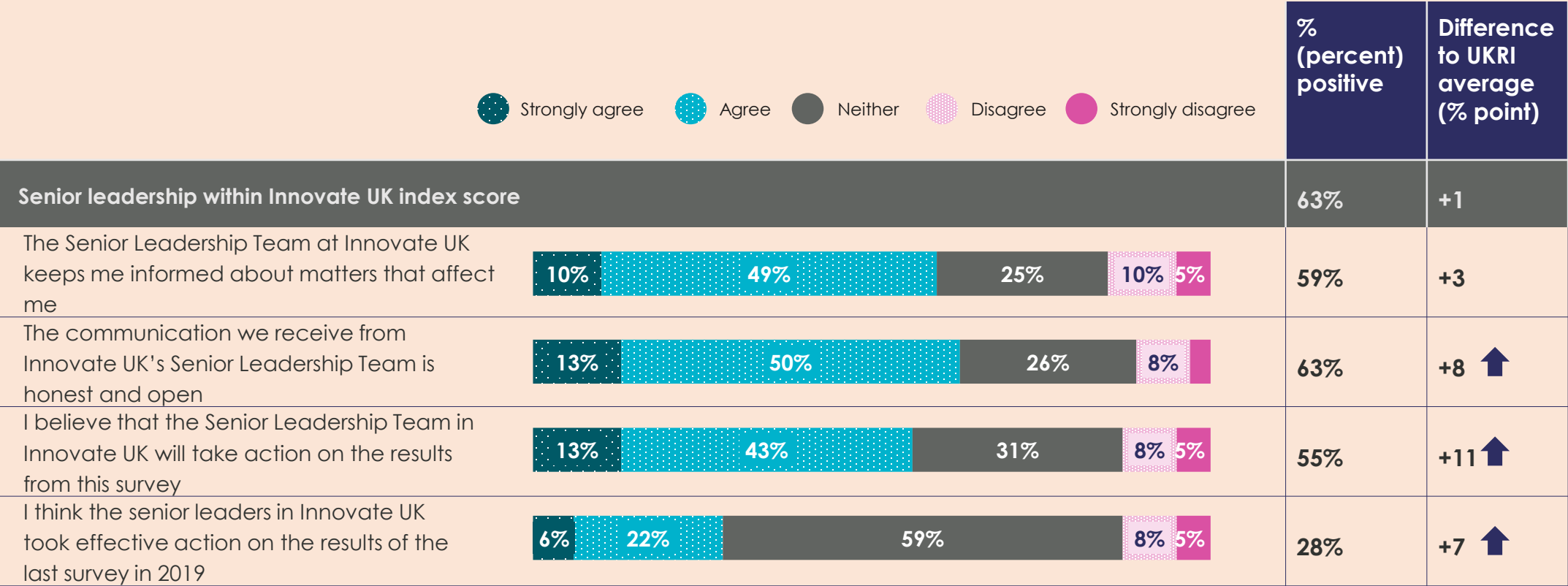
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within Innovate UK (1)



