

# UKRI People Survey 2024: AHRC report

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# Contents

Background and methodology	03
A guide to this report	05
Headline findings	06
Comparisons to 2023	10
Questions with the strongest responses	11
Employee engagement	12
Open text comment themes	15
All questions breakdown	17

# 1. Background and methodology



# Background and methodology

The UKRI People Survey was made available to all colleagues across UKRI via the following methods:

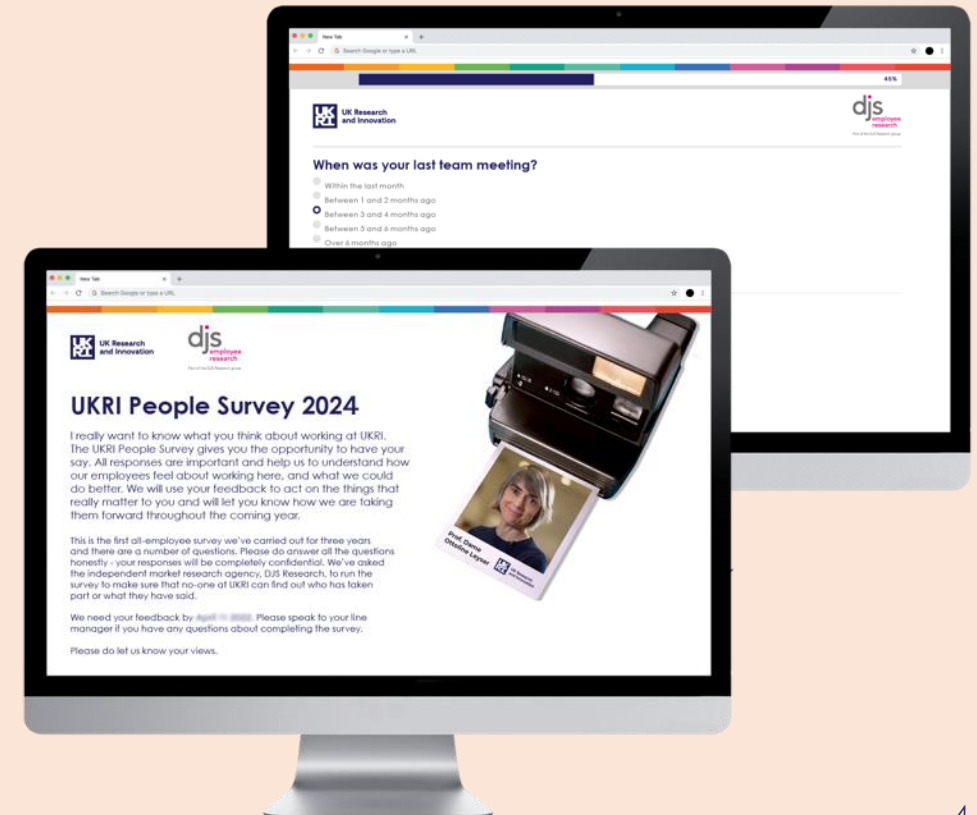
- Online survey emailed to work accounts
- The option of completing the survey over the telephone with one of the DJS Research project team

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

This report provides a summary of the results for **AHRC**, 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	Engagement with AHRC	My work	Objectives and purpose	My manager
60 Difference to UKRI +2	70 Difference to UKRI +4	71 Difference to UKRI -4	64 Difference to UKRI +3	80 Difference to UKRI +2
Support for managers	My team	Learning and personal development	Pay and benefits	Resources and workload
76 Difference to UKRI +3	80 Difference to UKRI 0	56 Difference to UKRI -1	49 Difference to UKRI +3	65 Difference to UKRI -2

The scores shown above are calculated by applying a weighting to each response on the 5-point agreement scale. This approach means that a score of 100 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	Health, safety and wellbeing	Senior leadership within UKRI	Senior leadership within AHRC
<b>70</b> Difference to UKRI -3	<b>66</b> Difference to UKRI 0	<b>57</b> Difference to UKRI +2	<b>65</b> Difference to UKRI +6
Managing change	Organisational culture	Experienced discrimination	Experienced bullying or harassment
<b>53</b> Difference to UKRI -1	<b>72</b> Difference to UKRI -1	<b>8%</b> Difference to UKRI +3%	<b>8%</b> Difference to UKRI +1%

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:** 77%

**No. of responses:** 86 of 112

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	87%	+29 ↑
The communication we receive from UKRI's Senior Leaders is honest and open	65%	+21 ↑
The communication we receive from [council/area]'s Senior Leaders is honest and open	71%	+20 ↑
The Senior Leaders at UKRI are sufficiently visible	63%	+19 ↑
I feel a strong personal attachment to [council/area]	71%	+18 ↑

## 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 least positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
During the last 12 months, I have felt unwell as a result of work-related stress	34%	-16 ↓
I achieve a good balance between my work life and my private life	51%	-16 ↓
I have a manageable workload	42%	-15 ↓
My work gives me a sense of personal accomplishment	66%	-13 ↓
UKRI is committed to creating a diverse and inclusive workplace	58%	-13 ↓

