

UKRI People Survey 2023: AHRC report

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Contents

Background and methodology	03
A guide to this report	05
Headline findings	06
Comparisons to 2022	10
Questions with the strongest responses	11
Employee engagement	12
Open text comment themes	17
All questions breakdown	19

1. Background and methodology



Background and methodology

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

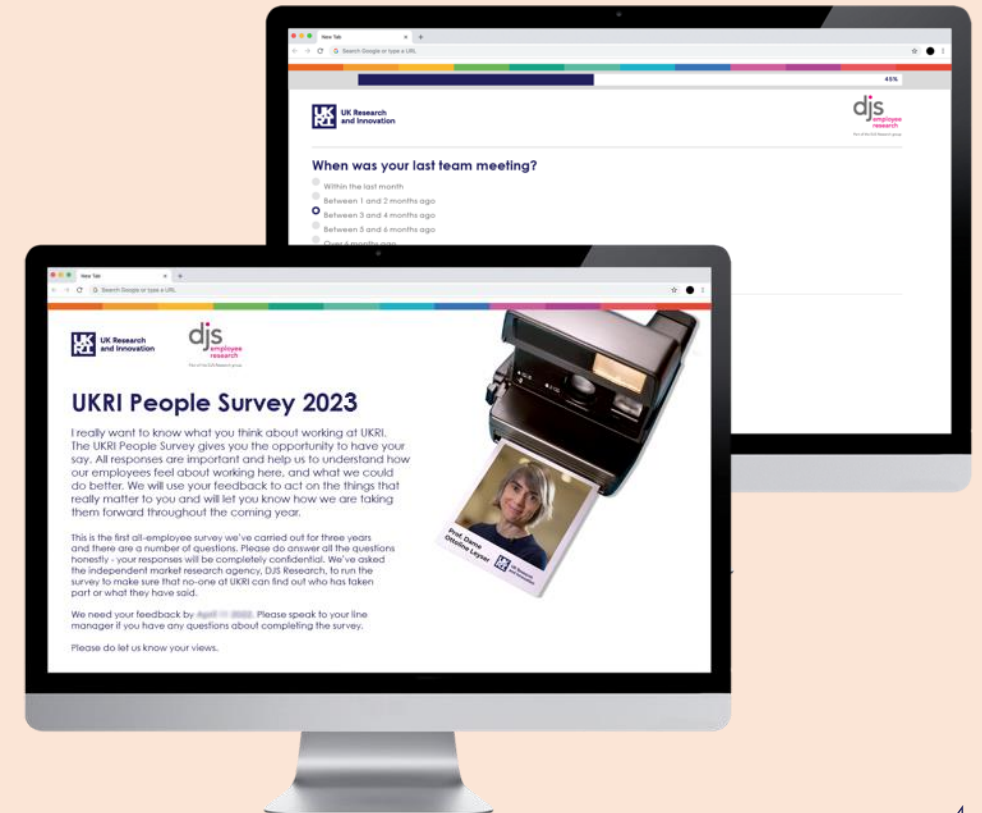
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

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

This report provides a summary of the results for **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
- 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	Engagement with AHRC	My work	Organisational objectives and purpose	My manager
58% Difference to UKRI +2%	68% Difference to UKRI +1%	68% Difference to UKRI -6%	64% Difference to UKRI +2%	77% Difference to UKRI +1%
Support for managers	My team	Learning and development	Pay and benefits	Resources and workload
75% Difference to UKRI +3%	82% Difference to UKRI +1%	54% Difference to UKRI -1%	41% Difference to UKRI +8%	61% Difference to UKRI -4%

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 AHRC
69% Difference to UKRI -4%	63% Difference to UKRI -2%	53% Difference to UKRI 0%	65% Difference to UKRI +6%
Managing change	Organisational culture	Experienced discrimination	Experienced bullying or harassment
49% Difference to UKRI -2%	70% Difference to UKRI -4%	5% Difference to UKRI 0%	7% Difference to UKRI 0%

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: 84%

No. of responses: 97 of 115

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
In general, how often do you discuss your personal wellbeing and/or work-related stress with your manager? (% at least monthly)	86%	+23 ↑
I believe that Senior Leaders have a clear vision for the future of [council/area]	75%	+21 ↑
The Senior Leaders at [council/area] are sufficiently visible	78%	+20 ↑
I believe that the Senior Leaders at [council/area] will take action on the results from this survey	61%	+20 ↑
The Senior Leaders at [council/area] help me to understand the reasons and benefits that change will bring	55%	+17 ↑

