

# UKRI People Survey 2024: Research England report

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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:

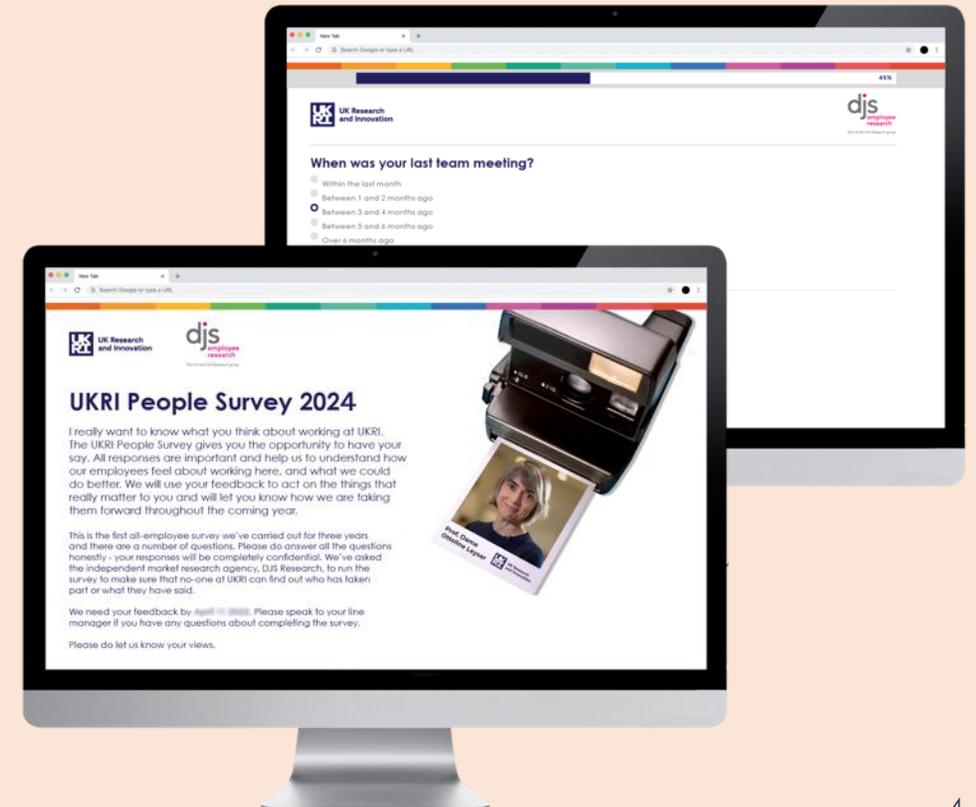
- Online survey emailed to work accounts
- The option of completing the survey over the telephone with one of the DJS Research project team

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

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

<b>Engagement with UKRI</b> <b>55</b> Difference to UKRI -3	<b>Engagement with Research England</b> <b>69</b> Difference to UKRI +3	<b>My work</b> <b>72</b> Difference to UKRI -3	<b>Objectives and purpose</b> <b>63</b> Difference to UKRI +2	<b>My manager</b> <b>77</b> Difference to UKRI -1
<b>Support for managers</b> <b>70</b> Difference to UKRI -3	<b>My team</b> <b>79</b> Difference to UKRI -1	<b>Learning and personal development</b> <b>52</b> Difference to UKRI -5	<b>Pay and benefits</b> <b>44</b> Difference to UKRI -2	<b>Resources and workload</b> <b>58</b> Difference to UKRI -9

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)

<b>Inclusion and fair treatment</b> <b>73</b> Difference to UKRI 0	<b>Health, safety and wellbeing</b> <b>67</b> Difference to UKRI 0	<b>Senior leadership within UKRI</b> <b>59</b> Difference to UKRI +4	<b>Senior leadership within Research England</b> <b>65</b> Difference to UKRI +6
<b>Managing change</b> <b>53</b> Difference to UKRI -2	<b>Organisational culture</b> <b>72</b> Difference to UKRI -1	<b>Experienced discrimination</b> <b>7%</b> Difference to UKRI +1%	<b>Experienced bullying or harassment</b> <b>7%</b> Difference to UKRI 0%

