

UKRI People Survey 2024: BBSRC report

May 2024

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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:

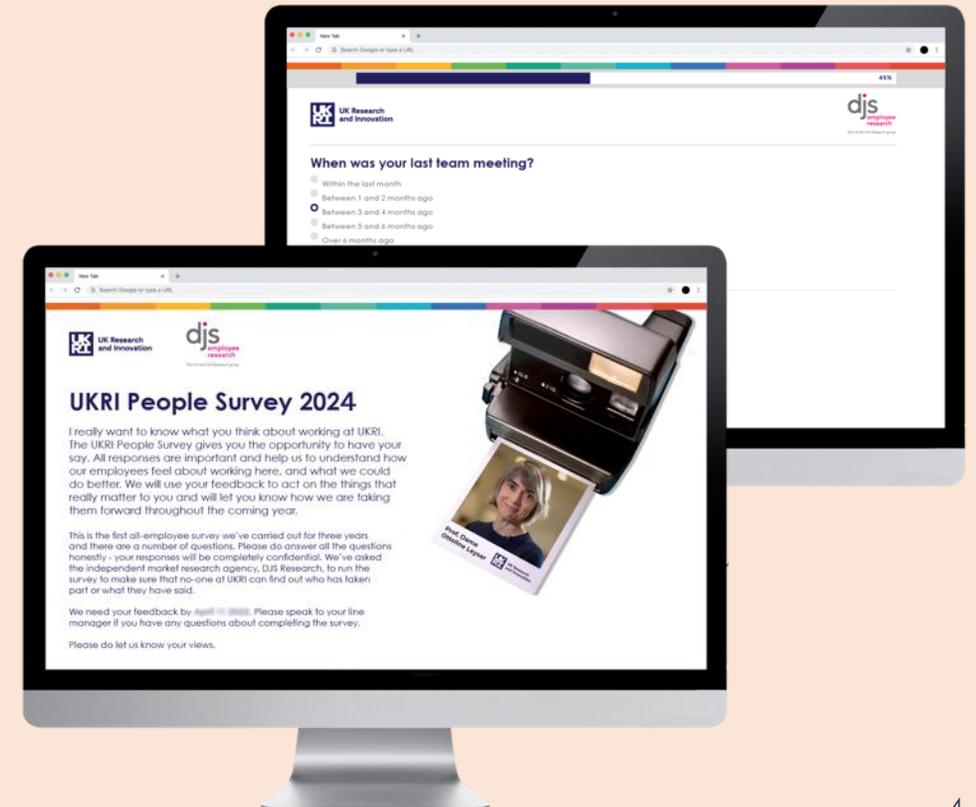
- Online survey emailed to work accounts
- The option of completing the survey over the telephone with one of the DJS Research project team

The survey was live between **22 April** and **17 May 2024**.

This report provides a summary of the results for **BBSRC**, 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
- Objectives and purpose
- Team working
- Pay and benefits
- Resources and workload
- Inclusion and fair treatment, discrimination, bullying and harassment
- Health, safety and 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 **fewer 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 55 Difference to UKRI -3	Engagement with BBSRC 72 Difference to UKRI +5	My work 73 Difference to UKRI -2	Objectives and purpose 67 Difference to UKRI +6	My manager 82 Difference to UKRI +3
Support for managers 70 Difference to UKRI -3	My team 84 Difference to UKRI +4	Learning and personal development 49 Difference to UKRI -8	Pay and benefits 41 Difference to UKRI -5	Resources and workload 64 Difference to UKRI -3

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 is equivalent to all colleagues saying strongly agree to all questions in the section, while a score of 0 is equivalent to all colleagues saying strongly disagree to all questions.

Average scores per survey theme (2)

Inclusion and fair treatment 72 Difference to UKRI -2	Health, safety and wellbeing 67 Difference to UKRI 0	Senior leadership within UKRI 51 Difference to UKRI -4	Senior leadership within BBSRC 69 Difference to UKRI +9
Managing change 51 Difference to UKRI -4	Organisational culture 73 Difference to UKRI 0	Experienced discrimination 7% Difference to UKRI +1%	Experienced bullying or harassment 11% Difference to UKRI +4%

Please note, the figures for 'experienced discrimination' and 'experienced bullying or harassment' reflect the proportion of colleagues who have experienced these. As such, whereas a higher figure is positive for other theme scores, it's negative for these two.

