

UKRI People Survey 2023: Research England report

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██████████, Research Director

██████████, Senior Research Manager

██████████, Research Executive

JN8474



Part of the DJS Research group

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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:

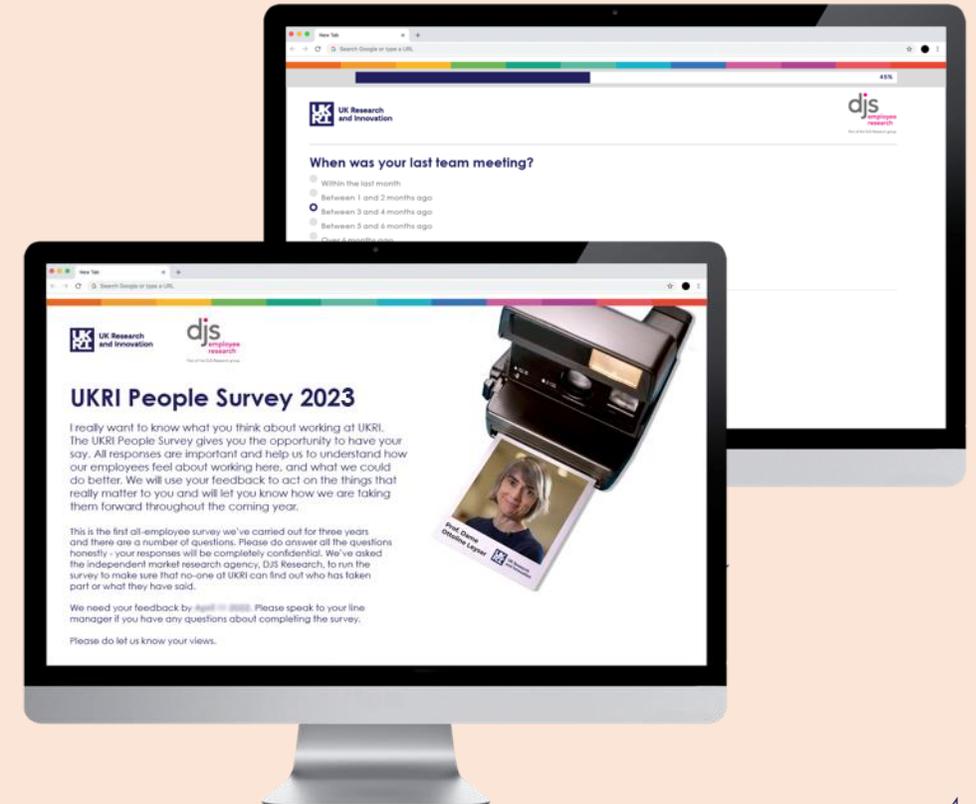
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

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

This report provides a summary of the results for **Research England**, with comparisons to the UKRI average.

The survey questions were designed in close consultation with colleagues across UKRI through focus groups and a user-testing pilot. The survey explored topics such as:

- Engagement
- Line management and senior leadership
- Learning and development
- Performance management
- 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 Research England	My work	Organisational objectives and purpose	My manager
54% Difference to UKRI -2%	73% Difference to UKRI +7%	72% Difference to UKRI -2%	65% Difference to UKRI +4%	72% Difference to UKRI -4%
Support for managers	My team	Learning and development	Pay and benefits	Resources and workload
69% Difference to UKRI -2%	82% Difference to UKRI +2%	48% Difference to UKRI -7%	42% Difference to UKRI +9%	59% Difference to UKRI -6%

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 72% Difference to UKRI 0%	Wellbeing 67% Difference to UKRI +1%	Senior leadership within UKRI 55% Difference to UKRI +2%	Senior leadership within Research England 70% Difference to UKRI +11%
Managing change 54% Difference to UKRI +3%	Organisational culture 74% Difference to UKRI 0%	Experienced discrimination 2% Difference to UKRI -3%	Experienced bullying or harassment 5% 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 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: 76%

No. of responses: 56 of 74

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I feel that change is managed well in [council/area]	71%	+38 ↑
I have confidence in the decisions made by [council/area]'s Senior Leaders	82%	+34 ↑
The Senior Leaders at [council/area] are sufficiently visible	86%	+28 ↑
The communication we receive from [council/area]'s Senior Leaders is honest and open	79%	+28 ↑
The Senior Leaders at [council/area] keep me informed about issues that matter	77%	+25 ↑