Questions scoring least positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I have a manageable workload	31%	-24 ↓
During the last 12 months, I have felt unwell as a result of work-related stress (% disagree)	24%	-23 ↓
I achieve a good balance between my work life and my private life	49%	-15 ↓
UKRI is committed to creating a diverse and inclusive workplace	57%	-13 ↓
In general, how would you rate your overall mental health now? (% very good/good/excellent)	47%	-12 ↓


Comparisons to the 2022 People Survey

Questions improved the most since 2022	% (percent) positive	Difference to 2022 (% point)
I think that my performance is evaluated fairly	87%	+20 ↑
I think the Senior Leaders at [council/area] took effective action on the results of the last survey in 2022	37%	+19 ↑
I am recognised for the way in which I approach my work, not just for what I contribute	66%	+14 ↑
I am encouraged to try new ideas, even if they may not work	76%	+13 ↑
Organisational processes support me to work efficiently	36%	+13 ↑


Questions deteriorated the most since 2022	% (percent) positive	Difference to 2022 (% point)
I have a manageable workload	31%	-21 ↓
The Senior Leaders at UKRI are sufficiently visible	45%	-18 ↓
I feel that my pay is fair for the work that I do	24%	-17 ↓
I feel positive about the future of UKRI	37%	-17 ↓
During the last 12 months, I have felt unwell as a result of work-related stress (% disagree)	24%	-16 ↓

Questions with the strongest responses

Strengths: What are colleagues most positive about?

Most positively scoring questions 	% (percent) positive (net agree)
My manager is considerate of my life outside work	94%
My manager is open to my ideas	93%
My manager trusts me to do my job effectively, whether or not I am working from the same location as them	93%
The people in my team can be relied upon to help when we are under pressure	93%
I feel confident in supporting the health, safety and wellbeing of the people I manage	91%

Areas of concern: What are colleagues most negative about?

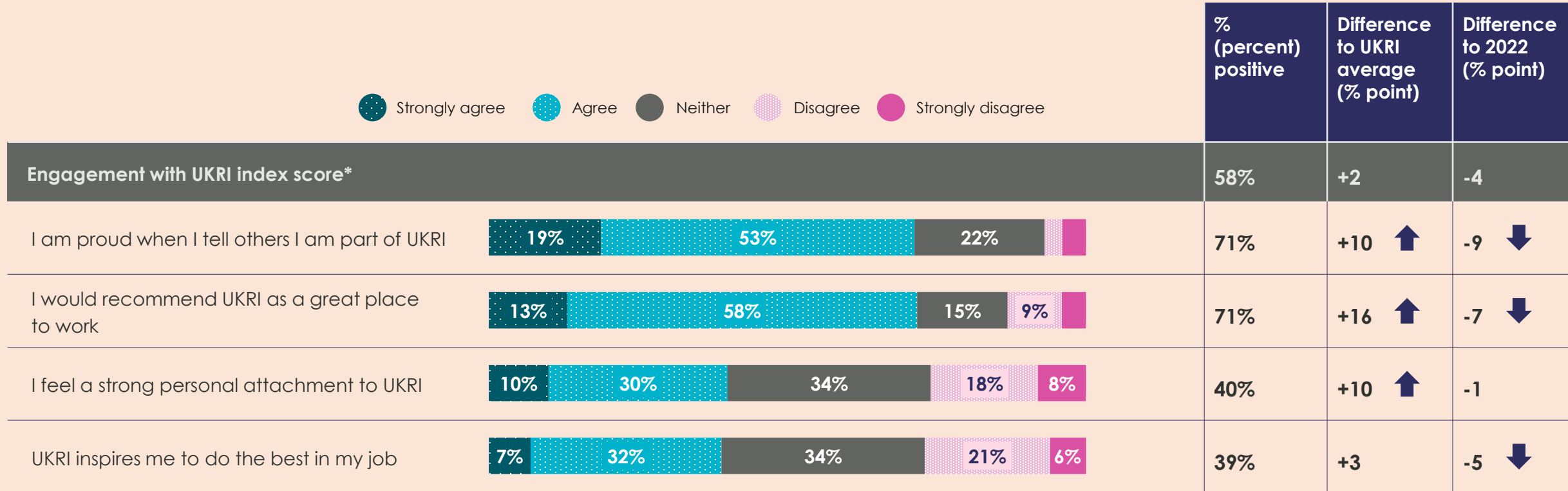
Most negatively scoring questions 	% (percent) negative (net disagree)
During the last 12 months, I have felt unwell as a result of work-related stress (% disagree)	61%
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	57%
I feel that my pay is fair for the work that I do	56%
There are opportunities for promotion within my current role	49%
I have the opportunity to contribute my views before decisions are made that affect me	47%
I feel that change is managed well in UKRI as a whole	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



