

UKRI People Survey 2023: BBSRC 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:

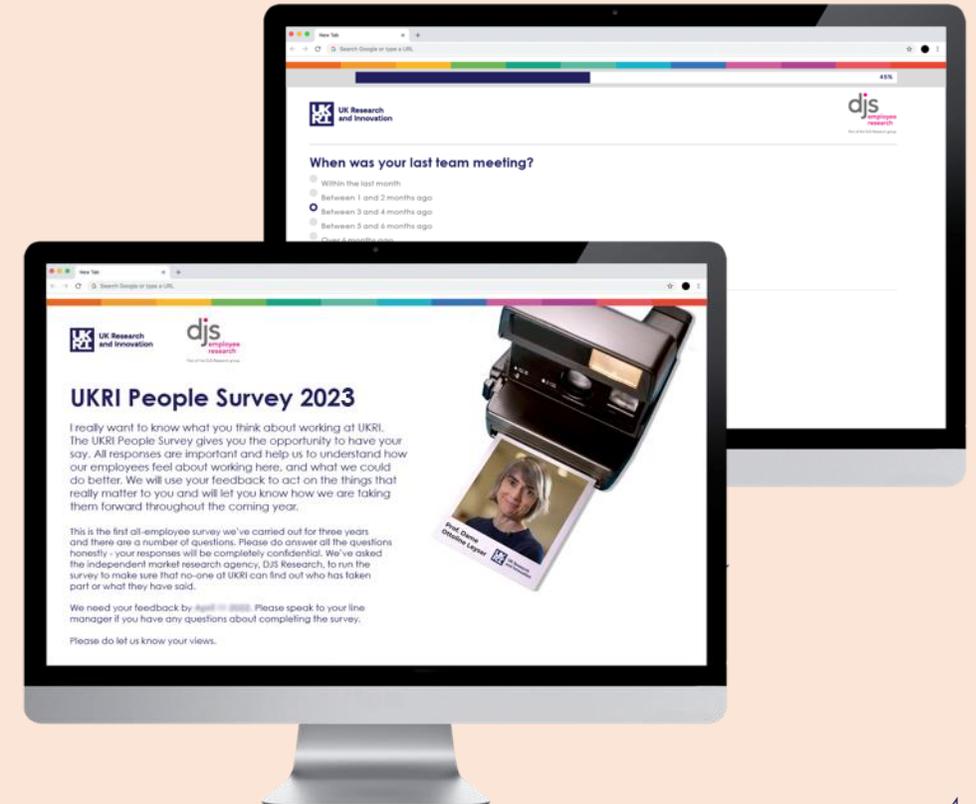
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

The survey was live between **24 April** and **19 May 2023**.

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
- Organisational objectives and purpose
- Team working
- Pay and benefits
- Resources and workload
- Inclusion and fair treatment, discrimination, bullying and harassment
- Wellbeing



A guide to this report

Rounding

Results are presented as whole numbers for ease of reading and interpretation. Rounding is performed at the last stage of calculation for maximum accuracy. Therefore, where results are presented as % (percent) positive, % (percent) neutral or % (percent) negative, there may be instances where the results do not total 100 percent.

% (percent) positive

Where results are shown as positive percentages (% positive), these are calculated by adding together positive responses (e.g. “strongly agree + agree”) and dividing by the number of respondents who answered the question.

Confidentiality

It is DJS Research's practice not to present the results of groups to the extent where the confidentiality of individuals may be compromised. Results for teams or departments where **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 54% Difference to UKRI -2%	Engagement with BBSRC 68% Difference to UKRI +2%	My work 70% Difference to UKRI -4%	Organisational objectives and purpose 65% Difference to UKRI +4%	My manager 78% Difference to UKRI +2%
Support for managers 69% Difference to UKRI -3%	My team 83% Difference to UKRI +2%	Learning and development 49% Difference to UKRI -6%	Pay and benefits 33% Difference to UKRI -1%	Resources and workload 63% 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 percent is equivalent to all colleagues saying strongly agree to all questions in the section, while a score of 0 percent is equivalent to all colleagues saying strongly disagree to all questions.