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 is equivalent to all colleagues saying strongly agree to all questions in the section, while a score of 0 is equivalent to all colleagues saying strongly disagree to all questions.

Comparisons to the UKRI average

Response rate: 74%

No. of responses: 121 of 163

Note for interpretation

In the tables below, the right-hand column shows the percentage point difference between this part of the organisation and the whole of UKRI. The table on the left details those statements for which this part of the organisation compares most favourably to the organisation as a whole. The table on the right details those statements it compared least favourably.

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
The Senior Leaders at [council/area] are sufficiently visible	84%	+26 ↑
I think the Senior Leaders at [council/area] took effective action on the results of the last survey in 2023	56%	+25 ↑
The communication we receive from [council/area]'s Senior Leaders is honest and open	75%	+24 ↑
The Senior Leaders at [council/area] keep me informed about issues that matter	77%	+24 ↑
I have confidence in the decisions made by [council/area]'s Senior Leaders	71%	+23 ↑

Questions scoring least positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I am able to access the right learning and development opportunities for my current role when I need them	43%	-19 ↓
I can find the information I need to do my job effectively	50%	-18 ↓
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career	31%	-17 ↓
I feel that change is managed well in UKRI as a whole	7%	-16 ↓
Learning and development activities I have completed in the past 12 months have helped to improve my performance	38%	-16 ↓

Comparisons to the 2023 People Survey

Questions improved the most since 2023	% (percent) positive	Difference to 2023 (% point)
I think the Senior Leaders at [council/area] took effective action on the results of the last survey in 2023	56%	+26 ↑
I am satisfied with the total benefits package	37%	+19 ↑
I believe that the Senior Leaders at [council/area] will take action on the results from this survey	64%	+16 ↑
I would recommend [council/area] as a great place to work	80%	+16 ↑
In the last 12 months, I have experienced work-related musculoskeletal problems (MSD)	66%	+14 ↑

Questions deteriorated the most since 2023	% (percent) positive	Difference to 2023 (% point)
I feel confident to challenge inappropriate behaviour in my workplace	54%	-8 ↓
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career	31%	-8 ↓
As an organisation, UKRI adapts well to change	12%	-6 ↓
I have the opportunity to contribute my views before decisions are made that affect me	18%	-6 ↓
I feel that change is managed well in UKRI as a whole	7%	-6 ↓

Note for interpretation

In the tables above, the right-hand column shows the percentage point difference between the 2024 and 2023 People Surveys.

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, whether or not I am working from the same location as them	94%
The people in my team work together to find ways to improve the quality of what we do	94%
I am trusted to carry out my job effectively	94%
My manager is considerate of my life outside work	93%
The people in my team can be relied upon to help each other if we are under pressure	93%
I have the skills I need to do my job effectively	93%
I am treated with respect by the people I work with	93%

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	67%
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	64%
I feel that change is managed well in UKRI as a whole	53%
I would feel confident challenging the way things are done across UKRI	53%
I have the opportunity to contribute my views before decisions are made that affect me	51%

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

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
					
Engagement with UKRI index score*		55		-3	+1 / -5
I am proud when I tell others I am part of UKRI		66%	5%	+2	+5 / -7
I would recommend UKRI as a great place to work		57%	14%	-5 ↓	+4 / -11
I feel a strong personal attachment to UKRI		26%	30%	-7 ↓	-2 / -13
UKRI inspires me to do the best in my job		29%	25%	-11 ↓	+3 / -13

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

*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 is equivalent to all respondents saying strongly agree to the four questions in the above table, while a score of 0 is equivalent to all respondents saying strongly disagree to all four questions.