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: AHRC

At AHRC, as in 2022, the most important driver of a person's engagement with UKRI is whether their work 'gives them a sense of personal accomplishment' (0.28). However, given their low relative performance within the survey, the priorities for improvement within AHRC are: 'Senior Leaders at UKRI help me to understand the reasons and benefits for change' and 'There are opportunities for promotion within my current role'.

Rank	Question	Relative importance	Performance (percent net agree or equivalent)
1	Q3. My work gives me a sense of personal accomplishment	0.28	66%
2	Q30. The Senior Leaders at UKRI help me to understand the reasons and benefits for change	0.22	28%
3	Q32. In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk	0.22	56%
4	Q11. I have access to the tools and equipment I need to do my job effectively	0.21	81%
5	Q9. There are opportunities for promotion within my current role	0.17	25%
6	Q12. UKRI is committed to creating a diverse and inclusive workplace	0.16	57%

Base: All AHRC respondents.

Engagement with AHRC

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Engagement with AHRC index score*		68%	+1	-1
I am proud when I tell others I am part of AHRC	<div> <div>35%</div> <div>45%</div> <div>12%</div> <div></div> <div></div> </div>	80%	+2	-6 ↓
I would recommend AHRC as a great place to work	<div> <div>23%</div> <div>48%</div> <div>15%</div> <div>10%</div> <div></div> </div>	71%	+4	0
I feel a strong personal attachment to AHRC	<div> <div>24%</div> <div>42%</div> <div>19%</div> <div>12%</div> <div></div> </div>	66%	+11 ↑	-3
AHRC inspires me to do the best in my job	<div> <div>19%</div> <div>39%</div> <div>26%</div> <div>7%</div> <div>9%</div> </div>	58%	+3	+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.

*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. 51% 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		68%	-6	+1
I am interested in my work	<div> <div>39%</div> <div>42%</div> <div>10%</div> <div>5%</div> </div>	81%	-10 ↓	-5 ↓
I am sufficiently challenged by my work	<div> <div>33%</div> <div>40%</div> <div>12%</div> <div>8%</div> <div>6%</div> </div>	73%	-9 ↓	+5 ↑
My work gives me a sense of personal accomplishment	<div> <div>21%</div> <div>45%</div> <div>19%</div> <div>9%</div> <div>6%</div> </div>	66%	-12 ↓	-2
I feel involved in the decisions that affect my work	<div> <div>14%</div> <div>36%</div> <div>15%</div> <div>25%</div> <div>9%</div> </div>	51%	-9 ↓	+9 ↑
I am recognised for the way in which I approach my work, not just for what I contribute	<div> <div>22%</div> <div>44%</div> <div>14%</div> <div>11%</div> <div>8%</div> </div>	66%	+2	+14 ↑
I have a say over how I do my work	<div> <div>29%</div> <div>51%</div> <div>9%</div> <div>7%</div> </div>	79%	-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.

Organisational objectives and purpose

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
<div> <div>Strongly agree</div> <div>Agree</div> <div>Neither</div> <div>Disagree</div> <div>Strongly disagree</div> </div>				
Organisational objectives and purpose index score		64%	+2	-2
I have a clear understanding of UKRI's objectives	<div> <div>12%</div> <div>44%</div> <div>28%</div> <div>13%</div> </div>	57%	+3	-15 ↓
I understand how my work contributes to UKRI's objectives	<div> <div>11%</div> <div>44%</div> <div>27%</div> <div>14%</div> </div>	56%	-2	-12 ↓
UKRI motivates me to help it achieve its objectives	<div> <div>19%</div> <div>34%</div> <div>36%</div> <div>7%</div> </div>	23%	-1	-6 ↓
I have a clear understanding of AHRC's objectives*	<div> <div>30%</div> <div>49%</div> <div>13%</div> <div>6%</div> </div>	79%	+7 ↑	-6 ↓
I understand how my work contributes to AHRC's objectives*	<div> <div>31%</div> <div>49%</div> <div>11%</div> <div>7%</div> </div>	80%	+5 ↑	0
AHRC motivates me to help it achieve its objectives*	<div> <div>23%</div> <div>31%</div> <div>25%</div> <div>13%</div> <div>8%</div> </div>	54%	+6 ↑	+3

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.