# Comparisons to the 2023 People Survey

Questions improved the most since 2023	% (percent) positive	Difference to 2023 (% point)
The communication we receive from UKRI's Senior Leaders is honest and open	<b>65%</b>	<b>+22</b> ↑
I believe the actions of the UKRI Senior Leaders are consistent with UKRI's values	<b>55%</b>	<b>+20</b> ↑
The Senior Leaders at UKRI are sufficiently visible	<b>63%</b>	<b>+17</b> ↑
I feel that my pay is fair for the work that I do	<b>41%</b>	<b>+17</b> ↑
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk	<b>72%</b>	<b>+16</b> ↑


Questions deteriorated the most since 2023	% (percent) positive	Difference to 2023 (% point)
I think that my performance is evaluated fairly	<b>78%</b>	<b>-9</b> ↓
I believe that the Senior Leaders at [council/area] will take action on the results from this survey	<b>53%</b>	<b>-7</b> ↓
I believe that Senior Leaders have a clear vision for the future of [council/area]	<b>69%</b>	<b>-7</b> ↓
I feel confident to challenge inappropriate behaviour in my workplace	<b>62%</b>	<b>-4</b>
I am encouraged to try new ideas, even if they may not work	<b>72%</b>	<b>-4</b>

## 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)
The people in my team can be relied upon to help each other if we are under pressure	<b>94%</b>
My manager is considerate of my life outside work	<b>93%</b>
My manager is open to my ideas	<b>93%</b>
My manager trusts me to do my job effectively, whether or not I am working from the same location as them	<b>93%</b>
I am trusted to carry out my job effectively	<b>93%</b>

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






Most negatively scoring questions 	% (percent) negative (net disagree)
During the last 12 months, I have felt unwell as a result of work-related stress	<b>59%</b>
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	<b>55%</b>
There are opportunities for promotion within my current role	<b>50%</b>
I feel that change is managed well in UKRI as a whole	<b>45%</b>
I have the opportunity to contribute my views before decisions are made that affect me	<b>45%</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)
					
Engagement with UKRI index score*		60		+2	+3 / -1
I am proud when I tell others I am part of UKRI		81%	5%	+18 ↑	+10 / +1
I would recommend UKRI as a great place to work		73%	8%	+11 ↑	+2 / -5
I feel a strong personal attachment to UKRI		41%	21%	+8 ↑	0 / 0
UKRI inspires me to do the best in my job		47%	16%	+7 ↑	+7 / +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.

\*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 AHRC

			% (percent) positive difference			
			% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
<div><div></div> Strongly agree</div> <div><div></div> Agree</div> <div><div></div> Neither</div> <div><div></div> Disagree</div> <div><div></div> Strongly disagree</div>						
Engagement with AHRC index score*			70		+4	+3 / +2
I am proud when I tell others I am part of AHRC	<div><div>41%</div><div>42%</div><div>15%</div><div></div><div></div></div>	83%	2%	+8	↑	+2 / -4
I would recommend AHRC as a great place to work	<div><div>24%</div><div>50%</div><div>16%</div><div>7%</div><div></div></div>	74%	9%	+4		+3 / +3
I feel a strong personal attachment to AHRC	<div><div>24%</div><div>47%</div><div>21%</div><div>7%</div><div></div></div>	71%	8%	+18	↑	+5 / +2
AHRC inspires me to do the best in my job	<div><div>20%</div><div>43%</div><div>24%</div><div>9%</div><div></div></div>	63%	13%	+7	↑	+5 / +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.

\*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. 49% No comment.

## 5. All questions by survey theme



# My work

			% (percent) positive difference			
<div><div><div></div> Strongly agree</div><div><div></div> Agree</div><div><div></div> Neither</div><div><div></div> Disagree</div><div><div></div> Strongly disagree</div></div>			% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
My work index score			71		-4	+3 / +4
I am interested in my work	<div><div><div>42%</div></div><div><div>44%</div></div><div><div>9%</div></div><div><div></div></div><div><div></div></div></div>	86%	5%	-6	↓	+5 / 0
I am sufficiently challenged by my work	<div><div><div>31%</div></div><div><div>47%</div></div><div><div>13%</div></div><div><div>7%</div></div><div><div></div></div></div>	78%	9%	-5	↓	+5 / +10
My work gives me a sense of personal accomplishment	<div><div><div>24%</div></div><div><div>42%</div></div><div><div>22%</div></div><div><div>7%</div></div><div><div>5%</div></div></div>	66%	12%	-13	↓	0 / -2
I feel involved in the decisions that affect my work	<div><div><div>17%</div></div><div><div>38%</div></div><div><div>24%</div></div><div><div>10%</div></div><div><div>9%</div></div></div>	56%	20%	-8	↓	+5 / +14
I am recognised for the way in which I approach my work, not just for what I contribute	<div><div><div>22%</div></div><div><div>49%</div></div><div><div>9%</div></div><div><div>16%</div></div><div><div></div></div></div>	71%	20%	+4		+5 / +19
I have a say over how I do my work	<div><div><div>29%</div></div><div><div>55%</div></div><div><div>9%</div></div><div><div></div></div><div><div></div></div></div>	84%	7%	0		+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.