Engagement with BBSRC

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
					
Engagement with BBSRC index score*		72		+5 ↑	+3 / -1
I am proud when I tell others I am part of BBSRC		88%	0%	+13 ↑	+11 / +5
I would recommend BBSRC as a great place to work		80%	7%	+10 ↑	+16 / -3
I feel a strong personal attachment to BBSRC		61%	10%	+8 ↑	-2 / 0
BBSRC inspires me to do the best in my job		63%	12%	+7 ↑	+6 / -1

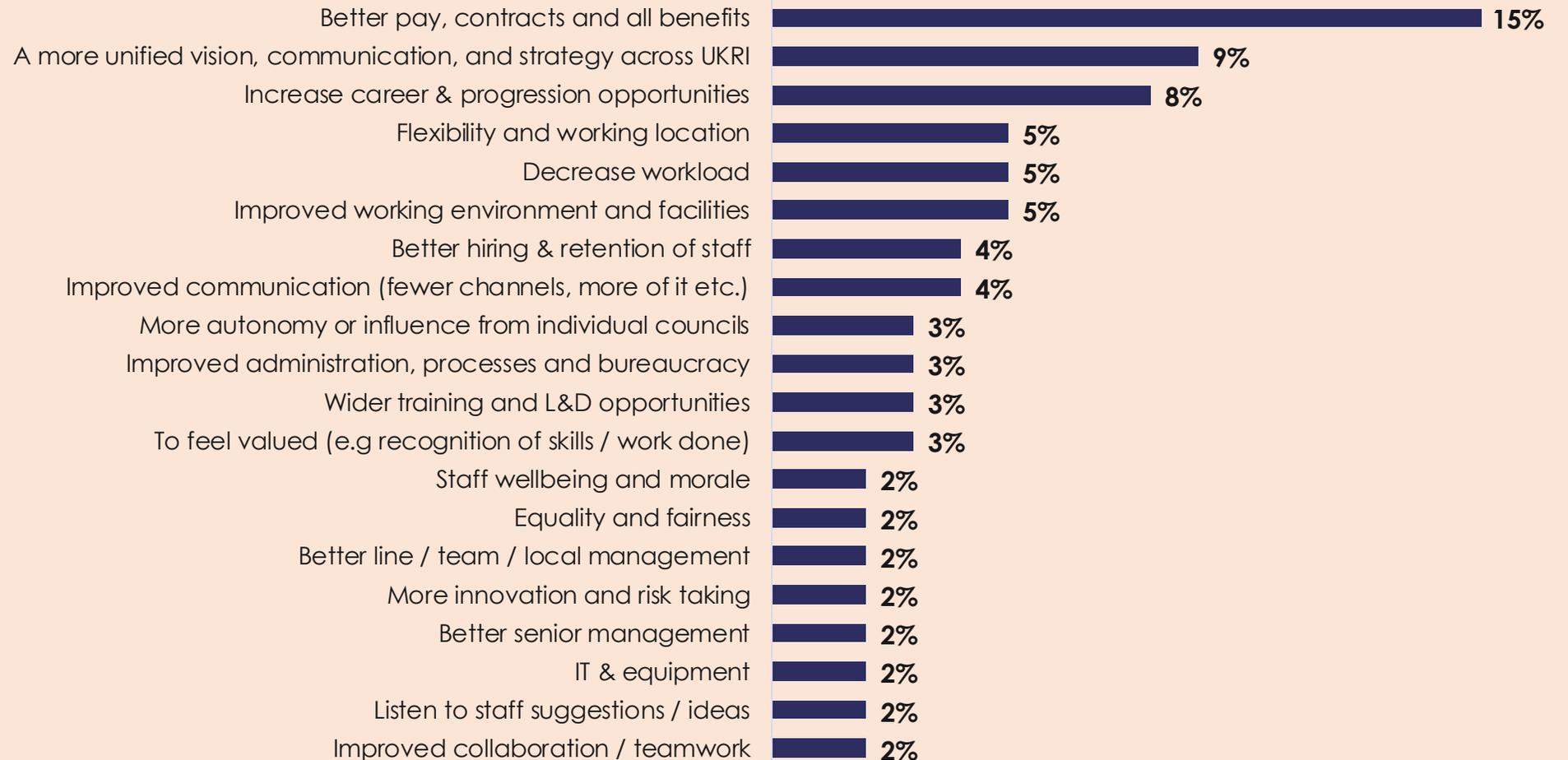
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