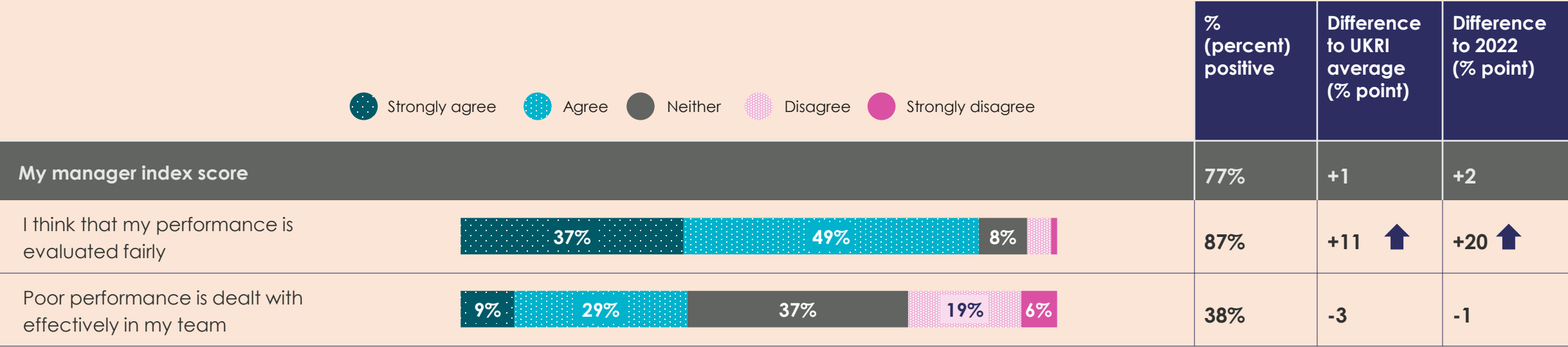
My manager (1)

Strongly agree
Agree
Neither
Disagree
Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
My manager index score		77%	+1	+2
My manager motivates me		70%	-3	-2
My manager is considerate of my life outside work		94%	+4	-2
My manager is open to my ideas		93%	+4	+3
My manager recognises when I have done my job well		86%	+2	+3
I receive regular constructive feedback on my performance		68%	+1	+8
My manager trusts me to do my job effectively, whether or not I am working from the same location as them		93%	0	-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)



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
Annually
Never

		% (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	<p>21% 15% 44% 19%</p>	36%	-10 ↓	0
Your development needs and career goals	<p>8% 20% 42% 23% 7%</p>	28%	+1	-10 ↓
Your personal wellbeing and/or work-related stress	<p>58% 28% 6% 6%</p>	86%	+23 ↑	+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.