# Objectives and purpose

					% (percent) positive difference	
<div><div><div></div> Strongly agree</div><div><div></div> Agree</div><div><div></div> Neither</div><div><div></div> Disagree</div><div><div></div> Strongly disagree</div></div>			% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Objectives and purpose index score			64		+3	+1 / -1
I have a clear understanding of UKRI's objectives	<div><div>10%</div><div>52%</div><div>21%</div><div>13%</div></div>	63%	16%	+6 ↑	+6 / -9	
I understand how my work contributes to UKRI's objectives	<div><div>9%</div><div>48%</div><div>31%</div><div>10%</div></div>	57%	12%	-4	+1 / -11	
UKRI motivates me to help it achieve its objectives	<div><div>20%</div><div>43%</div><div>34%</div></div>	21%	36%	-8 ↓	-2 / -7	
I have a clear understanding of AHRC's objectives	<div><div>26%</div><div>58%</div><div>10%</div></div>	84%	6%	+16 ↑	+4 / -1	
I understand how my work contributes to AHRC's objectives	<div><div>26%</div><div>57%</div><div>10%</div><div>6%</div></div>	83%	7%	+11 ↑	+2 / +2	
AHRC motivates me to help it achieve its objectives	<div><div>12%</div><div>44%</div><div>28%</div><div>14%</div></div>	56%	16%	+8 ↑	+2 / +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.

# My manager (1)

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
<div> <div>Strongly agree</div> <div>Agree</div> <div>Neither</div> <div>Disagree</div> <div>Strongly disagree</div> </div>					
My manager index score		80		+2	
My manager motivates me	<div> <div>34%</div> <div>42%</div> <div>13%</div> <div>12%</div> </div>	76%	12%	0	+5 / +4
My manager is considerate of my life outside work	<div> <div>60%</div> <div>33%</div> </div>	93%	3%	+3	-1 / -3
My manager is open to my ideas	<div> <div>55%</div> <div>38%</div> </div>	93%	3%	+5 ↑	0 / +3
My manager recognises when I have done my job well	<div> <div>47%</div> <div>35%</div> <div>13%</div> <div>6%</div> </div>	81%	6%	-3	-4 / -1
I receive regular constructive feedback on my performance	<div> <div>35%</div> <div>36%</div> <div>17%</div> <div>10%</div> </div>	71%	12%	+3	+3 / +10
My manager trusts me to do my job effectively, whether or not I am working from the same location as them	<div> <div>63%</div> <div>30%</div> <div>6%</div> </div>	93%	1%	0	0 / -3

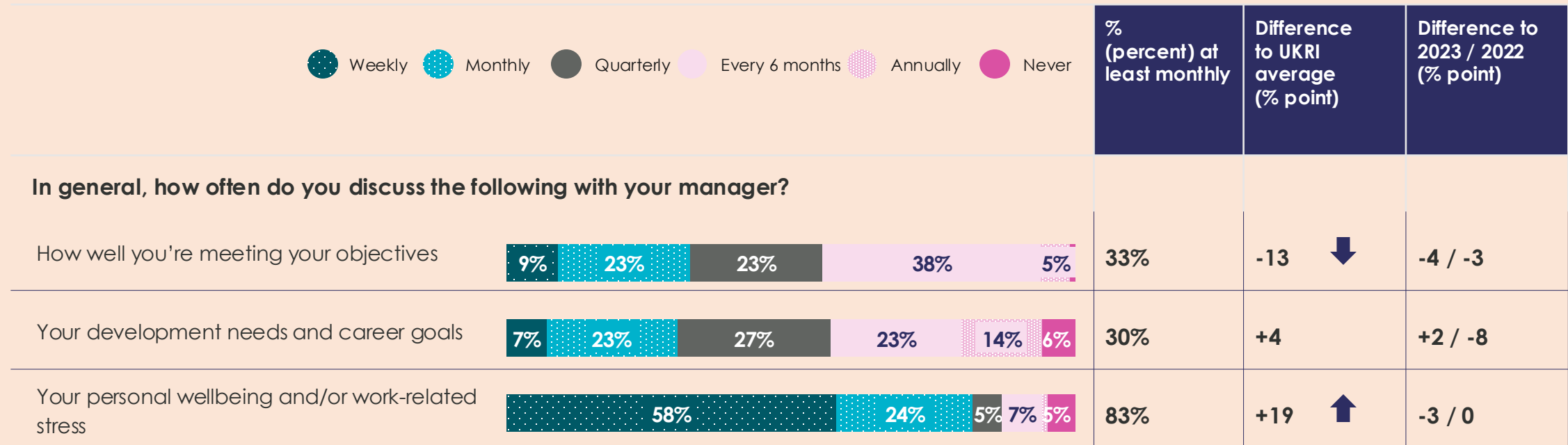
**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