Average scores per survey theme (2)

Inclusion and fair treatment	Wellbeing	Senior leadership within UKRI	Senior leadership within BBSRC
73% Difference to UKRI 0%	68% Difference to UKRI +2%	51% Difference to UKRI -2%	65% Difference to UKRI +6%
Managing change	Organisational culture	Experienced discrimination	Experienced bullying or harassment
48% Difference to UKRI -3%	73% Difference to UKRI 0%	5% Difference to UKRI 0%	9% Difference to UKRI +1%

The scores shown above are calculated by applying a weighting to each response on the 5-point agreement scale. This approach means that a score of 100 percent is equivalent to all colleagues saying strongly agree to all questions in the section, while a score of 0 percent is equivalent to all colleagues saying strongly disagree to all questions.

Comparisons to the UKRI average

Response rate: 79%

No. of responses: 129 of 163

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 believe the actions of [council/area]'s Senior Leaders are consistent with [council/area]'s values	78%	+21 ↑
The communication we receive from [council/area]'s Senior Leaders is honest and open	69%	+18 ↑
The Senior Leaders at [council/area] keep me informed about issues that matter	66%	+14 ↑
In general, how often do you discuss your personal wellbeing and/or work-related stress with your manager? (% at least monthly)	76%	+13 ↑

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	41%	-20 ↓
Learning and development activities I have completed in the past 12 months have helped to improve my performance	33%	-18 ↓
I can find the information I need to do my job effectively	48%	-18 ↓
I receive, or have access to, the training I need in order to be an effective manager	55%	-14 ↓
I am sufficiently challenged by my work	68%	-14 ↓

Comparisons to the 2022 People Survey

Questions improved the most since 2022	% (percent) positive	Difference to 2022 (% point)
I think the Senior Leaders at UKRI took effective action on the results of the last survey in 2022	18%	+11 ↑
I think the Senior Leaders at [council/area] took effective action on the results of the last survey in 2022	30%	+11 ↑
I feel confident in addressing poor performance in my team	70%	+9 ↑
The reasons behind changes are communicated to me	35%	+8 ↑
The Senior Leaders at [council/area] are sufficiently visible	84%	+3

Questions deteriorated the most since 2022	% (percent) positive	Difference to 2022 (% point)
I would feel confident challenging the way things are done across UKRI	22%	-22 ↓
I am satisfied with the total benefits package	18%	-20 ↓
Learning and development activities I have completed in the past 12 months have helped to improve my performance	33%	-19 ↓
I would recommend [council/area] as a great place to work	64%	-19 ↓
I feel positive about the future of UKRI	26%	-19 ↓

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%
I am trusted to carry out my job effectively	93%
I feel confident in supporting the health, safety and wellbeing of the people I manage	92%
My manager is considerate of my life outside work	92%
I have the skills I need to do my job effectively	91%

Areas of concern: What are colleagues most negative about?

Most negatively scoring questions 	% (percent) negative (net disagree)
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	73%
There are opportunities for promotion within my current role	62%
I am satisfied with the total benefits package	62%
I feel that my pay is fair for the work that I do	60%
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	47%

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

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Engagement with UKRI index score*		54%	-2	-6
I am proud when I tell others I am part of UKRI		61%	0	-11 ↓
I would recommend UKRI as a great place to work		53%	-1	-14 ↓
I feel a strong personal attachment to UKRI		28%	-3	-11 ↓
UKRI inspires me to do the best in my job		26%	-10 ↓	-16 ↓

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

*The employee engagement index is calculated by applying a weighting to each response on the 5-point agreement scale. This approach means that a score of 100 percent is equivalent to all respondents saying strongly agree to the four questions in the above table, while a score of 0 percent is equivalent to all respondents saying strongly disagree to all four questions.