*The employee engagement index is calculated by applying a weighting to each response on the 5-point agreement scale. This approach means that a score of 100 is equivalent to all respondents saying strongly agree to the four questions in the above table, while a score of 0 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? (coded themes from open text comments)



Base: All respondents. Only showing responses of 2% and above. 39% No comment.

5. All questions by survey theme



My work

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

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
My work index score		73		-2	+3 / 0
I am interested in my work		89%	3%	-3	+3 / +1
I am sufficiently challenged by my work		75%	12%	-8 ↓	+7 / +2
My work gives me a sense of personal accomplishment		70%	8%	-9 ↓	+6 / +2
I feel involved in the decisions that affect my work		61%	20%	-2	+8 / -2
I am recognised for the way in which I approach my work, not just for what I contribute		78%	8%	+11 ↑	+10 / +10
I have a say over how I do my work		84%	5%	0	+2 / -4

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.

Objectives and purpose

							% (percent) positive difference				
							% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)	
Objectives and purpose index score							67		+6	↑	+2 / -2
I have a clear understanding of UKRI's objectives		65%	12%	+9	↑	+2 / 0					
I understand how my work contributes to UKRI's objectives		69%	12%	+8	↑	+8 / +1					
UKRI motivates me to help it achieve its objectives		20%	37%	-9	↓	+4 / -3					
I have a clear understanding of BBSRC's objectives		87%	5%	+19	↑	+3 / -2					
I understand how my work contributes to BBSRC's objectives		90%	5%	+18	↑	+6 / +2					
BBSRC motivates me to help it achieve its objectives		59%	13%	+11	↑	+8 / -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 (1)

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

		% (percent) positive	% (percent) negative	% (percent) positive difference	
				Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
My manager index score		82		+3	
My manager motivates me		79%	12%	+4	+1 / +4
My manager is considerate of my life outside work		93%	2%	+3	+1 / 0
My manager is open to my ideas		90%	4%	+2	+1 / 0
My manager recognises when I have done my job well		85%	4%	0	+1 / -3
I receive regular constructive feedback on my performance		69%	9%	+1	-3 / -2
My manager trusts me to do my job effectively, whether or not I am working from the same location as them		94%	2%	+2	0 / 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)

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

				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
My manager index score		82		+3	
I think that my performance is evaluated fairly		83%	5%	+5 ↑	+4 / +2
I trust my manager to deal with poor performance effectively		74%	8%	+4	

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

Performance management



		% (percent) at least monthly	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
In general, how often do you discuss the following with your manager?				
How well you're meeting your objectives		50%	+5 ↑	0 / -1
Your development needs and career goals		34%	+7 ↑	+3 / +2
Your personal wellbeing and/or work-related stress		73%	+9 ↑	-3 / -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.

Support for managers

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

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Support for managers index score		70		-3	+1 / 0
I feel confident in supporting the health, safety and wellbeing of the people I manage		88%	0%	-2	-4 / -4
I feel confident in addressing poor performance in my team		69%	10%	-1	0 / +9
I receive, or have access to, the training I need in order to be an effective manager		64%	10%	-6 ↓	+10 / -7
I am confident in how to manage and support my team through change		68%	10%	-10 ↓	+3 / -

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

My team

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

				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
My team index score		84		+4	
The people in my team can be relied upon to help each other if we are under pressure		93%	2%	+3	+2 / +1
The people in my team work together to find ways to improve the quality of what we do		94%	0%	+8 ↑	+7 / +3
The people in my team work together to find ways to improve the efficiency of what we do		88%	2%	+7 ↑	