Questions scoring least positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
In general, how often do you discuss how well you're meeting your objectives with your manager? (% at least monthly)	23%	-23 ↓
I feel confident in supporting the health, safety and wellbeing of the people I manage	67%	-22 ↓
In the last 12 months, I have experienced musculoskeletal problems (MSD) (% disagree)	43%	-20 ↓
I am able to access the right learning and development opportunities for my current role when I need them	43%	-19 ↓
There are opportunities for me to develop in my career across UKRI	21%	-18 ↓

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	21%	+7 ↑
I am proud when I tell others I am part of UKRI	63%	+6 ↑
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk	61%	+4
I have a say over how I do my work	89%	+4

Questions deteriorated the most since 2022	% (percent) positive	Difference to 2022 (% point)
I have the opportunity to contribute my views before decisions are made that affect me	21%	-28 ↓
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	30%	-24 ↓
I am comfortable expressing my true feelings at work	57%	-23 ↓
The communication we receive from [council/area]'s Senior Leaders is honest and open	79%	-20 ↓
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	14%	-20 ↓

Questions with the strongest responses

Strengths: What are colleagues most positive about?

Most positively scoring questions 	% (percent) positive (net agree)
I am trusted to carry out my job effectively	96%
My manager is considerate of my life outside work	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 am treated with respect by the people I work with	93%

Areas of concern: What are colleagues most negative about?

Most negatively scoring questions 	% (percent) negative (net disagree)
There are opportunities for promotion within my current role	80%
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	63%
I feel that my pay is fair for the work that I do	50%
In the last 12 months, I have experienced musculoskeletal problems (MSD) (% disagree)	48%
Organisational processes support me to work efficiently	46%

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	-3
I am proud when I tell others I am part of UKRI		63%	+1	+6 ↑
I would recommend UKRI as a great place to work		41%	-14 ↓	-13 ↓
I feel a strong personal attachment to UKRI		20%	-11 ↓	-2
UKRI inspires me to do the best in my job		27%	-9 ↓	-15 ↓

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

*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: Research England

The perception that UKRI cares about people's wellbeing is by far the strongest driver of engagement in Research England – making up almost half the variance in engagement (0.46). With 50% agreeing with this, it is a 10% point drop since 2022, making it a clear priority for attention.

Rank	Question	Relative importance	Performance (percent net agree or equivalent)
1	Q27. UKRI cares about my wellbeing	0.46	50%
2	Q10. I feel that my pay is fair for the work that I do	0.26	34%
3	Q3. My work gives me a sense of personal accomplishment	0.26	71%
4	Q11. I have a manageable workload	0.22	50%

Base: All Research England respondents.

Engagement with Research England

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Engagement with Research England index score*		73%	+7	-6
I am proud when I tell others I am part of Research England		80%	+2	-1
I would recommend Research England as a great place to work		80%	+14 ↑	-11 ↓
I feel a strong personal attachment to Research England		71%	+16 ↑	-5 ↓
Research England inspires me to do the best in my job		71%	+17 ↑	-14 ↓

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. 59% 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		72%	-2	-4
I am interested in my work		82%	-9 ↓	-7 ↓
I am sufficiently challenged by my work		73%	-9 ↓	-5 ↓
My work gives me a sense of personal accomplishment		71%	-6 ↓	-9 ↓
I feel involved in the decisions that affect my work		64%	+5 ↑	-8 ↓
I am recognised for the way in which I approach my work, not just for what I contribute		61%	-3	-12 ↓
I have a say over how I do my work		89%	+6 ↑	+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.

Organisational objectives and purpose

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Organisational objectives and purpose index score		65%	+4	-5
I have a clear understanding of UKRI's objectives		64%	+10 ↑	-5 ↓
I understand how my work contributes to UKRI's objectives		55%	-2	-10 ↓
UKRI motivates me to help it achieve its objectives		16%	-8 ↓	-4
I have a clear understanding of Research England's objectives*		84%	+11 ↑	-3
I understand how my work contributes to Research England's objectives*		77%	+1	-18 ↓
Research England motivates me to help it achieve its objectives*		66%	+19 ↑	-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.

My manager (1)



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
My manager index score		72%	-4	-4
My manager motivates me		63%	-11 ↓	-12 ↓
My manager is considerate of my life outside work		93%	+3	-4
My manager is open to my ideas		88%	-1	-5 ↓
My manager recognises when I have done my job well		71%	-12 ↓	-9 ↓
I receive regular constructive feedback on my performance		54%	-13 ↓	-12 ↓
My manager trusts me to do my job effectively, whether or not I am working from the same location as them		93%	0	-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.

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		72%	-4	-4
I think that my performance is evaluated fairly		61%	-15 ↓	-17 ↓
Poor performance is dealt with effectively in my team		25%	-17 ↓	-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.