Key driver analysis: explaining relative importance

Regression models are used to examine the extent to which each of the key drivers influence the overall measure of employee engagement. The relative importance score is a measure of how much the driver influences employee engagement. It also allows us to identify how much more influential a driver is compared to another and improves understanding of the strength of the influence of each.

Measuring how much the driver influences employee engagement:

- The higher the score, the greater the influence: the driver with the highest importance score is the one that has the greatest influence on employee engagement.
- In the example in the table, driver A has the greatest influence on employee engagement compared to all other drivers.
- The relative importance allows us to rank each of the key drivers in terms of their influence over employee engagement.

Comparing drivers' influence between each other:

- Driver A has a relative importance of 0.20 which means that it is twice as influential on employee engagement than the third and fourth ranked drivers C and D with a relative importance of 0.10.
- It is also three times as influential as the fifth driver E with a relative importance of 0.07.

Improving our understanding of how strong the influence is:

The relative importance score improves our understanding of the strength of the influence of each driver – so rather than just looking at the ranking, we can see that the third and fourth drivers have very similar levels of influence, whilst there is a big difference between the level of influence of the top driver (driver A) and the driver at the bottom (driver E).

Rank	Driver	Relative importance
1	driver A	0.20
2	driver B	0.12
3	driver C	0.10
4	driver D	0.10
5	driver E	0.07

Key driver analysis: BBSRC

For BBSRC, the top driver of engagement with UKRI is whether colleagues 'feel involved in the decisions that affect their work'. With 53% agreeing with this statement, it falls 7% points below the UKRI average, making it a priority for improvement. Likewise, only half of BBSRC colleagues believe 'UKRI cares about their wellbeing', which is a strong driver of engagement.

Rank	Question	Relative importance	Performance (percent net agree or equivalent)
1	Q3. I feel involved in the decisions that affect my work	0.29	53%
2	Q4. I have a clear understanding of UKRI's objectives	0.25	63%
3	Q27. UKRI cares about my wellbeing	0.24	51%
4	Q30. I feel positive about the future of UKRI	0.19	26%
5	Q3. My work gives me a sense of personal accomplishment	0.19	64%
6	Q11. I can find the information I need to do my job effectively	0.15	48%
7	Q30. I believe the actions of the UKRI Senior Leaders are consistent with UKRI's values	0.15	38%
8	Q27. In the last 12 months, I have experienced musculoskeletal problems (MSD)	0.15	35%

Base: All BBSRC respondents.

Engagement with BBSRC

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Engagement with BBSRC index score*		68%	+2	-5
I am proud when I tell others I am part of BBSRC		77%	-2	-6 ↓
I would recommend BBSRC as a great place to work		64%	-2	-19 ↓
I feel a strong personal attachment to BBSRC		63%	+8 ↑	+2
BBSRC inspires me to do the best in my job		57%	+2	-8 ↓