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

Learning and personal development

		Legend					% (percent) positive difference				
		● Strongly agree	● Agree	● Neither	● Disagree	● Strongly disagree	% (percent) positive	% (percent) negative	Difference to UKRI average (% point)		Difference to 2023 / 2022 (% point)
Learning and personal development index score							49		-8	↓	+1 / -4
I think my current job makes the most of my skills and strengths		12%	46%	20%	18%	7%	58%	22%	-8	↓	+11 / +9
I am able to access the right learning and development opportunities for my current role when I need them		9%	34%	28%	24%	5%	43%	29%	-19	↓	+2 / -9
Learning and development activities I have completed in the past 12 months have helped to improve my performance		6%	32%	39%	16%	7%	38%	23%	-16	↓	+5 / -14
There are opportunities for me to develop in my career across UKRI		5%	28%	31%	30%	7%	33%	36%	-7	↓	-2 / -12
There are opportunities for promotion within my current role		12%	21%	40%	27%		12%	67%	-12	↓	-4 / -4
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career		27%	41%	21%	7%		31%	28%	-17	↓	-8 / -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.

Pay and benefits

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

				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Pay and benefits index score		41		-5 ↓	+8 / -2
I feel that my pay is fair for the work that I do		31%	50%	-5 ↓	+14 / +3
I am satisfied with the total benefits package		37%	42%	-8 ↓	+19 / 0
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable		28%	39%	-10 ↓	+2 / 0
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		12%	64%	-9 ↓	+2 / 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.

Resources and workload

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

				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Resources and workload index score		64		-3	+1 / -4
I can find the information I need to do my job effectively		50%	19%	-18 ↓	+2 / -5
Organisational processes support me to work efficiently		24%	42%	-15 ↓	-2 / -10
I have clear work objectives		82%	9%	+2	0 / -7
I have the skills I need to do my job effectively		93%	2%	+1	+1 / -2
I have access to, or am able to access, the tools and equipment I need to do my job effectively		71%	13%	-7 ↓	+1 / -11
I have a manageable workload		52%	25%	-5 ↓	+4 / -12
I achieve a good balance between my work life and my private life		69%	13%	+1	-1 / -7

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

Inclusion and fair treatment

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

				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Inclusion and fair treatment index score		72		-2	-1 / -2
I am treated fairly at work		87%	3%	+2	+5 / -1
I am treated with respect by the people I work with		93%	2%	+4	+2 / +2
I feel valued for the work I do		78%	7%	+5	↑ +6 / +4
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)		68%	10%	-6	↓ +1 / -5
I feel confident to challenge inappropriate behaviour in my workplace		54%	17%	-14	↓ -8 / -10
UKRI is committed to creating a diverse and inclusive workplace		65%	8%	-6	↓ -5 / -2

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

Discrimination and unfair treatment

	 Yes, while working within UKRI	 Yes, while working for a different organisation	 No	 Prefer not to say	% yes while working within UKRI	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Have you been discriminated against at work during the past 12 months?	7%	88%			7%	+1	+2 / +3
Have you been treated unfairly at work during the past 12 months?	13%	83%			13%	+3	+5 / - 

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

Bullying and harassment



			% yes while working within UKRI	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Have you been bullied or harassed at work during the past 12 months?	<div style="display: flex; align-items: center;"> <div style="background-color: #008080; color: white; padding: 2px 5px; margin-right: 5px;">11%</div> <div style="background-color: #444444; flex-grow: 1; margin-right: 5px;"></div> <div style="color: white; font-weight: bold; margin-left: 5px;">88%</div> </div>		11%	+4	+2 / +5
In the last 12 months, have you witnessed any bullying or harassment behaviours happening to someone else?*	<div style="display: flex; align-items: center;"> <div style="background-color: #008080; color: white; padding: 2px 5px; margin-right: 5px;">17%</div> <div style="background-color: #444444; flex-grow: 1; margin-right: 5px;"></div> <div style="color: white; font-weight: bold; margin-left: 5px;">82%</div> </div>		17%	+4	- / -

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.

