



[REDACTED]

28 November 2024

Dear [REDACTED],

Freedom of Information request: FOI2024/00995

Thank you for your Freedom of Information request received on the 24 October in which you requested the following:

Your request:

Can you please provide me with the results of the UKRI-wide annual people survey for the years 2022, 2023 and 2024. Please can these results include all departments within the organisation, and can the results be broken down by key demographic data at each level including gender, disability status and ethnicity?

I've been informed this information is readily available in slides and PDF forms.

Our response:

I can confirm that UK Research and Innovation (UKRI) holds some information relevant to your request. Please see the information below and attached.

Please find attached UKRI People Survey Reports for 2022 to 2024. These include an overall report for all of UKRI, reports for each of the nine individual research council and the UKRI Corporate Hub. Reports for NERC are broken down further into BAS, BGS and Head Office and there is an additional report for UKRI International, which was first produced in 2024.

Over the three years of the UKRI People Survey, the wording of the question sets has undergone limited changes to maintain a longitudinal perspective. However, an annual review is conducted, and where appropriate, questions have been modified to ensure clarity for respondents and to reflect the UKRI work experience and organisational changes. Caution should be exercised when comparing these to previous/subsequent similar questions, as they are not directly comparable.

We are exempting the name and contact details of the individuals that produced the reports under section 40(2) of the FOIA. Disclosing this information would contravene the first Data Protection Principle as defined under Section 86 of the Data Protection Act 2018 and Article 5 of UK General Data Protection Regulation (UK GDPR).

Section 40(2) is an absolute exemption and does not require a public interest test.

Also attached is demographic data for survey responses at UKRI level each year. Demographic data is not held broken down by council or individual departments.

In preparing the demographic data we have considered the risks of identifying individuals from small numbers, therefore, in line with standard statistical reporting practice, data has been suppressed to mitigate against the disclosure of personal data.

We consider that under Section 40(2) of the FOIA, this data would be exempt where it relates to fewer than five individuals. We believe that to disclose information relating to small numbers of individuals would contravene the first Data Protection Principle as defined under Section 86 of the Data Protection Act 2018 and Article 5 of UK

General Data Protection Regulation (UK GDPR) of lawfulness, fairness and transparency.

All demographic data has been rounded to the nearest value of five. As mentioned above, groups consisting of between one and four individuals have been suppressed as personal information under section 40(2) of the FOIA and are indicated by '< 5'. Percentage values for these groups have also been withheld. Where there are no members within a category, a count of zero is recorded.

If you have any queries regarding our response please do let us know. If you are dissatisfied with the handling of your request, you have the right to ask for an internal review, explaining which elements of this decision you disagree with and why. Internal review requests should be submitted within 40 working days of the date of our response and should be addressed to:

Head of Information Governance


Email: foi@ukri.org

Please quote the reference number above in any future communications.

If you are still not content with the outcome of the internal review, you may apply to refer the matter to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the review procedure provided by UKRI. The Information Commissioner can be contacted at: www.ico.org.uk.

If you wish to raise a complaint regarding the service you have received or the conduct of any UKRI staff in relation to your request, please see [UKRI's complaints procedure](#)¹.

Yours sincerely,


Information Governance
Information Rights Team
UK Research and Innovation
foi@ukri.org | dataprotection@ukri.org

¹ <https://www.ukri.org/who-we-are/contact-us/make-a-complaint/#skipnav-target>