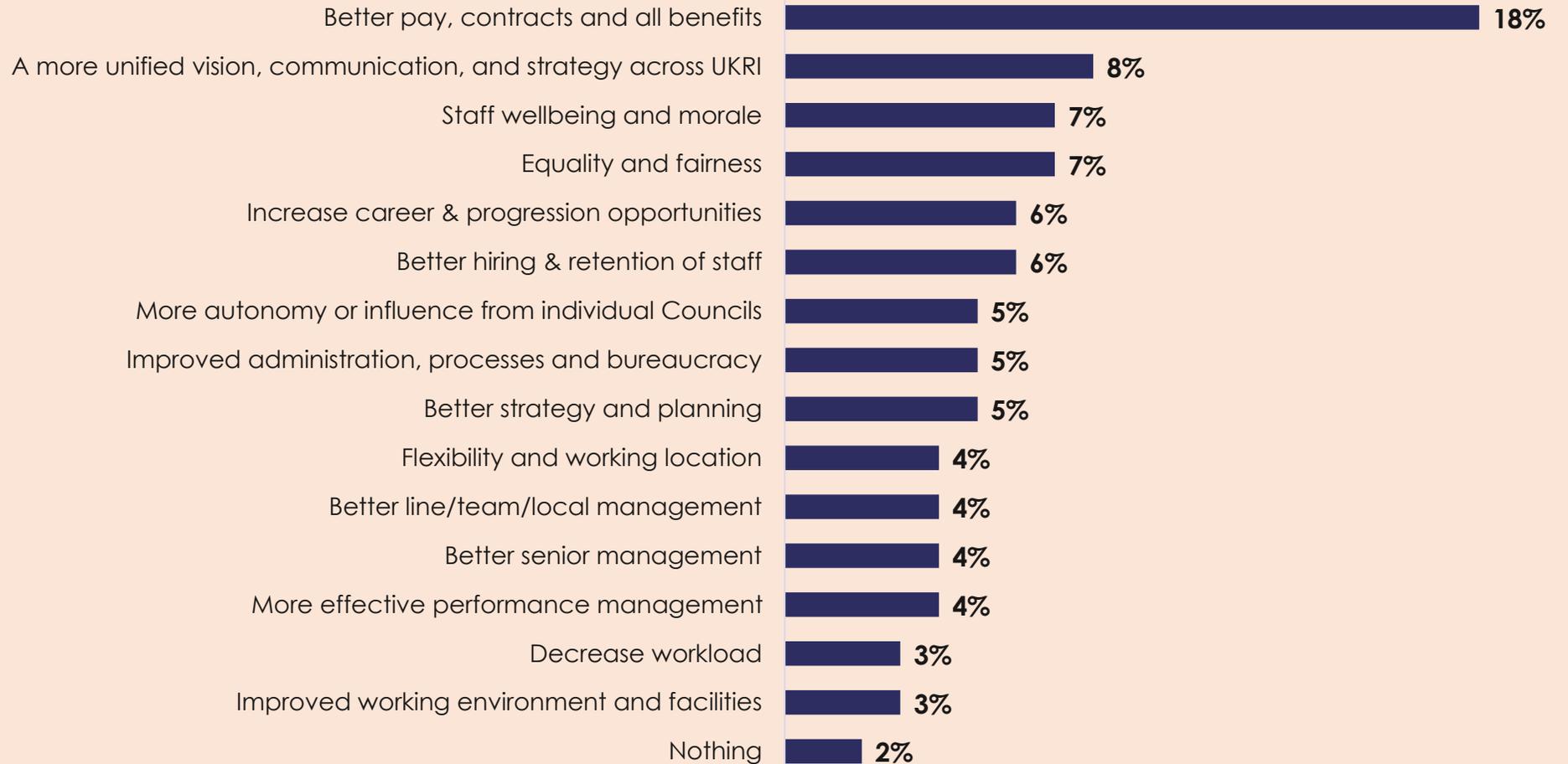
Base: All respondents, excluding UKRI Corporate Hub. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

*The employee engagement index is calculated by applying a weighting to each response on the 5-point agreement scale. This approach means that a score of 100 percent is equivalent to all respondents saying strongly agree to the four questions in the above table, while a score of 0 percent is equivalent to all respondents saying strongly disagree to all four questions.

4. Open text themes



What one change would improve your working life at UKRI?



Base: All respondents. Only showing responses of 2% and above. 49% No comment.

5. All questions by survey theme



My work

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
My work index score		70%	-4	-3
I am interested in my work		86%	-5 ↓	-2
I am sufficiently challenged by my work		68%	-14 ↓	-5 ↓
My work gives me a sense of personal accomplishment		64%	-14 ↓	-4
I feel involved in the decisions that affect my work		53%	-6 ↓	-9 ↓
I am recognised for the way in which I approach my work, not just for what I contribute		67%	+4	-1
I have a say over how I do my work		82%	-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.