## My manager (2)

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
<div> <div>Strongly agree</div> <div>Agree</div> <div>Neither</div> <div>Disagree</div> <div>Strongly disagree</div> </div>					
My manager index score		80		+2	
I think that my performance is evaluated fairly	<div> <div>41%</div> <div>37%</div> <div>15%</div> <div>5%</div> </div>	78%	7%	0	-9 / +11
I trust my manager to deal with poor performance effectively	<div> <div>38%</div> <div>34%</div> <div>21%</div> <div>5%</div> </div>	72%	7%	+2	

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

# Performance management



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




# Support for managers

			% (percent) positive difference			
<div><div>Strongly agree</div><div>Agree</div><div>Neither</div><div>Disagree</div><div>Strongly disagree</div></div>			% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Support for managers index score			76		+3	+1 / +5
I feel confident in supporting the health, safety and wellbeing of the people I manage	<div><div>30%</div><div>64%</div></div>		94%	2%	+4	+3 / +6
I feel confident in addressing poor performance in my team	<div><div>17%</div><div>60%</div><div>17%</div><div>6%</div></div>		77%	6%	+7 ↑	+8 / +18
I receive, or have access to, the training I need in order to be an effective manager	<div><div>21%</div><div>62%</div><div>13%</div></div>		83%	4%	+13 ↑	-1 / +10
I am confident in how to manage and support my team through change	<div><div>23%</div><div>60%</div><div>9%</div><div>8%</div></div>		83%	8%	+5 ↑	+2 / -

**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

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
<div> <div>Strongly agree</div> <div>Agree</div> <div>Neither</div> <div>Disagree</div> <div>Strongly disagree</div> </div>					
My team index score		80		0	
The people in my team can be relied upon to help each other if we are under pressure	<div> <div>44%</div> <div>50%</div> <div>8%</div> <div>5%</div> </div>	94%	3%	+5 	+1 / +10
The people in my team work together to find ways to improve the quality of what we do	<div> <div>35%</div> <div>51%</div> <div>8%</div> <div>5%</div> </div>	86%	6%	0	-2 / +2
The people in my team work together to find ways to improve the efficiency of what we do	<div> <div>35%</div> <div>50%</div> <div>8%</div> <div>6%</div> </div>	85%	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.

# Learning and personal development

							% (percent) positive difference	
		<div> <div>● Strongly agree</div> <div>● Agree</div> <div>● Neither</div> <div>● Disagree</div> <div>● Strongly disagree</div> </div>			% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
<b>Learning and personal development index score</b>					56		-1	+3 / +5
I think my current job makes the most of my skills and strengths	<div> <div>15%</div> <div>41%</div> <div>16%</div> <div>23%</div> <div>5%</div> </div>				56%	28%	-10 ↓	+5 / +13
I am able to access the right learning and development opportunities for my current role when I need them	<div> <div>8%</div> <div>47%</div> <div>24%</div> <div>20%</div> </div>				55%	21%	-8 ↓	-1 / +11
Learning and development activities I have completed in the past 12 months have helped to improve my performance	<div> <div>15%</div> <div>40%</div> <div>28%</div> <div>15%</div> </div>				55%	17%	0	+11 / +9
There are opportunities for me to develop in my career across UKRI	<div> <div>7%</div> <div>47%</div> <div>26%</div> <div>16%</div> <div>5%</div> </div>				53%	21%	+14 ↑	+5 / +9
There are opportunities for promotion within my current role	<div> <div>26%</div> <div>22%</div> <div>27%</div> <div>23%</div> </div>				28%	50%	+4	+3 / +6
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career	<div> <div>7%</div> <div>47%</div> <div>26%</div> <div>14%</div> <div>7%</div> </div>				53%	21%	+6 ↑	+7 / +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.

# Pay and benefits

			% (percent) positive difference			
<div><div><div>Strongly agree</div><div>Agree</div><div>Neither</div><div>Disagree</div><div>Strongly disagree</div></div></div>			% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Pay and benefits index score			49		+3	+8 / -3
I feel that my pay is fair for the work that I do	<div><div>5%</div><div>36%</div><div>19%</div><div>28%</div><div>13%</div></div>		41%	41%	+4	+17 / 0
I am satisfied with the total benefits package	<div><div>8%</div><div>45%</div><div>17%</div><div>23%</div><div>6%</div></div>		53%	29%	+8 ↑	+12 / -2
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	<div><div>5%</div><div>45%</div><div>21%</div><div>14%</div><div>15%</div></div>		50%	29%	+12 ↑	+13 / +7
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	<div><div>23%</div><div>20%</div><div>38%</div><div>16%</div></div>		26%	55%	+5 ↑	+5 / -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.