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: 56%**

**No. of responses: 45 of 81**

## 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 communication we receive from UKRI's Senior Leaders is honest and open	67%	+22 ↑
The communication we receive from [council/area]'s Senior Leaders is honest and open	73%	+22 ↑
[council/area] motivates me to help it achieve its objectives	67%	+19 ↑
[council/area] motivates me to help it achieve its objectives	67%	+19 ↑
I have confidence in the decisions made by [council/area]'s Senior Leaders	64%	+17 ↑

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	42%	-26 ↓
Organisational processes support me to work efficiently	16%	-24 ↓
I have clear work objectives	58%	-22 ↓
I have access to, or am able to access, the tools and equipment I need to do my job effectively	60%	-18 ↓
I would recommend UKRI as a great place to work	44%	-18 ↓

# Comparisons to the 2023 People Survey

Questions improved the most since 2023	% (percent) positive	Difference to 2023 (% point)
In the last 12 months, I have experienced work-related musculoskeletal problems (MSD)	67%	+24 ↑
I think my current job makes the most of my skills and strengths	69%	+22 ↑
The communication we receive from UKRI's Senior Leaders is honest and open	67%	+20 ↑
The Senior Leaders at UKRI keep me informed about issues that matter	62%	+16 ↑
I am comfortable expressing my true and honest feelings at work	71%	+14 ↑

Questions deteriorated the most since 2023	% (percent) positive	Difference to 2023 (% point)
I feel that change is managed well in [council/area]	31%	-40 ↓
I have confidence in the decisions made by [council/area]'s Senior Leaders	64%	-18 ↓
I believe the actions of [council/area]'s Senior Leaders are consistent with UKRI's / [council/area]'s values	64%	-18 ↓
The Senior Leaders at [council/area] are sufficiently visible	71%	-15 ↓
[council/area] inspires me to do the best in my job	58%	-14 ↓

## 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?

<b>Most positively scoring questions</b> 	<b>% (percent) positive (net agree)</b>
My manager trusts me to do my job effectively, whether or not I am working from the same location as them	<b>96%</b>
My manager is considerate of my life outside work	<b>91%</b>
The people in my team can be relied upon to help each other if we are under pressure	<b>91%</b>
I have the skills I need to do my job effectively	<b>91%</b>
I am treated with respect by the people I work with	<b>91%</b>
I am trusted to carry out my job effectively	<b>91%</b>

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

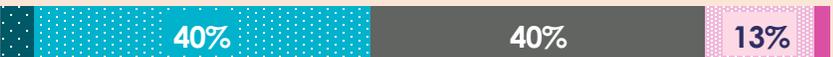
<b>Most negatively scoring questions</b> 	<b>% (percent) negative (net disagree)</b>
There are opportunities for promotion within my current role	<b>71%</b>
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	<b>64%</b>
I feel that my pay is fair for the work that I do	<b>47%</b>
Organisational processes support me to work efficiently	<b>47%</b>
During the last 12 months, I have felt unwell as a result of work-related stress	<b>43%</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

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
					
<b>Engagement with UKRI index score*</b>		<b>55</b>		<b>-3</b>	<b>+1 / -1</b>
I am proud when I tell others I am part of UKRI		<b>58%</b>	<b>7%</b>	<b>-6</b> ↓	<b>-5 / +1</b>
I would recommend UKRI as a great place to work		<b>44%</b>	<b>16%</b>	<b>-18</b> ↓	<b>+3 / -10</b>
I feel a strong personal attachment to UKRI		<b>31%</b>	<b>31%</b>	<b>-2</b>	<b>+11 / +9</b>
UKRI inspires me to do the best in my job		<b>36%</b>	<b>24%</b>	<b>-4</b>	<b>+9 / -6</b>

**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 Research England

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
					
<b>Engagement with Research England index score*</b>		<b>69</b>		<b>+3</b>	<b>-4 / -10</b>
I am proud when I tell others I am part of Research England		71%	7%	-3	-9 / -11
I would recommend Research England as a great place to work		71%	11%	+1	-9 / -20
I feel a strong personal attachment to Research England		69%	13%	+16 	-3 / -7
Research England inspires me to do the best in my job		58%	20%	+2	-14 / -28