Health, safety and wellbeing (1)

						% (percent) positive difference				
							% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Health, safety and wellbeing index score							67		0	-1 / -4
In general, how would you rate your overall mental health now?						63%	38%	0	+4 / -2	
In general, how would you rate your overall physical health now?						64%	36%	-3	+1 / +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.

Health, safety and wellbeing (2)

							% (percent) positive difference			
							% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Health, safety and wellbeing index score							67		0	-1 / -4
UKRI cares about my wellbeing		47%	19%	-5 ↓	-4 / -13					
My manager creates a positive atmosphere at work which supports my health and wellbeing		79%	7%	+4	-1 / +1					
During the last 12 months, I have felt unwell as a result of work-related stress*		46%	37%	-4	+1 / -5					
In the last 12 months, I have experienced work-related musculoskeletal problems (MSD)		66%	23%	-3	+14 / +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.

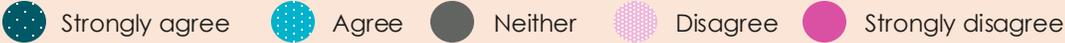
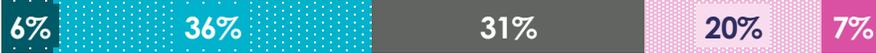
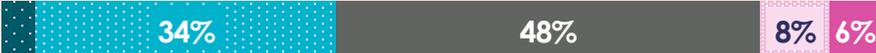
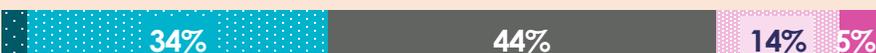
Health, safety and wellbeing (3)

In the previous question you said that you had felt unwell as a result of work-related stress in the last 12 months. Which, if any, of the following do you think is or was the cause of your work-related stress?



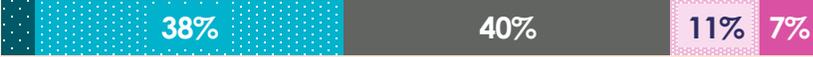
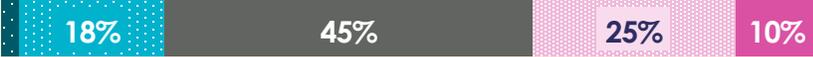
Base: All respondents who have felt unwell due to work-related stress. Only showing top 10 answers.
9% Other, 0% Don't know, 0% Prefer not to say.

Senior leadership within UKRI (1)

							% (percent) positive difference			
							% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Senior leadership within UKRI index score							51		-4	0 / -8
The Senior Leaders at UKRI are sufficiently visible						42%	26%	-2	-1 / -8	
I believe the actions of UKRI's Senior Leaders are consistent with UKRI's values						38%	14%	-3	0 / -10	
I believe that UKRI's Senior Leaders have a clear vision for the future of UKRI						31%	26%	-8	↓ -4 / -20	
I have confidence in the decisions made by UKRI's Senior Leaders						27%	27%	-6	↓ 0 / -14	
The Senior Leaders at UKRI keep me informed about issues that matter						37%	19%	-9	↓ -5 / -17	

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)

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
					
Senior leadership within UKRI index score		51		-4	0 / -8
The communication we receive from UKRI's Senior Leaders is honest and open		42%	18%	-2	+7 / -11
I feel positive about the future of UKRI		33%	25%	-9 ↓	+7 / -12
I believe that UKRI's Senior Leaders will take action on the results from this survey		31%	29%	-6 ↓	+3 / -10
I think the Senior Leaders at UKRI took effective action on the results of the last survey in 2023		20%	30%	-4	+2 / +13
The Senior Leaders at UKRI help me to understand the reasons and benefits that change will bring		20%	35%	-11 ↓	-5 / -

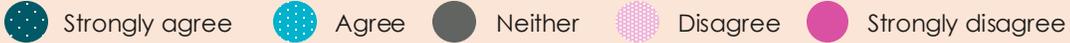
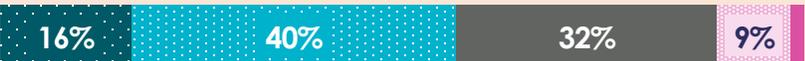
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within BBSRC (1)