# Resources and workload

Resources and workload			% (percent) positive difference			
<div><div></div> Strongly agree<div></div> Agree<div></div> Neither<div></div> Disagree<div></div> Strongly disagree</div>			% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Resources and workload index score			65		-2	+3 / +4
I can find the information I need to do my job effectively	<div><div>13%</div><div>53%</div><div>19%</div><div>12%</div></div>		66%	15%	-2	+6 / +16
Organisational processes support me to work efficiently	<div><div>6%</div><div>36%</div><div>28%</div><div>26%</div><div>5%</div></div>		42%	30%	+3	+6 / +18
I have clear work objectives	<div><div>20%</div><div>64%</div><div>6%</div><div>9%</div></div>		84%	10%	+4	+8 / +7
I have the skills I need to do my job effectively	<div><div>28%</div><div>60%</div><div>9%</div></div>		88%	2%	-3	-1 / +3
I have access to, or am able to access, the tools and equipment I need to do my job effectively	<div><div>20%</div><div>60%</div><div>14%</div><div>5%</div></div>		80%	6%	+2	-1 / +7
I have a manageable workload	<div><div>7%</div><div>35%</div><div>20%</div><div>27%</div><div>12%</div></div>		42%	38%	-15	↓ +11 / -10
I achieve a good balance between my work life and my private life	<div><div>21%</div><div>30%</div><div>21%</div><div>22%</div><div>6%</div></div>		51%	28%	-16	↓ +2 / -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.

# Inclusion and fair treatment

		% (percent) positive difference			
				Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
		% (percent) positive	% (percent) negative		
<div> <div>Strongly agree</div> <div>Agree</div> <div>Neither</div> <div>Disagree</div> <div>Strongly disagree</div> </div>					
Inclusion and fair treatment index score		70		-3	+2 / -1
I am treated fairly at work	<div> <div>33%</div> <div>55%</div> <div>7%</div> </div>	87%	6%	+3	+2 / 0
I am treated with respect by the people I work with	<div> <div>34%</div> <div>56%</div> <div>7%</div> </div>	90%	3%	+1	+4 / -3
I feel valued for the work I do	<div> <div>21%</div> <div>50%</div> <div>13%</div> <div>13%</div> </div>	71%	16%	-1	+10 / +4
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	<div> <div>17%</div> <div>50%</div> <div>24%</div> <div>6%</div> </div>	67%	8%	-6 ↓	-3 / 0
I feel confident to challenge inappropriate behaviour in my workplace	<div> <div>15%</div> <div>47%</div> <div>22%</div> <div>10%</div> <div>6%</div> </div>	62%	16%	-6 ↓	-4 / 0
UKRI is committed to creating a diverse and inclusive workplace	<div> <div>10%</div> <div>48%</div> <div>33%</div> <div>6%</div> </div>	58%	9%	-13 ↓	+1 / -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.

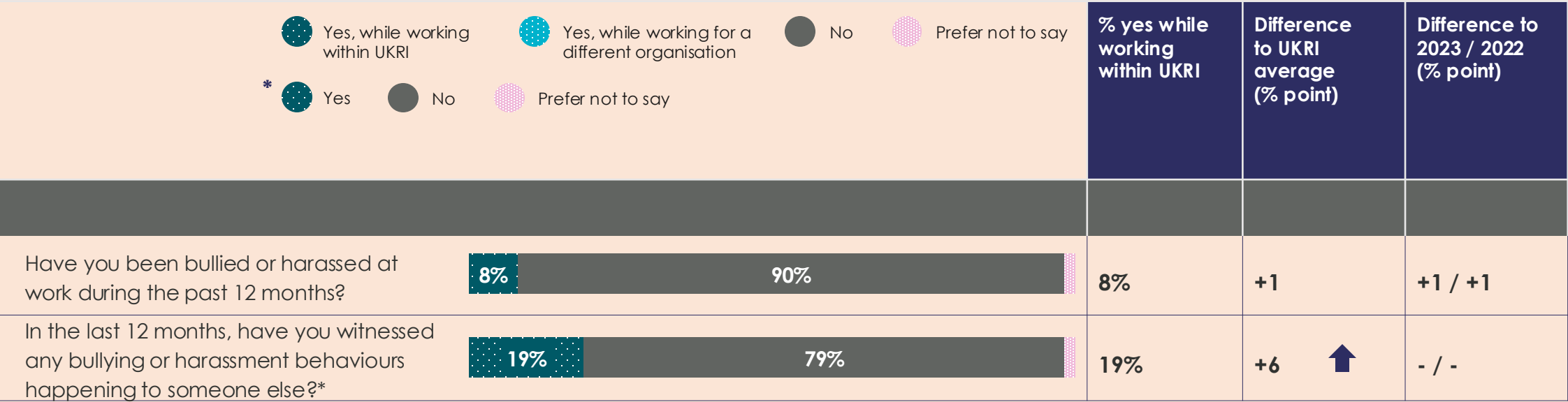
# Discrimination and unfair treatment

<div><div><div></div><div>Yes, while working within UKRI</div></div><div><div></div><div>Yes, while working for a different organisation</div></div><div><div></div><div>No</div></div><div><div></div><div>Prefer not to say</div></div></div>		% 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?	<div><div>8%</div><div>84%</div><div>8%</div></div>	8%	+3	+3 / +2
Have you been treated unfairly at work during the past 12 months?	<div><div>8%</div><div>87%</div><div>5%</div></div>	8%	-2	-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.