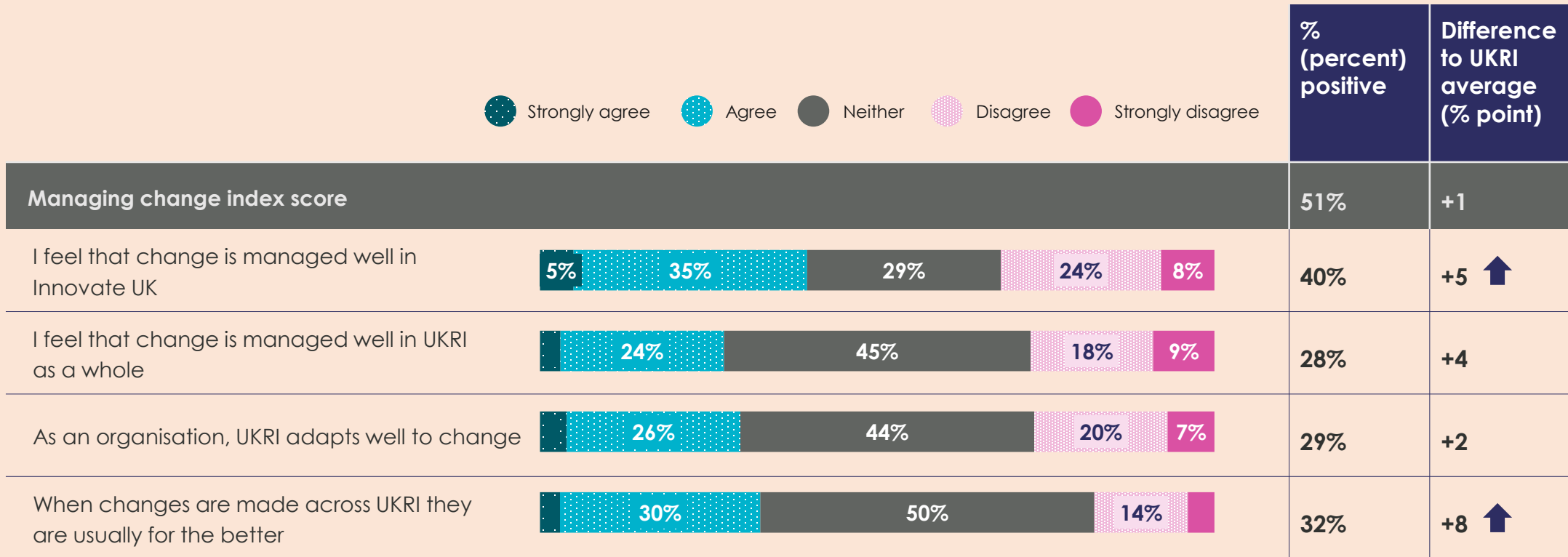
Base: All respondents, excluding UKRI Corporate Hub. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within Innovate UK (2)



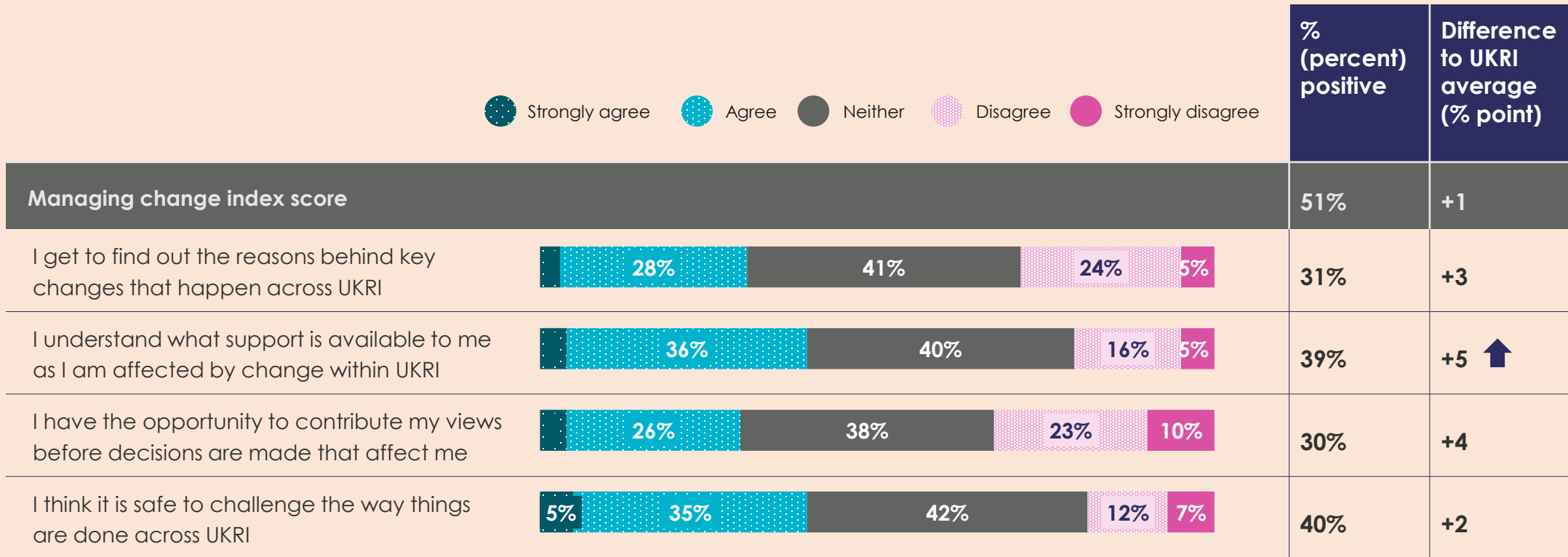
Base: All respondents, excluding UKRI Corporate Hub. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Managing change (1)