Organisational objectives and purpose



						% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Organisational objectives and purpose index score						65%	+4	-4
I have a clear understanding of UKRI's objectives	12%	50%	19%	16%		63%	+9 ↑	-3
I understand how my work contributes to UKRI's objectives	17%	43%	20%	17%		60%	+3	-7 ↓
UKRI motivates me to help it achieve its objectives	14%	42%	34%	8%		16%	-8 ↓	-6 ↓
I have a clear understanding of BBSRC's objectives*	34%	50%	10%	6%		84%	+11 ↑	-5 ↓
I understand how my work contributes to BBSRC's objectives*	39%	45%	9%	6%		84%	+8 ↑	-4
BBSRC motivates me to help it achieve its objectives*	22%	28%	31%	16%		50%	+3	-9 ↓

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

My manager (1)



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
My manager index score		78%	+2	+1
My manager motivates me		78%	+5 ↑	+3
My manager is considerate of my life outside work		92%	+3	-1
My manager is open to my ideas		89%	+1	0
My manager recognises when I have done my job well		84%	0	-4
I receive regular constructive feedback on my performance		71%	+5 ↑	+1
My manager trusts me to do my job effectively, whether or not I am working from the same location as them		94%	+1	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 to UKRI average (% point)	Difference to 2022 (% point)
My manager index score		78%	+2	+1
I think that my performance is evaluated fairly		79%	+4	-2
Poor performance is dealt with effectively in my team		42%	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.

Performance management



		% (percent) at least monthly	Difference to UKRI average (% point)	Difference to 2022 (% point)
In general, how often do you discuss the following with your manager?				
How well you're meeting your objectives		50%	+5 ↑	-1
Your development needs and career goals		31%	+4	-1
Your personal wellbeing and/or work-related stress		76%	+13 ↑	-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.

Support for managers

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Support for managers index score		69%	-3	-1
I feel confident in supporting the health, safety and wellbeing of the people I manage		92%	+4	0
I feel confident in addressing poor performance in my team		70%	+2	+9 ↑
I receive, or have access to, the training I need in order to be an effective manager		55%	-14 ↓	-17 ↓
I am confident in how to manage and support my team through change		65%	-11 ↓	

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 to UKRI average (% point)	Difference to 2022 (% point)
My team index score		83%	+2	-1
The people in my team can be relied upon to help when we are under pressure		91%	+3	-1
The people in my team work together to find ways to improve the quality of what we do		88%	+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.

Learning and personal development

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Learning and personal development index score		49%	-6	-5
I am able to access the right learning and development opportunities for my current role when I need them	<p>8% (Strongly agree), 33% (Agree), 26% (Neither), 27% (Disagree), 5% (Strongly disagree)</p>	41%	-20 ↓	-11 ↓
Learning and development activities I have completed in the past 12 months have helped to improve my performance	<p>9% (Strongly agree), 25% (Agree), 40% (Neither), 21% (Disagree), 6% (Strongly disagree)</p>	33%	-18 ↓	-19 ↓
There are opportunities for me to develop in my career across UKRI	<p>5% (Strongly agree), 29% (Agree), 29% (Neither), 26% (Disagree), 9% (Strongly disagree)</p>	35%	-4	-11 ↓
There are opportunities for promotion within my current role	<p>13% (Strongly agree), 22% (Agree), 32% (Neither), 30% (Strongly disagree)</p>	16%	-5 ↓	-1
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career	<p>7% (Strongly agree), 32% (Agree), 33% (Neither), 16% (Disagree), 12% (Strongly disagree)</p>	39%	-5 ↓	-3
I think my current job makes the most of my skills and strengths	<p>11% (Strongly agree), 36% (Agree), 23% (Neither), 23% (Disagree), 6% (Strongly disagree)</p>	47%	-8 ↓	-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.

Pay and benefits

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Pay and benefits index score		33%	-1	-10
I feel that my pay is fair for the work that I do		18%	+1	-10 ↓
I am satisfied with the total benefits package		18%	-9 ↓	-20 ↓
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable		26%	+2	-2
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		10%	0	-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.