# 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.

30

# Health, safety and wellbeing (1)

			% (percent) positive difference			
<div><div>Excellent</div><div>Very good</div><div>Good</div><div>Fair</div><div>Poor</div></div>			% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Health, safety and wellbeing index score			66		0	+3 / -2
In general, how would you rate your overall mental health now?	<div><div>7%</div><div>14%</div><div>29%</div><div>36%</div><div>13%</div></div>		51%	49%	-12 	+4 / -1
In general, how would you rate your overall physical health now?	<div><div>27%</div><div>35%</div><div>26%</div><div>8%</div></div>		66%	34%	-1	-1 / +5

**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.

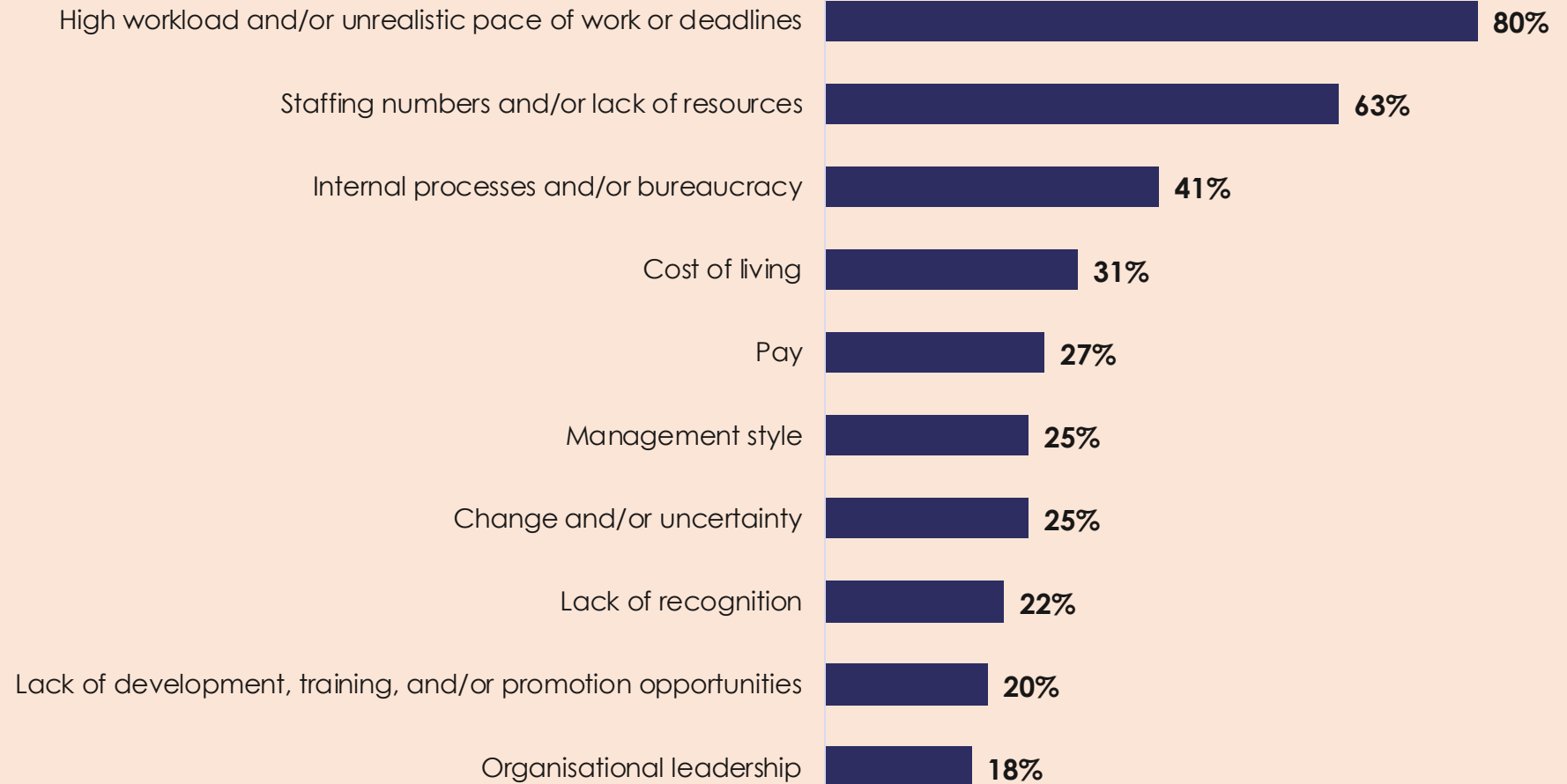
# Health, safety and wellbeing (2)