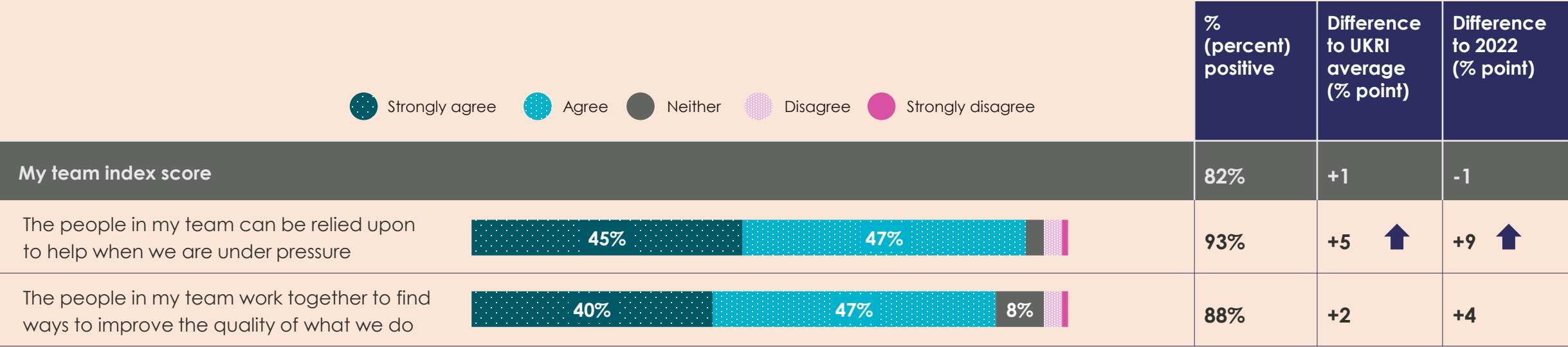
Support for managers

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Support for managers index score		75%	+3	+4
I feel confident in supporting the health, safety and wellbeing of the people I manage		91%	+3	+3
I feel confident in addressing poor performance in my team		69%	+1	+10 ↑
I receive, or have access to, the training I need in order to be an effective manager		84%	+16 ↑	+12 ↑
I am confident in how to manage and support my team through change		81%	+5 ↑	

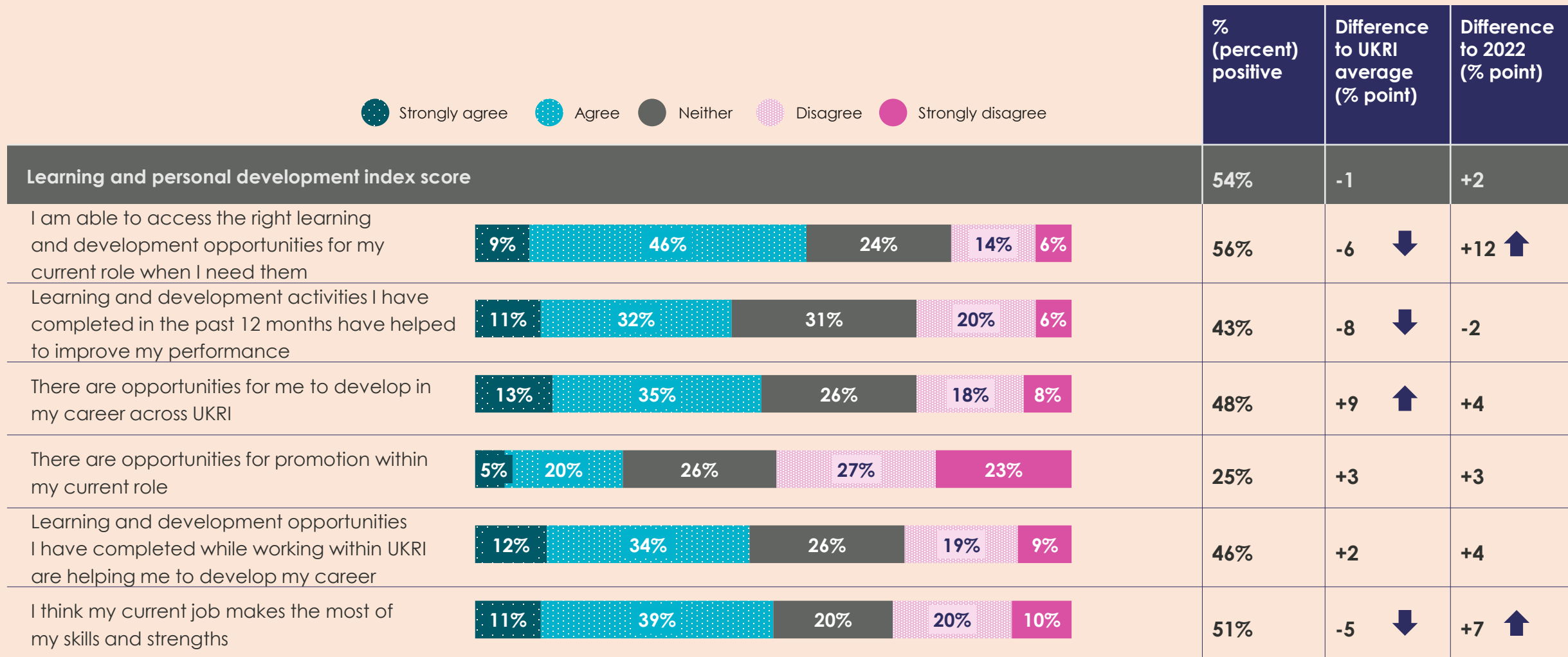
Base: All respondents who line manage or supervise others. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