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		23%	-23 ↓	-15 ↓
Your development needs and career goals		21%	-6 ↓	-2
Your personal wellbeing and/or work-related stress		57%	-6 ↓	-17 ↓

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

Support for managers



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Support for managers index score		69%	-2	-6
I feel confident in supporting the health, safety and wellbeing of the people I manage		67%	-22 ↓	-18 ↓
I feel confident in addressing poor performance in my team		67%	-1	-7 ↓
I receive, or have access to, the training I need in order to be an effective manager		61%	-8 ↓	-18 ↓
I am confident in how to manage and support my team through change		78%	+1	

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

My team

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
My team index score		82%	+2	-5
The people in my team can be relied upon to help when we are under pressure		93%	+5 ↑	-4
The people in my team work together to find ways to improve the quality of what we do		86%	0	-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.

Learning and personal development



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Learning and personal development index score		48%	-7	-9
I am able to access the right learning and development opportunities for my current role when I need them	<p>7% (Strongly agree), 36% (Agree), 34% (Neither), 16% (Disagree), 7% (Strongly disagree)</p>	43%	-19 ↓	-4
Learning and development activities I have completed in the past 12 months have helped to improve my performance	<p>16% (Strongly agree), 23% (Agree), 41% (Neither), 14% (Disagree), 5% (Strongly disagree)</p>	39%	-12 ↓	-17 ↓
There are opportunities for me to develop in my career across UKRI	<p>18% (Strongly agree), 34% (Neither), 30% (Disagree), 14% (Strongly disagree)</p>	21%	-18 ↓	-17 ↓
There are opportunities for promotion within my current role	<p>11% (Agree), 9% (Neither), 48% (Disagree), 32% (Strongly disagree)</p>	11%	-11 ↓	-2
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career	<p>5% (Strongly agree), 30% (Agree), 38% (Neither), 20% (Disagree), 7% (Strongly disagree)</p>	36%	-8 ↓	-10 ↓
I think my current job makes the most of my skills and strengths	<p>13% (Strongly agree), 34% (Agree), 25% (Neither), 21% (Disagree), 7% (Strongly disagree)</p>	46%	-9 ↓	-15 ↓

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

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		42%	+9	-12
I feel that my pay is fair for the work that I do		34%	+17 ↑	-10 ↓
I am satisfied with the total benefits package		36%	+9 ↑	-19 ↓
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable		30%	+6 ↑	-24 ↓
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		14%	+4	-20 ↓

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		59%	-6	-8
I can find the information I need to do my job effectively		55%	-11 ↓	-17 ↓
Organisational processes support me to work efficiently		25%	-13 ↓	-10 ↓
I have clear work objectives		70%	-9 ↓	-18 ↓
I have the skills I need to do my job effectively		86%	-6 ↓	-5 ↓
I have access to the tools and equipment I need to do my job effectively		66%	-12 ↓	-5 ↓
I have a manageable workload		50%	-5 ↓	-5 ↓
I achieve a good balance between my work life and my private life		66%	+2	-7 ↓

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

Inclusion and fair treatment

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Inclusion and fair treatment index score		72%	0	-5
I am treated fairly at work		89%	+6 ↑	-3
I am treated with respect by the people I work with		93%	+5 ↑	-2
I feel valued for the work I do		71%	+2	-12 ↓
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)		70%	-2	-10 ↓
I feel confident to challenge inappropriate behaviour in the workplace		61%	-6 ↓	-8 ↓
UKRI is committed to creating a diverse and inclusive workplace		54%	-17 ↓	-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.

Discrimination and unfair treatment

● Yes, while working within UKRI
 ● Yes, while working for a different organisation
 ● No
 ● Prefer not to say

		% yes while working within UKRI	Difference to UKRI average (% point)	Difference to 2022 (% point)
Have you been discriminated against at work during the past 12 months?		2%	-3	-4
Have you been treated unfairly at work during the past 12 months?		13%	+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?		5%	-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.

Wellbeing (1)



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
In general, how would you rate your overall mental health now?		64%	+4	+1
In general, how would you rate your overall physical health now?		64%	-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		67%	+1	-5
UKRI cares about my wellbeing		50%	-1	-10 ↓
My manager creates a positive atmosphere at work which supports my health and wellbeing		75%	+1	-5 ↓
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.