			% (percent) positive difference			
<div><div>Strongly agree</div><div>Agree</div><div>Neither</div><div>Disagree</div><div>Strongly disagree</div></div>			% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Health, safety and wellbeing index score			66		0	+3 / -2
UKRI cares about my wellbeing	<div><div>5%</div><div>51%</div><div>29%</div><div>9%</div><div>6%</div></div>		56%	15%	+4	+10 / +1
My manager creates a positive atmosphere at work which supports my health and wellbeing	<div><div>23%</div><div>53%</div><div>17%</div><div></div><div></div></div>		77%	6%	+1	-1 / 0
During the last 12 months, I have felt unwell as a result of work-related stress*	<div><div>20%</div><div>40%</div><div>7%</div><div>23%</div><div>10%</div></div>		34%	59%	-16	↓ +10 / -7
In the last 12 months, I have experienced work-related musculoskeletal problems (MSD)	<div><div>11%</div><div>18%</div><div>9%</div><div>41%</div><div>21%</div></div>		62%	28%	-7	↓ +3 / -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.

# 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.  
8% Other, 0% Don't know, 0% Prefer not to say.

# Senior leadership within UKRI (1)

			% (percent) positive difference			
<div><div><div>Strongly agree</div><div>Agree</div><div>Neither</div><div>Disagree</div><div>Strongly disagree</div></div></div>			% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Senior leadership within UKRI index score			57		+2	+4 / -1
The Senior Leaders at UKRI are sufficiently visible	<div><div>5%</div><div>58%</div><div>23%</div><div>13%</div></div>		63%	14%	+19 ↑	+17 / 0
I believe the actions of UKRI's Senior Leaders are consistent with UKRI's values	<div><div>52%</div><div>36%</div><div>7%</div></div>		55%	9%	+14 ↑	+20 / +5
I believe that UKRI's Senior Leaders have a clear vision for the future of UKRI	<div><div>42%</div><div>35%</div><div>19%</div></div>		45%	20%	+6 ↑	+2 / -7
I have confidence in the decisions made by UKRI's Senior Leaders	<div><div>45%</div><div>34%</div><div>16%</div></div>		48%	19%	+14 ↑	+12 / 0
The Senior Leaders at UKRI keep me informed about issues that matter	<div><div>55%</div><div>27%</div><div>14%</div></div>		57%	16%	+10 ↑	+9 / -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 UKRI (2)

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
<div> <div>Strongly agree</div> <div>Agree</div> <div>Neither</div> <div>Disagree</div> <div>Strongly disagree</div> </div>					
Senior leadership within UKRI index score		57		+2	+4 / -1
The communication we receive from UKRI's Senior Leaders is honest and open	<div> <div>6%</div> <div>59%</div> <div>24%</div> <div>8%</div> </div>	65%	10%	+21 ↑	+22 / +11
I feel positive about the future of UKRI	<div> <div>35%</div> <div>37%</div> <div>19%</div> <div>7%</div> </div>	37%	26%	-5 ↓	0 / -17
I believe that UKRI's Senior Leaders will take action on the results from this survey	<div> <div>5%</div> <div>33%</div> <div>36%</div> <div>20%</div> <div>7%</div> </div>	37%	27%	0	+5 / -5
I think the Senior Leaders at UKRI took effective action on the results of the last survey in 2023	<div> <div>17%</div> <div>52%</div> <div>21%</div> <div>6%</div> </div>	21%	27%	-3	+4 / +11
The Senior Leaders at UKRI help me to understand the reasons and benefits that change will bring	<div> <div>37%</div> <div>36%</div> <div>20%</div> </div>	41%	23%	+10 ↑	+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.

# Senior leadership within AHRC (1)

					% (percent) positive difference	
<div><div><div></div> Strongly agree</div><div><div></div> Agree</div><div><div></div> Neither</div><div><div></div> Disagree</div><div><div></div> Strongly disagree</div></div>			% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Senior leadership within AHRC index score			65		+6 <div></div>	0 / +3
The Senior Leaders at AHRC are sufficiently visible	<div><div>33%</div><div>55%</div><div>7%</div></div>		87%	6%	+29 <div></div>	+9 / +11
I believe the actions of AHRC's Senior Leaders are consistent with UKRI's / AHRC's values	<div><div>16%</div><div>55%</div><div>19%</div><div>9%</div></div>		71%	10%	+15 <div></div>	+1 / +7
I believe that Senior Leaders have a clear vision for the future of AHRC	<div><div>16%</div><div>52%</div><div>19%</div><div>12%</div></div>		69%	13%	+17 <div></div>	-7 / +1
I have confidence in the decisions made by AHRC's Senior Leaders	<div><div>10%</div><div>51%</div><div>20%</div><div>16%</div></div>		62%	19%	+14 <div></div>	+4 / +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.