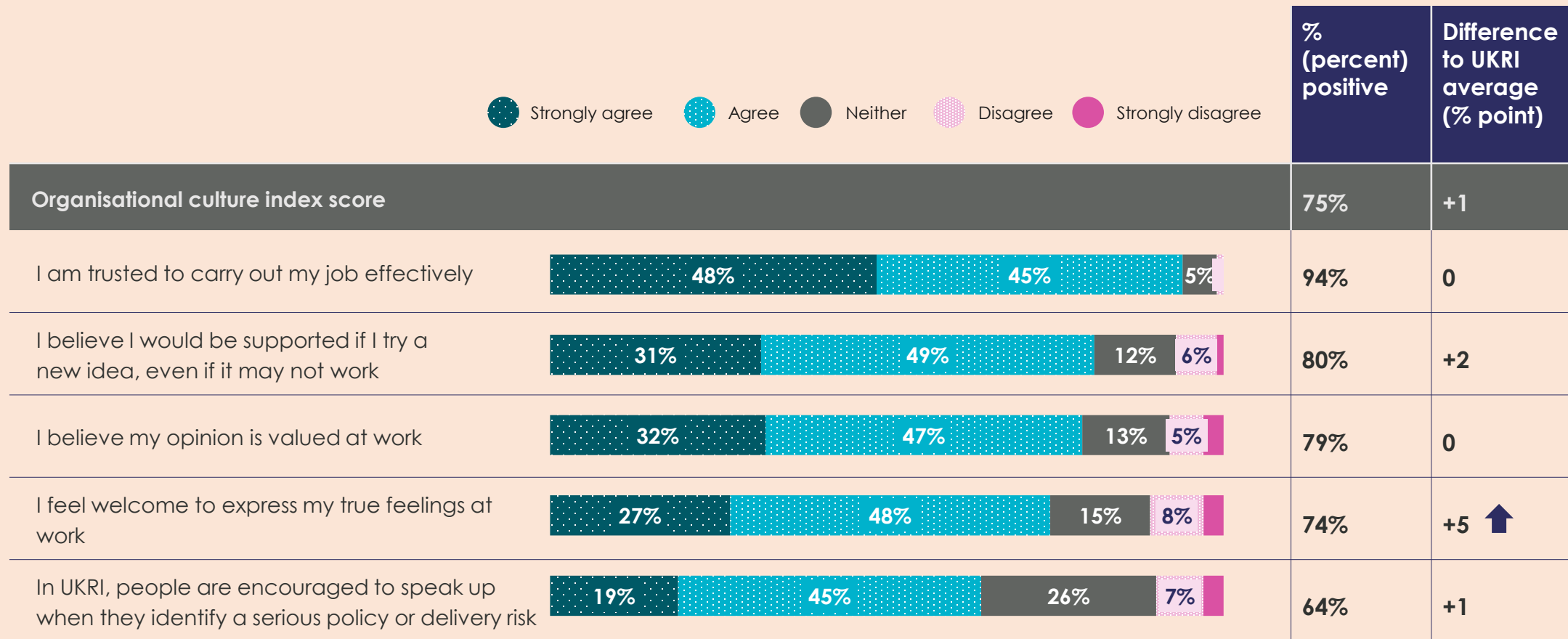
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

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	14%	14%	0
I want to stay working within UKRI for at least the next year	33%	33%	-3
I want to stay working within UKRI for at least the next three years	47%	47%	+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.

For more information



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