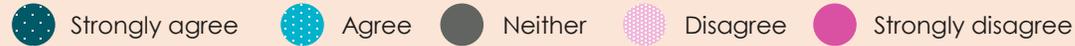
Wellbeing (3)

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. 12% Other, 0% Don't know, 0% 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		55%	+2	-6
The Senior Leaders at UKRI are sufficiently visible		57%	+16 ↑	-17 ↓
I believe the actions of UKRI's Senior Leaders are consistent with UKRI's values		46%	+9 ↑	-4
I believe that UKRI's Senior Leaders have a clear vision for the future of UKRI		46%	+8 ↑	-8 ↓
I have confidence in the decisions made by UKRI's Senior Leaders		36%	+5 ↑	-2
The Senior Leaders at UKRI keep me informed about issues that matter		46%	+4	-15 ↓

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

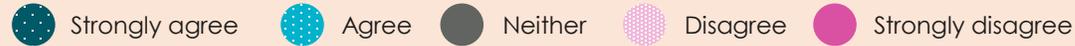
Senior leadership within UKRI (2)



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Senior leadership within UKRI index score		55%	+2	-6
The communication we receive from UKRI's Senior Leaders is honest and open		46%	+6 ↑	-6 ↓
I feel positive about the future of UKRI		32%	-7 ↓	-13 ↓
I believe that UKRI's Senior Leaders will take action on the results from this survey		39%	+5 ↑	-6 ↓
I think the Senior Leaders at UKRI took effective action on the results of the last survey in 2022		21%	+3	+7 ↑
The Senior Leaders at UKRI help me to understand the reasons and benefits that change will bring		32%	+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.

Senior leadership within Research England (1)



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Senior leadership within Research England index score		70%	+11	-10
The Senior Leaders at Research England are sufficiently visible		86%	+28 ↑	-12 ↓
I believe the actions of Research England's Senior Leaders are consistent with Research England's values		82%	+25 ↑	-12 ↓
I believe that Senior Leaders have a clear vision for the future of Research England		70%	+15 ↑	-18 ↓
I have confidence in the decisions made by Research England's Senior Leaders		82%	+34 ↑	-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.

Senior leadership within Research England (2)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Senior leadership within Research England index score		70%	+11	-10
The Senior Leaders at Research England keep me informed about issues that matter		77%	+25 ↑	-9 ↓
The communication we receive from Research England's Senior Leaders is honest and open		79%	+28 ↑	-20 ↓
I believe that Senior Leaders at Research England will take action on the results from this survey		54%	+13 ↑	-16 ↓
I think Senior Leaders at Research England took effective action on the results of the last survey in 2022		36%	+9 ↑	-6 ↓
The Senior Leaders at Research England help me to understand the reasons and benefits that change will bring		57%	+19 ↑	

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		54%	+3	-4
I feel that change is managed well in Research England		71%	+38 ↑	-7 ↓
I feel that change is managed well in UKRI as a whole		18%	-3	-8 ↓
As an organisation, UKRI adapts well to change		11%	-12 ↓	-18 ↓
When changes are made across UKRI they are usually for the better		20%	-3	-4

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

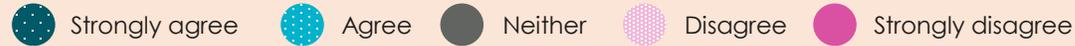
Managing change (2)



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Managing change index score		54%	+3	-4
The reasons behind changes are communicated to me		38%	+1	+3
I understand what support is available to me as I am affected by change within UKRI		39%	+5 ↑	-4
I have the opportunity to contribute my views before decisions are made that affect me		21%	-3	-28 ↓
I would feel confident challenging the way things are done across UKRI		30%	+2	-15 ↓
As an individual, I accept and adapt well to changes in working practices in the workplace		79%	+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.

Organisational culture



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Organisational culture index score		74%	0	-5
I am trusted to carry out my job effectively		96%	+3	+2
I am encouraged to try new ideas, even if they may not work		77%	-1	-10 ↓
I believe my opinion is valued at work		86%	+6 ↑	-5 ↓
I am comfortable expressing my true feelings at work		57%	-11 ↓	-23 ↓
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		61%	+1	+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.

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	7%	7%	+1	+5
I'm planning to leave UKRI within the next 12 months	16%	16%	+1	+2
I'm planning to stay working within UKRI for at least the next year	50%	50%	+9	-1
I'm planning to stay working within UKRI for at least the next three years	27%	27%	-11	-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.

For more information



UK Research
and Innovation

Head office: 3 Pavilion Lane, Strines,
Stockport, Cheshire, SK6 7GH

Leeds office: Regus, Office 18.09, 67 Albion Street
Pinnacle, 15th–18th Floors, Leeds, LS1 5AA

+44 (0)1663 767 857
djsresearch.co.uk

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

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