My team



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



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		41%	+8	-11
I feel that my pay is fair for the work that I do	<div> <div>22%</div> <div>21%</div> <div>30%</div> <div>26%</div> </div>	24%	+7 ↑	-17 ↓
I am satisfied with the total benefits package	<div> <div>39%</div> <div>21%</div> <div>23%</div> <div>15%</div> </div>	41%	+14 ↑	-14 ↓
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	<div> <div>34%</div> <div>24%</div> <div>25%</div> <div>14%</div> </div>	37%	+12 ↑	-6 ↓
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	<div> <div>19%</div> <div>23%</div> <div>29%</div> <div>28%</div> </div>	21%	+11 ↑	-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.

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		61%	-4	+1
I can find the information I need to do my job effectively	<div> <div>7%</div> <div>53%</div> <div>25%</div> <div>11%</div> <div></div> </div>	60%	-7 ↓	+9 ↑
Organisational processes support me to work efficiently	<div> <div>5%</div> <div>31%</div> <div>32%</div> <div>26%</div> <div>6%</div> </div>	36%	-2	+13 ↑
I have clear work objectives	<div> <div>24%</div> <div>52%</div> <div>12%</div> <div>9%</div> <div></div> </div>	75%	-3	-1
I have the skills I need to do my job effectively	<div> <div>26%</div> <div>64%</div> <div>7%</div> <div></div> <div></div> </div>	90%	-2	+5 ↑
I have access to the tools and equipment I need to do my job effectively	<div> <div>9%</div> <div>72%</div> <div>10%</div> <div>5%</div> <div></div> </div>	81%	+3	+9 ↑
I have a manageable workload	<div> <div></div> <div>27%</div> <div>23%</div> <div>29%</div> <div>18%</div> </div>	31%	-24 ↓	-21 ↓
I achieve a good balance between my work life and my private life	<div> <div>13%</div> <div>36%</div> <div>22%</div> <div>21%</div> <div>8%</div> </div>	49%	-15 ↓	-13 ↓

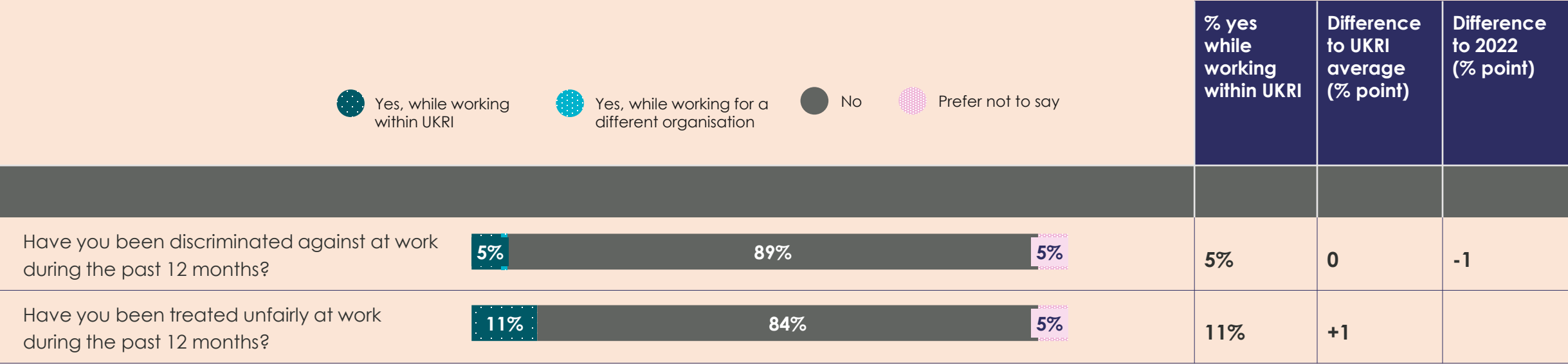
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Inclusion and fair treatment