		% (percent) positive difference				
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)	
						
Senior leadership within BBSRC index score		69		+9 ↑	+4 / 0	
The Senior Leaders at BBSRC are sufficiently visible		84%	7%	+26 ↑	+1 / +4	
I believe the actions of BBSRC's Senior Leaders are consistent with UKRI's / BBSRC's values		77%	4%	+21 ↑	-1 / -2	
I believe that Senior Leaders have a clear vision for the future of BBSRC		69%	12%	+17 ↑	+7 / -5	
I have confidence in the decisions made by BBSRC's Senior Leaders		71%	9%	+23 ↑	+12 / +1	

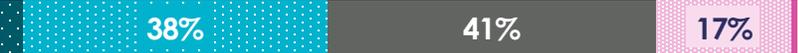
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within BBSRC (2)

		% (percent) positive difference				
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)	
						
Senior leadership within BBSRC index score		69		+9 ↑	+4 / 0	
The Senior Leaders at BBSRC keep me informed about issues that matter		77%	10%	+24 ↑	+11 / 0	
The communication we receive from BBSRC's Senior Leaders is honest and open		75%	6%	+24 ↑	+6 / +1	
I believe that Senior Leaders at BBSRC will take action on the results from this survey		64%	12%	+20 ↑	+16 / +5	
I think Senior Leaders at BBSRC took effective action on the results of the last survey in 2023		56%	12%	+25 ↑	+26 / +37	
The Senior Leaders at BBSRC help me to understand the reasons and benefits that change will bring		52%	15%	+11 ↑	+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.

Managing change (1)

		% (percent) positive difference				
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)	
						
Managing change index score		51		-4		
I feel that change is managed well in BBSRC		41%	17%	+7 	-2 / -10	
I feel that change is managed well in UKRI as a whole		7%	53%	-16 	-6 / -19	
As an organisation, UKRI adapts well to change		12%	48%	-12 	-6 / -19	
When changes are made across UKRI they are usually for the better		17%	43%	-8 	+3 / -6	
I understand the benefits of organisational change		56%	19%	-7 		
There is enough support to help me with organisational change		26%	39%	-10 		

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)



		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Managing change index score		51		-4	
I know where to find out information about our organisational change programme		45%	21%	+6	
I have the opportunity to contribute my views before decisions are made that affect me		18%	51%	-8	-6 / -12
I would feel confident challenging the way things are done across UKRI		27%	53%	-2	+5 / -18
I feel I adapt well to changes in our ways of working		73%	6%	+3	
I feel ready to accept changes in our ways of working		69%	5%	+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 (1)

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

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Organisational culture index score		73		0	
I am trusted to carry out my job effectively		94%	2%	+1	+1 / -1
I am encouraged to try new ideas, even if they may not work		75%	8%	-2	+2 / +1
I believe my opinion is valued at work		84%	6%	+5 ↑	+4 / +4
I am comfortable expressing my true and honest feelings at work		70%	8%	-1	0 / +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.

Organisational culture (2)



		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Organisational culture index score		73		0	
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		54%	15%	-8 ↓	-4 / -13
I can make mistakes at work and learn from them without them being held against me		69%	8%	-3	
When it comes to discussions about work, I feel able to express opinions that are different from my colleagues		78%	2%	-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.

Your plans for the future (1)