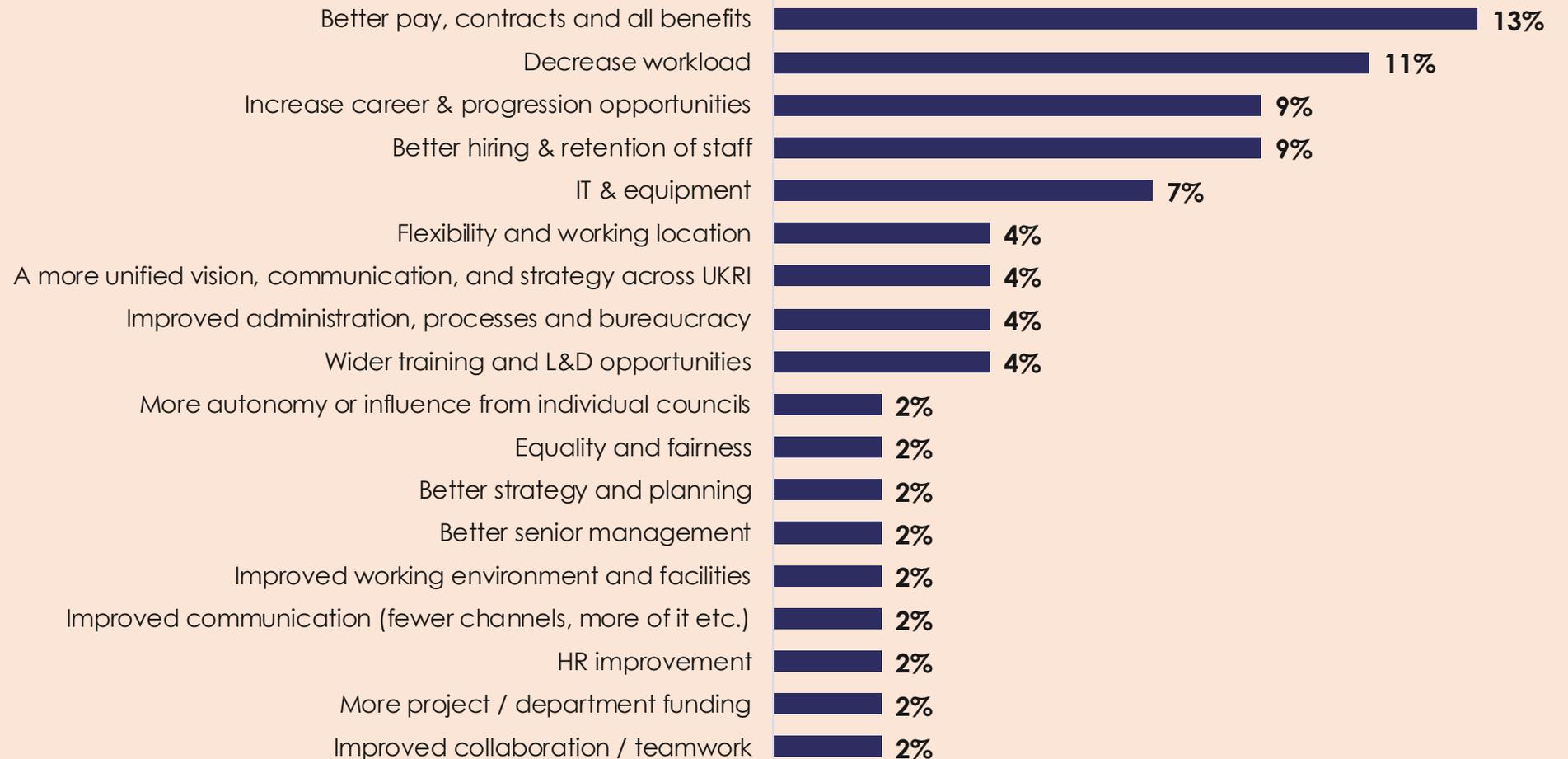
**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

\*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. 47% No comment.