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
<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		69%	-4	-3
I am treated fairly at work	<div> <div>34%</div> <div>52%</div> <div>6%</div> </div>	86%	+2	-2
I am treated with respect by the people I work with	<div> <div>41%</div> <div>44%</div> <div>6%</div> </div>	86%	-2	-7 ↓
I feel valued for the work I do	<div> <div>29%</div> <div>32%</div> <div>19%</div> <div>11%</div> <div>9%</div> </div>	61%	-8 ↓	-6 ↓
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	<div> <div>18%</div> <div>53%</div> <div>16%</div> <div>9%</div> </div>	70%	-2	+2
I feel confident to challenge inappropriate behaviour in the workplace	<div> <div>18%</div> <div>48%</div> <div>19%</div> <div>6%</div> <div>9%</div> </div>	66%	0	+4
UKRI is committed to creating a diverse and inclusive workplace	<div> <div>9%</div> <div>47%</div> <div>26%</div> <div>9%</div> <div>8%</div> </div>	57%	-13 ↓	-7 ↓

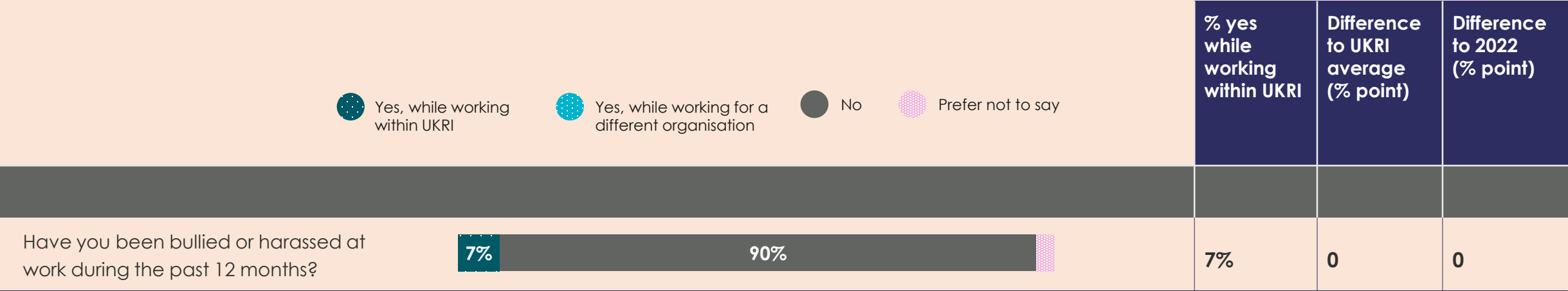
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Discrimination and unfair treatment



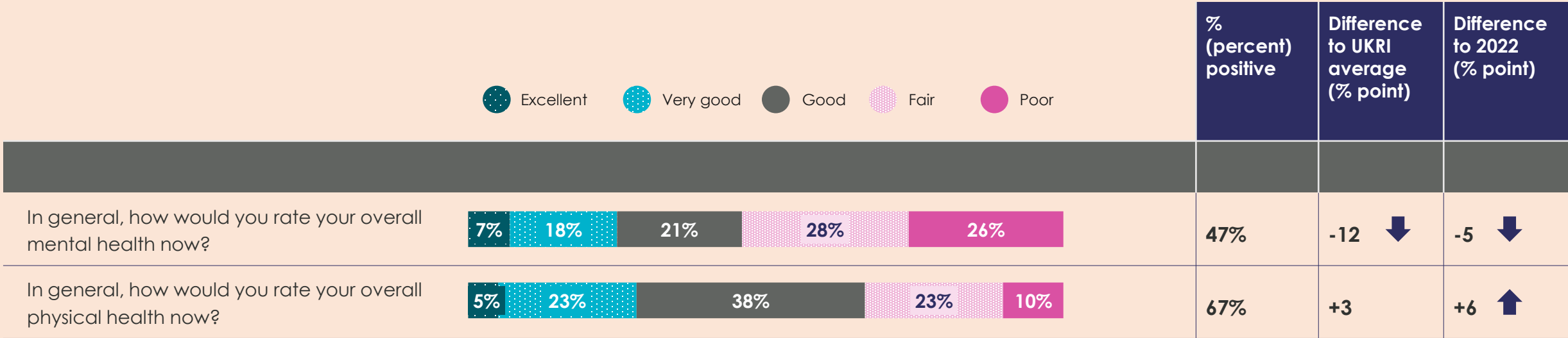
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

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.

Wellbeing (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.

Wellbeing (2)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Wellbeing index score		63%	-2	-5
UKRI cares about my wellbeing		45%	-6 ↓	-9 ↓
My manager creates a positive atmosphere at work which supports my health and wellbeing		77%	+4	+1
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)




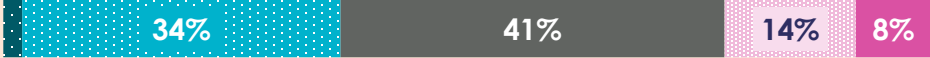

In the previous question you said that you had felt unwell as a result of work-related stress in the last 12 months. Which, if any, of the following do you think is or was the cause of your work-related stress?