Resources and workload

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Resources and workload index score		63%	-3	-5
I can find the information I need to do my job effectively		48%	-18 ↓	-8 ↓
Organisational processes support me to work efficiently		26%	-12 ↓	-9 ↓
I have clear work objectives		82%	+4	-7 ↓
I have the skills I need to do my job effectively		91%	0	-3
I have access to the tools and equipment I need to do my job effectively		70%	-8 ↓	-12 ↓
I have a manageable workload		48%	-7 ↓	-16 ↓
I achieve a good balance between my work life and my private life		70%	+6 ↑	-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.

Inclusion and fair treatment

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
<p> ● Strongly agree ● Agree ● Neither ● Disagree ● Strongly disagree </p>				
Inclusion and fair treatment index score		73%	0	-2
I am treated fairly at work		82%	-1	-5 ↓
I am treated with respect by the people I work with		91%	+3	0
I feel valued for the work I do		71%	+2	-2
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)		67%	-5 ↓	-6 ↓
I feel confident to challenge inappropriate behaviour in the workplace		62%	-4	-2
UKRI is committed to creating a diverse and inclusive workplace		71%	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.

Discrimination and unfair treatment



			% yes while working within UKRI	Difference to UKRI average (% point)	Difference to 2022 (% point)
Have you been discriminated against at work during the past 12 months?			5%	0	+1
Have you been treated unfairly at work during the past 12 months?			8%	-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.

Bullying and harassment



		% yes while working within UKRI	Difference to UKRI average (% point)	Difference to 2022 (% point)
Have you been bullied or harassed at work during the past 12 months?		9%	+1	+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.

Wellbeing (1)



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
In general, how would you rate your overall mental health now?		58%	-1	-7 ↓
In general, how would you rate your overall physical health now?		63%	-1	+2

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

Wellbeing (2)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Wellbeing index score		68%	+2	-3
UKRI cares about my wellbeing		51%	0	-9 ↓
My manager creates a positive atmosphere at work which supports my health and wellbeing		81%	+7 ↑	+2
During the last 12 months, I have felt unwell as a result of work-related stress*				
In the last 12 months, I have experienced musculoskeletal problems (MSD)*				

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

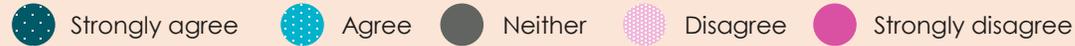
Wellbeing (3)

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. 15% Other, 0% Don't know, 2% Prefer not to say.

Senior leadership within UKRI (1)



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Senior leadership within UKRI index score		51%	-2	-7
The Senior Leaders at UKRI are sufficiently visible		43%	+2	-7 ↓
I believe the actions of UKRI's Senior Leaders are consistent with UKRI's values		38%	+1	-10 ↓
I believe that UKRI's Senior Leaders have a clear vision for the future of UKRI		36%	-3	-16 ↓
I have confidence in the decisions made by UKRI's Senior Leaders		27%	-4	-14 ↓
The Senior Leaders at UKRI keep me informed about issues that matter		43%	0	-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.

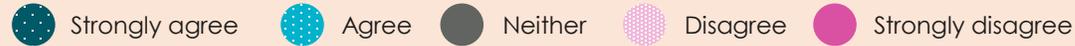
Senior leadership within UKRI (2)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Senior leadership within UKRI index score		51%	-2	-7
The communication we receive from UKRI's Senior Leaders is honest and open		35%	-6 ↓	-18 ↓
I feel positive about the future of UKRI		26%	-12 ↓	-19 ↓
I believe that UKRI's Senior Leaders will take action on the results from this survey		28%	-6 ↓	-14 ↓
I think the Senior Leaders at UKRI took effective action on the results of the last survey in 2022		18%	-1	+11 ↑
The Senior Leaders at UKRI help me to understand the reasons and benefits that change will bring		25%	-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 BBSRC (1)