## 5. All questions by survey theme



# My work



				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
<b>My work index score</b>		<b>72</b>		<b>-3</b>	<b>0 / -4</b>
I am interested in my work		87%	9%	-6 ↓	+5 / -2
I am sufficiently challenged by my work		78%	20%	-5 ↓	+5 / 0
My work gives me a sense of personal accomplishment		76%	18%	-4	+4 / -4
I feel involved in the decisions that affect my work		71%	20%	+8 ↑	+7 / -2
I am recognised for the way in which I approach my work, not just for what I contribute		64%	18%	-3	+4 / -8
I have a say over how I do my work		82%	4%	-2	-7 / -3

**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

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

				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
<b>Objectives and purpose index score</b>		<b>63</b>		<b>+2</b>	<b>-2 / -6</b>
I have a clear understanding of UKRI's objectives		60%	16%	+3	-4 / -9
I understand how my work contributes to UKRI's objectives		60%	22%	-1	+5 / -5
UKRI motivates me to help it achieve its objectives		29%	38%	0	+13 / +9
I have a clear understanding of Research England's objectives		84%	9%	+16 <span style="color: #004A87;">↑</span>	+1 / -3
I understand how my work contributes to Research England's objectives		76%	13%	+4	-1 / -19
Research England motivates me to help it achieve its objectives		67%	20%	+19 <span style="color: #004A87;">↑</span>	+1 / -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.

# My manager (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)
<b>My manager index score</b>		<b>77</b>		<b>-1</b>	
My manager motivates me		67%	13%	-9 ↓	+4 / -8
My manager is considerate of my life outside work		91%	2%	+1	-2 / -5
My manager is open to my ideas		84%	9%	-4	-3 / -8
My manager recognises when I have done my job well		78%	9%	-7 ↓	+6 / -2
I receive regular constructive feedback on my performance		58%	22%	-10 ↓	+4 / -8
My manager trusts me to do my job effectively, whether or not I am working from the same location as them		96%	2%	+3	+3 / -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.

# 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)
<b>My manager index score</b>		<b>77</b>		<b>-1</b>	
I think that my performance is evaluated fairly		<b>73%</b>	<b>4%</b>	<b>-5</b> ↓	<b>+13 / -5</b>
I trust my manager to deal with poor performance effectively		<b>67%</b>	<b>7%</b>	<b>-3</b>	

**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 
 ● Every 6 months 
 ● Annually 
 ● Never

		% (percent) at least monthly	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
<b>In general, how often do you discuss the following with your manager?</b>				
How well you're meeting your objectives		27%	-19 ↓	+3 / -12
Your development needs and career goals		18%	-9 ↓	-4 / -6
Your personal wellbeing and/or work-related stress		60%	-4	+3 / -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.

# 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)
<b>Support for managers index score</b>		70		-3	0 / -5
I feel confident in supporting the health, safety and wellbeing of the people I manage		73%	0%	-17 ↓	+7 / -11
I feel confident in addressing poor performance in my team		67%	13%	-4	0 / -7
I receive, or have access to, the training I need in order to be an effective manager		60%	7%	-10 ↓	-1 / -19
I am confident in how to manage and support my team through change		87%	7%	+9 ↑	+9 / -

**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)
<b>My team index score</b>		<b>79</b>		<b>-1</b>	
The people in my team can be relied upon to help each other if we are under pressure		<b>91%</b>	<b>4%</b>	<b>+1</b>	<b>-2 / -5</b>
The people in my team work together to find ways to improve the quality of what we do		<b>87%</b>	<b>7%</b>	<b>0</b>	<b>+1 / -8</b>
The people in my team work together to find ways to improve the efficiency of what we do		<b>82%</b>	<b>9%</b>	<b>0</b>	

**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

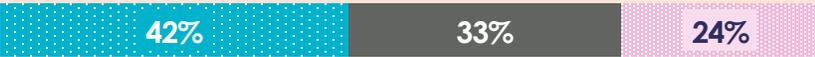
● Strongly agree  
 ● Agree  
 ● Neither  
 ● Disagree  
 ● Strongly disagree