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

Senior leadership within UKRI (1)

Strongly agree
Agree
Neither
Disagree
Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Senior leadership within UKRI index score		53%	0	-5
The Senior Leaders at UKRI are sufficiently visible		45%	+4	-18 ↓
I believe the actions of UKRI's Senior Leaders are consistent with UKRI's values		35%	-2	-14 ↓
I believe that UKRI's Senior Leaders have a clear vision for the future of UKRI		43%	+5 ↑	-9 ↓
I have confidence in the decisions made by UKRI's Senior Leaders		36%	+5 ↑	-12 ↓
The Senior Leaders at UKRI keep me informed about issues that matter		48%	+6 ↑	-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.

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		53%	0	-5
The communication we receive from UKRI's Senior Leaders is honest and open		43%	+3	-11 ↓
I feel positive about the future of UKRI		37%	-2	-17 ↓
I believe that UKRI's Senior Leaders will take action on the results from this survey		32%	-2	-10 ↓
I think the Senior Leaders at UKRI took effective action on the results of the last survey in 2022		16%	-2	+7 ↑
The Senior Leaders at UKRI help me to understand the reasons and benefits that change will bring		28%	+1	

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

Senior leadership within AHRC (1)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Senior leadership within AHRC index score		65%	+6	+2
The Senior Leaders at AHRC are sufficiently visible		78%	+20 ↑	+2
I believe the actions of AHRC's Senior Leaders are consistent with AHRC's values		70%	+13 ↑	+6 ↑
I believe that Senior Leaders have a clear vision for the future of AHRC		75%	+21 ↑	+7 ↑
I have confidence in the decisions made by AHRC's Senior Leaders		58%	+9 ↑	+5 ↑

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 AHRC (2)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Senior leadership within AHRC index score		65%	+6	+2
The Senior Leaders at AHRC keep me informed about issues that matter		67%	+16 ↑	+2
The communication we receive from AHRC's Senior Leaders is honest and open		67%	+16 ↑	+9 ↑
I believe that Senior Leaders at AHRC will take action on the results from this survey		61%	+20 ↑	+10 ↑
I think Senior Leaders at AHRC took effective action on the results of the last survey in 2022		37%	+10 ↑	+19 ↑
The Senior Leaders at AHRC help me to understand the reasons and benefits that change will bring		55%	+17 ↑	

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)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Managing change index score		49%	-2	0
I feel that change is managed well in AHRC		26%	-7 ↓	0
I feel that change is managed well in UKRI as a whole		12%	-9 ↓	-7 ↓
As an organisation, UKRI adapts well to change		19%	-4	-7 ↓
When changes are made across UKRI they are usually for the better		21%	-2	-4

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

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		49%	-2	0
The reasons behind changes are communicated to me	<p>40% 35% 16% 6%</p>	42%	+6 ↑	+6 ↑
I understand what support is available to me as I am affected by change within UKRI	<p>34% 31% 26% 5%</p>	38%	+4	-9 ↓
I have the opportunity to contribute my views before decisions are made that affect me	<p>22% 29% 36% 11%</p>	24%	-1	-8 ↓
I would feel confident challenging the way things are done across UKRI	<p>5% 29% 30% 26% 10%</p>	34%	+6 ↑	-14 ↓
As an individual, I accept and adapt well to changes in working practices in the workplace	<p>14% 63% 16%</p>	77%	+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 culture

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Organisational culture index score		70%	-4	0
I am trusted to carry out my job effectively		90%	-4	+2
I am encouraged to try new ideas, even if they may not work		76%	-2	+13 ↑
I believe my opinion is valued at work		72%	-8 ↓	-1
I am comfortable expressing my true feelings at work		66%	-2	-9 ↓
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		56%	-4	-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.

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	+5 ↑
I'm planning to leave UKRI within the next 12 months	10%	10%	-5 ↓	-8 ↓
I'm planning to stay working within UKRI for at least the next year	46%	46%	+6 ↑	+7 ↑
I'm planning to stay working within UKRI for at least the next three years	33%	33%	-5 ↓	-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.

For more information



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