## Senior leadership within AHRC (2)

			% (percent) positive difference			
<div><div><div></div> Strongly agree</div><div><div></div> Agree</div><div><div></div> Neither</div><div><div></div> Disagree</div><div><div></div> Strongly disagree</div></div>			% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Senior leadership within AHRC index score			65		+6 <div></div>	0 / +3
The Senior Leaders at AHRC keep me informed about issues that matter	<div><div>20%</div><div>45%</div><div>19%</div><div>14%</div><div></div></div>		65%	16%	+12 <div></div>	-2 / 0
The communication we receive from AHRC's Senior Leaders is honest and open	<div><div>20%</div><div>51%</div><div>20%</div><div>6%</div><div></div></div>		71%	9%	+20 <div></div>	+4 / +13
I believe that Senior Leaders at AHRC will take action on the results from this survey	<div><div>12%</div><div>42%</div><div>29%</div><div>12%</div><div>6%</div></div>		53%	17%	+9 <div></div>	-7 / +3
I think Senior Leaders at AHRC took effective action on the results of the last survey in 2023	<div><div>6%</div><div>36%</div><div>35%</div><div>17%</div><div>6%</div></div>		42%	23%	+11 <div></div>	+5 / +23
The Senior Leaders at AHRC help me to understand the reasons and benefits that change will bring	<div><div>12%</div><div>42%</div><div>26%</div><div>14%</div><div>7%</div></div>		53%	21%	+12 <div></div>	-1 / -






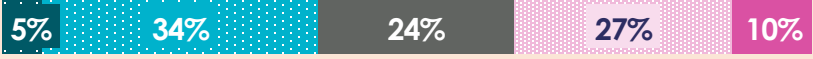





**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Managing change (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>-1</b>	
I feel that change is managed well in AHRC		30%	44%	-4	+4 / +4
I feel that change is managed well in UKRI as a whole		17%	45%	-6 ↓	+5 / -2
As an organisation, UKRI adapts well to change		23%	42%	-2	+5 / -3
When changes are made across UKRI they are usually for the better		22%	26%	-3	+1 / -3
I understand the benefits of organisational change		69%	14%	+6 ↑	
There is enough support to help me with organisational change		35%	24%	-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)

		% (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>-1</b>	
I know where to find out information about our organisational change programme		<b>49%</b>	<b>29%</b>	<b>+9</b> 	
I have the opportunity to contribute my views before decisions are made that affect me		<b>31%</b>	<b>45%</b>	<b>+5</b> 	<b>+8 / -1</b>
I would feel confident challenging the way things are done across UKRI		<b>38%</b>	<b>37%</b>	<b>+9</b> 	<b>+4 / -10</b>
I feel I adapt well to changes in our ways of working		<b>76%</b>	<b>5%</b>	<b>+6</b> 	
I feel ready to accept changes in our ways of working		<b>73%</b>	<b>5%</b>	<b>+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.

# Organisational culture (1)

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
<div> <div>Strongly agree</div> <div>Agree</div> <div>Neither</div> <div>Disagree</div> <div>Strongly disagree</div> </div>					
Organisational culture index score		72		-1	
I am trusted to carry out my job effectively	<div> <div>42%</div> <div>51%</div> <div>5%</div> </div>	93%	2%	0	+3 / +5
I am encouraged to try new ideas, even if they may not work	<div> <div>26%</div> <div>47%</div> <div>20%</div> <div>5%</div> </div>	72%	8%	-6 ↓	-4 / +9
I believe my opinion is valued at work	<div> <div>26%</div> <div>56%</div> <div>10%</div> <div>6%</div> </div>	81%	8%	+2	+9 / +9
I am comfortable expressing my true and honest feelings at work	<div> <div>28%</div> <div>40%</div> <div>19%</div> <div>10%</div> </div>	67%	14%	-4	+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.

# Organisational culture (2)

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
<div> <div>Strongly agree</div> <div>Agree</div> <div>Neither</div> <div>Disagree</div> <div>Strongly disagree</div> </div>					
Organisational culture index score		72		-1	
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk	<div> <div>13%</div> <div>59%</div> <div>15%</div> <div>8%</div> <div>5%</div> </div>	72%	13%	+10 	+16 / +5
I can make mistakes at work and learn from them without them being held against me	<div> <div>23%</div> <div>45%</div> <div>26%</div> <div></div> <div></div> </div>	69%	6%	-3	
When it comes to discussions about work, I feel able to express opinions that are different from my colleagues	<div> <div>24%</div> <div>51%</div> <div>15%</div> <div>6%</div> <div></div> </div>	76%	9%	-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.

# 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	6%	6%	+2	-4 / +1
I'm planning to leave UKRI within the next 12 months	13%	13%	+1	+2 / -6
I'm planning to stay working within UKRI for at least the next year	47%	47%	+8 ↑	0 / +7
I'm planning to stay working within UKRI for at least the next three years	35%	35%	-11 ↓	+2 / -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. 44% Other, 0% Don't know, 6% Prefer not to say.

# For more information



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