				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
<b>Pay and benefits index score</b>		<b>44</b>		<b>-2</b>	<b>+2 / -10</b>
I feel that my pay is fair for the work that I do		31%	47%	-5 ↓	-3 / -13
I am satisfied with the total benefits package		31%	31%	-14 ↓	-5 / -23
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable		31%	27%	-7 ↓	+1 / -23
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		16%	64%	-6 ↓	+1 / -19

**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	% (percent) negative	% (percent) positive difference	
					Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
<b>Resources and workload index score</b>			58		-9 ↓	-1 / -10
I can find the information I need to do my job effectively			42%	24%	-26 ↓	-13 / -31
Organisational processes support me to work efficiently			16%	47%	-24 ↓	-9 / -19
I have clear work objectives			58%	27%	-22 ↓	-12 / -29
I have the skills I need to do my job effectively			91%	7%	-1	+5 / 0
I have access to, or am able to access, the tools and equipment I need to do my job effectively			60%	18%	-18 ↓	-6 / -11
I have a manageable workload			51%	38%	-6 ↓	+1 / -3
I achieve a good balance between my work life and my private life			60%	16%	-7 ↓	-6 / -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.

# 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)
<b>Inclusion and fair treatment index score</b>		<b>73</b>		<b>0</b>	<b>+1 / -4</b>
I am treated fairly at work		<b>84%</b>	<b>4%</b>	<b>0</b>	<b>-5 / -8</b>
I am treated with respect by the people I work with		<b>91%</b>	<b>4%</b>	<b>+3</b>	<b>-2 / -3</b>
I feel valued for the work I do		<b>69%</b>	<b>18%</b>	<b>-3</b>	<b>-3 / -15</b>
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)		<b>78%</b>	<b>4%</b>	<b>+4</b>	<b>+8 / -2</b>
I feel confident to challenge inappropriate behaviour in my workplace		<b>62%</b>	<b>9%</b>	<b>-6</b> ↓	<b>+2 / -7</b>
UKRI is committed to creating a diverse and inclusive workplace		<b>58%</b>	<b>4%</b>	<b>-13</b> ↓	<b>+4 / -11</b>

**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%	89%			7%	+1	+5 / +1 
Have you been treated unfairly at work during the past 12 months?	7%	82%		7%	7%	-4	-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.

# 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?		7%	0	+1 / +5
In the last 12 months, have you witnessed any bullying or harassment behaviours happening to someone else?*		4%	-8 ↓	- / -

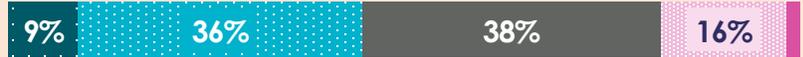
**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Health, safety and wellbeing (1)

									% (percent) positive difference	
							% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
<b>Health, safety and wellbeing index score</b>							67		0	+1 / -4
In general, how would you rate your overall mental health now?							64%	36%	+1	0 / +1
In general, how would you rate your overall physical health now?							62%	38%	-5 	-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)
<b>Health, safety and wellbeing index score</b>							67		0	+1 / -4
UKRI cares about my wellbeing		44%	18%	-8	↓	-6 / -16				
My manager creates a positive atmosphere at work which supports my health and wellbeing		76%	9%	0		+1 / -4				
During the last 12 months, I have felt unwell as a result of work-related stress*		45%	43%	-5	↓	-1 / -1				
In the last 12 months, I have experienced work-related musculoskeletal problems (MSD)		67%	22%	-3		+24 / +15				

**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.

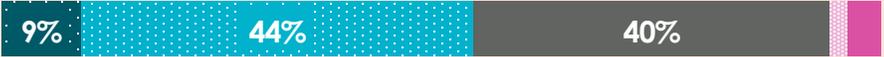
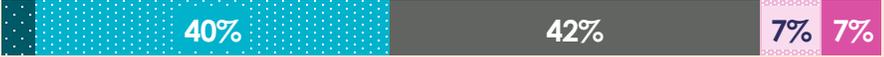
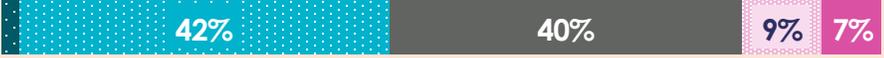
# Health, safety and wellbeing (3)

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?