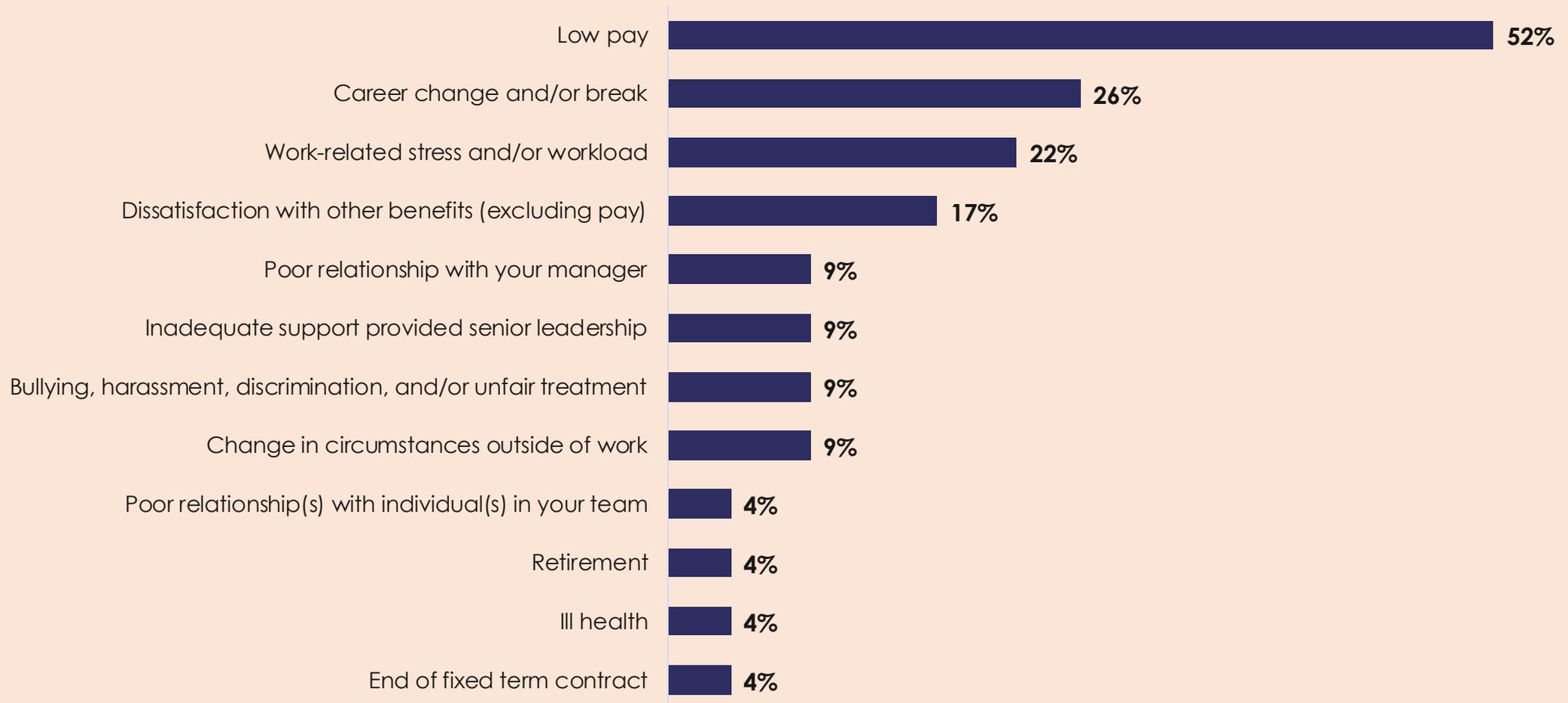
		% (percent) positive difference		
		% (percent) positive	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Which of the following statements most accurately reflects your current thoughts about working within UKRI?				++4 / +2
I'm planning to leave UKRI as soon as possible	8%	8%	+4	-2 / +4
I'm planning to leave UKRI within the next 12 months	11%	11%	-1	-8 / -1
I'm planning to stay working within UKRI for at least the next year	50%	50%	+11 	+3 / +6
I'm planning to stay working within UKRI for at least the next three years	31%	31%	-15 	+7 / -9

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

Your plans for the future (2)

You mentioned that you were planning to leave UKRI.

Which, if any, of the following have contributed to your decision to consider leaving UKRI?



Base: All respondents looking to leave in next year. 57% Other, 0% Don't know, 4% Prefer not to say.

For more information



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The logo for 'djs employee research' features the lowercase letters 'djs' in a grey, lowercase, sans-serif font. A small pink dot is positioned above the 'j'. To the right of 'djs', the words 'employee' and 'research' are stacked vertically in a pink, lowercase, sans-serif font.

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