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Senior leadership within BBSRC index score		65%	+6	-4
The Senior Leaders at BBSRC are sufficiently visible		84%	+26 ↑	+3
I believe the actions of BBSRC's Senior Leaders are consistent with BBSRC's values		78%	+21 ↑	0
I believe that Senior Leaders have a clear vision for the future of BBSRC		62%	+8 ↑	-11 ↓
I have confidence in the decisions made by BBSRC's Senior Leaders		59%	+11 ↑	-11 ↓

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

Senior leadership within BBSRC (2)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Senior leadership within BBSRC index score		65%	+6	-4
The Senior Leaders at BBSRC keep me informed about issues that matter	<p>17% Strongly agree, 49% Agree, 17% Neither, 13% Disagree, 5% Strongly disagree</p>	66%	+14 ↑	-11 ↓
The communication we receive from BBSRC's Senior Leaders is honest and open	<p>19% Strongly agree, 50% Agree, 19% Neither, 8% Disagree, 5% Strongly disagree</p>	69%	+18 ↑	-5 ↓
I believe that Senior Leaders at BBSRC will take action on the results from this survey	<p>16% Strongly agree, 33% Agree, 35% Neither, 12% Disagree, 5% Strongly disagree</p>	48%	+7 ↑	-12 ↓
I think Senior Leaders at BBSRC took effective action on the results of the last survey in 2022	<p>10% Strongly agree, 20% Agree, 53% Neither, 12% Disagree, 5% Strongly disagree</p>	30%	+4	+11 ↑
The Senior Leaders at BBSRC help me to understand the reasons and benefits that change will bring	<p>10% Strongly agree, 34% Agree, 38% Neither, 12% Disagree, 5% Strongly disagree</p>	44%	+6 ↑	

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

Managing change (1)



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Managing change index score		48%	-3	-4
I feel that change is managed well in BBSRC		43%	+10 ↑	-8 ↓
I feel that change is managed well in UKRI as a whole		12%	-9 ↓	-13 ↓
As an organisation, UKRI adapts well to change		19%	-4	-13 ↓
When changes are made across UKRI they are usually for the better		15%	-8 ↓	-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.

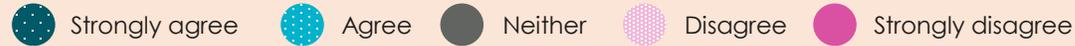
Managing change (2)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Managing change index score		48%	-3	-4
The reasons behind changes are communicated to me		35%	-1	+8 ↑
I understand what support is available to me as I am affected by change within UKRI		24%	-10 ↓	-9 ↓
I have the opportunity to contribute my views before decisions are made that affect me		24%	-1	-6 ↓
I would feel confident challenging the way things are done across UKRI		22%	-6 ↓	-22 ↓
As an individual, I accept and adapt well to changes in working practices in the workplace		81%	+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.

Organisational culture



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Organisational culture index score		73%	0	-1
I am trusted to carry out my job effectively		93%	-1	-2
I am encouraged to try new ideas, even if they may not work		74%	-4	0
I believe my opinion is valued at work		81%	+1	0
I am comfortable expressing my true feelings at work		70%	+1	+1
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		57%	-2	-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.

Your plans for the future

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Which of the following statements most accurately reflects your current thoughts about working within UKRI?				
I'm planning to leave UKRI as soon as possible	10%	10%	+4	+6
I'm planning to leave UKRI within the next 12 months	19%	19%	+4	+7
I'm planning to stay working within UKRI for at least the next year	47%	47%	+7	+3
I'm planning to stay working within UKRI for at least the next three years	24%	24%	-14	-16

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

For more information



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The logo for djs employee research, featuring the lowercase letters 'djs' in a grey, sans-serif font with a pink dot above the 'j'. Below 'djs' are the words 'employee' and 'research' in a pink, lowercase, sans-serif font, stacked vertically.

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