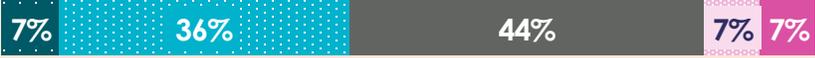
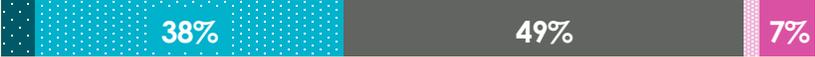
**Base:** All respondents who have felt unwell due to work-related stress. Only showing top 10 answers.  
22% Other, 0% Don't know, 0% Prefer not to say.

# Senior leadership within UKRI (1)

							% (percent) positive difference			
							% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
<b>Senior leadership within UKRI index score</b>							<b>59</b>		<b>+4</b>	<b>+3 / -3</b>
The Senior Leaders at UKRI are sufficiently visible						<b>60%</b>	<b>16%</b>	<b>+16</b> ↑	<b>+3 / -15</b>	
I believe the actions of UKRI's Senior Leaders are consistent with UKRI's values						<b>53%</b>	<b>7%</b>	<b>+13</b> ↑	<b>+7 / +2</b>	
I believe that UKRI's Senior Leaders have a clear vision for the future of UKRI						<b>44%</b>	<b>13%</b>	<b>+5</b> ↑	<b>-2 / -10</b>	
I have confidence in the decisions made by UKRI's Senior Leaders						<b>44%</b>	<b>16%</b>	<b>+11</b> ↑	<b>+9 / +6</b>	
The Senior Leaders at UKRI keep me informed about issues that matter						<b>62%</b>	<b>11%</b>	<b>+16</b> ↑	<b>+16 / 0</b>	

**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)
					
<b>Senior leadership within UKRI index score</b>		<b>59</b>		<b>+4</b>	<b>+3 / -3</b>
The communication we receive from UKRI's Senior Leaders is honest and open		67%	9%	+22 ↑	+20 / +14
I feel positive about the future of UKRI		31%	22%	-11 ↓	-1 / -14
I believe that UKRI's Senior Leaders will take action on the results from this survey		42%	13%	+5 ↑	+3 / -3
I think the Senior Leaders at UKRI took effective action on the results of the last survey in 2023		22%	9%	-2	+1 / +8
The Senior Leaders at UKRI help me to understand the reasons and benefits that change will bring		42%	9%	+11 ↑	+10 / -

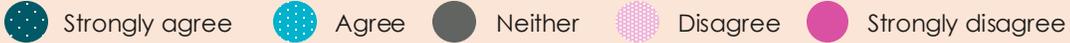
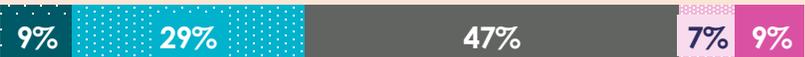
**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Senior leadership within Research England (1)

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
					
<b>Senior leadership within Research England index score</b>		<b>65</b>		<b>+6</b> ↑	<b>-5 / -15</b>
The Senior Leaders at Research England are sufficiently visible		71%	11%	+13 ↑	-15 / -27
I believe the actions of Research England's Senior Leaders are consistent with UKRI's / Research England's values		64%	4%	+9 ↑	-18 / -30
I believe that Senior Leaders have a clear vision for the future of Research England		58%	13%	+6 ↑	-12 / -29
I have confidence in the decisions made by Research England's Senior Leaders		64%	11%	+17 ↑	-18 / -26

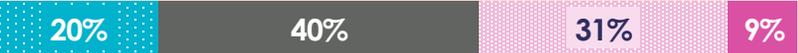
**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Senior leadership within Research England (2)

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
					
<b>Senior leadership within Research England index score</b>		<b>65</b>		<b>+6</b> ↑	<b>-5 / -15</b>
The Senior Leaders at Research England keep me informed about issues that matter		<b>64%</b>	<b>11%</b>	<b>+11</b> ↑	<b>-12 / -21</b>
The communication we receive from Research England's Senior Leaders is honest and open		<b>73%</b>	<b>4%</b>	<b>+22</b> ↑	<b>-5 / -25</b>
I believe that Senior Leaders at Research England will take action on the results from this survey		<b>60%</b>	<b>11%</b>	<b>+16</b> ↑	<b>+6 / -9</b>
I think Senior Leaders at Research England took effective action on the results of the last survey in 2023		<b>38%</b>	<b>16%</b>	<b>+7</b> ↑	<b>+2 / -4</b>
The Senior Leaders at Research England help me to understand the reasons and benefits that change will bring		<b>44%</b>	<b>16%</b>	<b>+3</b>	<b>-13 / -</b>

**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)
<b>Managing change index score</b>							<b>53</b>		<b>-2</b>	
I feel that change is managed well in Research England		<b>31%</b>	<b>42%</b>	<b>20%</b>	<b>7%</b>	<b>31%</b>	<b>27%</b>	<b>-3</b>	<b>-40 / -47</b>	
I feel that change is managed well in UKRI as a whole		<b>20%</b>	<b>40%</b>	<b>31%</b>	<b>9%</b>	<b>20%</b>	<b>40%</b>	<b>-3</b>	<b>+2 / -5</b>	
As an organisation, UKRI adapts well to change		<b>20%</b>	<b>40%</b>	<b>31%</b>	<b>9%</b>	<b>20%</b>	<b>40%</b>	<b>-5</b>	<b>↓ +9 / -9</b>	
When changes are made across UKRI they are usually for the better		<b>22%</b>	<b>49%</b>	<b>22%</b>	<b>7%</b>	<b>22%</b>	<b>29%</b>	<b>-3</b>	<b>+3 / -1</b>	
I understand the benefits of organisational change		<b>7%</b>	<b>56%</b>	<b>20%</b>	<b>9%</b>	<b>62%</b>	<b>18%</b>	<b>-1</b>		
There is enough support to help me with organisational change		<b>24%</b>	<b>44%</b>	<b>24%</b>	<b>7%</b>	<b>24%</b>	<b>31%</b>	<b>-11</b>	<b>↓</b>	

**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.

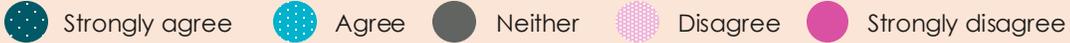
# Managing change (2)

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

		% (percent) positive difference	
		% (percent) positive	% (percent) negative
		Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
<b>Managing change index score</b>		<b>53</b>	<b>-2</b>
I know where to find out information about our organisational change programme		51%	16%
I have the opportunity to contribute my views before decisions are made that affect me		24%	31%
I would feel confident challenging the way things are done across UKRI		36%	33%
I feel I adapt well to changes in our ways of working		76%	9%
I feel ready to accept changes in our ways of working		69%	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 culture (1)

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
					
<b>Organisational culture index score</b>		<b>72</b>		<b>-1</b>	
I am trusted to carry out my job effectively		<b>91%</b>	<b>7%</b>	<b>-2</b>	<b>-5 / -3</b>
I am encouraged to try new ideas, even if they may not work		<b>78%</b>	<b>7%</b>	<b>0</b>	<b>+1 / -9</b>
I believe my opinion is valued at work		<b>82%</b>	<b>11%</b>	<b>+2</b>	<b>-3 / -9</b>
I am comfortable expressing my true and honest feelings at work		<b>71%</b>	<b>16%</b>	<b>-1</b>	<b>+14 / -9</b>

**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)
<b>Organisational culture index score</b>		72		-1	
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		56%	9%	-6 ↓	-5 / -1
I can make mistakes at work and learn from them without them being held against me		80%	4%	+8 ↑	
When it comes to discussions about work, I feel able to express opinions that are different from my colleagues		78%	13%	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.

# Your plans for the future (1)

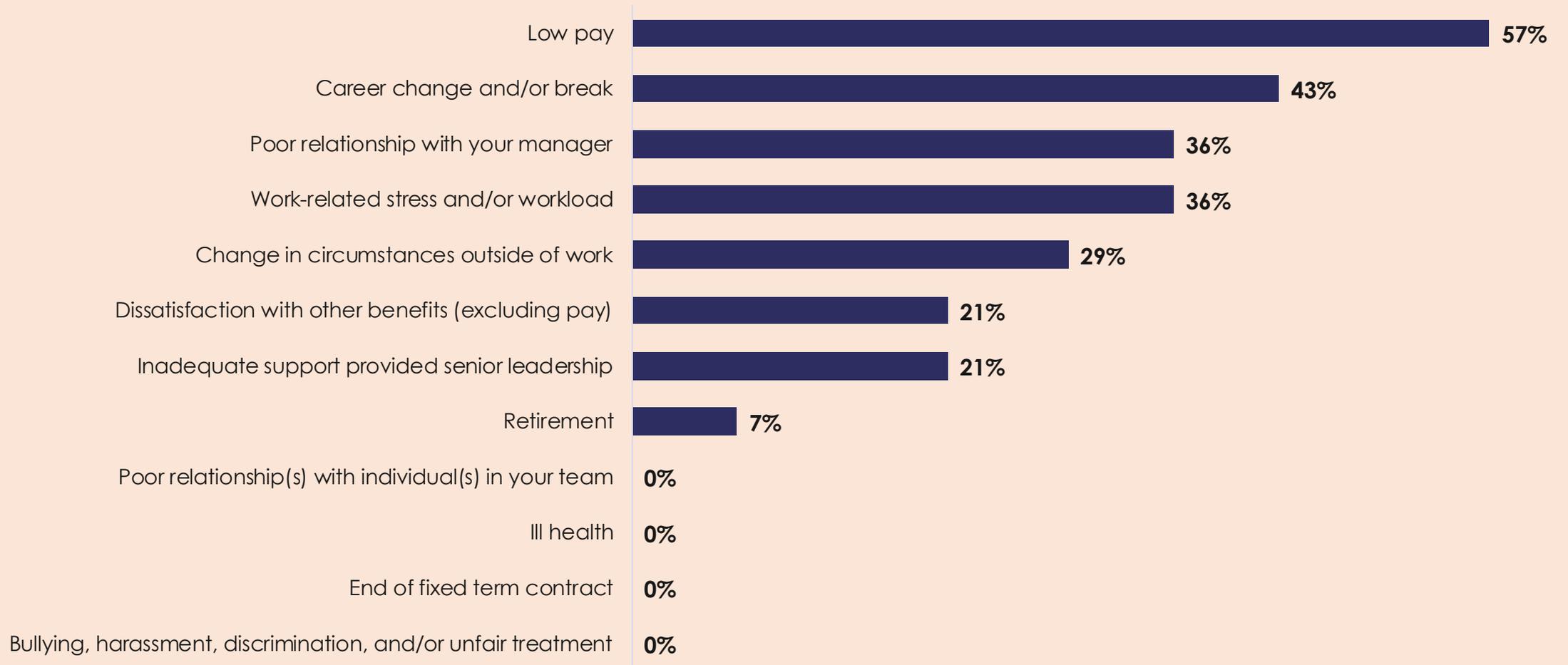
		% (percent) positive difference		
		% (percent) positive	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
<b>Which of the following statements most accurately reflects your current thoughts about working within UKRI?</b>				++4 / +2
I'm planning to leave UKRI as soon as possible	 11%	11%	+7 ↑	+4 / +9
I'm planning to leave UKRI within the next 12 months	 20%	20%	+8 ↑	+4 / +5
I'm planning to stay working within UKRI for at least the next year	 38%	38%	-1	-12 / -13
I'm planning to stay working within UKRI for at least the next three years	 31%	31%	-14 ↓	4 / -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.

# 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. 29% Other, 0% Don't know, 0% Prefer not to say.

# For more information



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