

UKRI People Survey 2023: STFC report

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UK Research
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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:

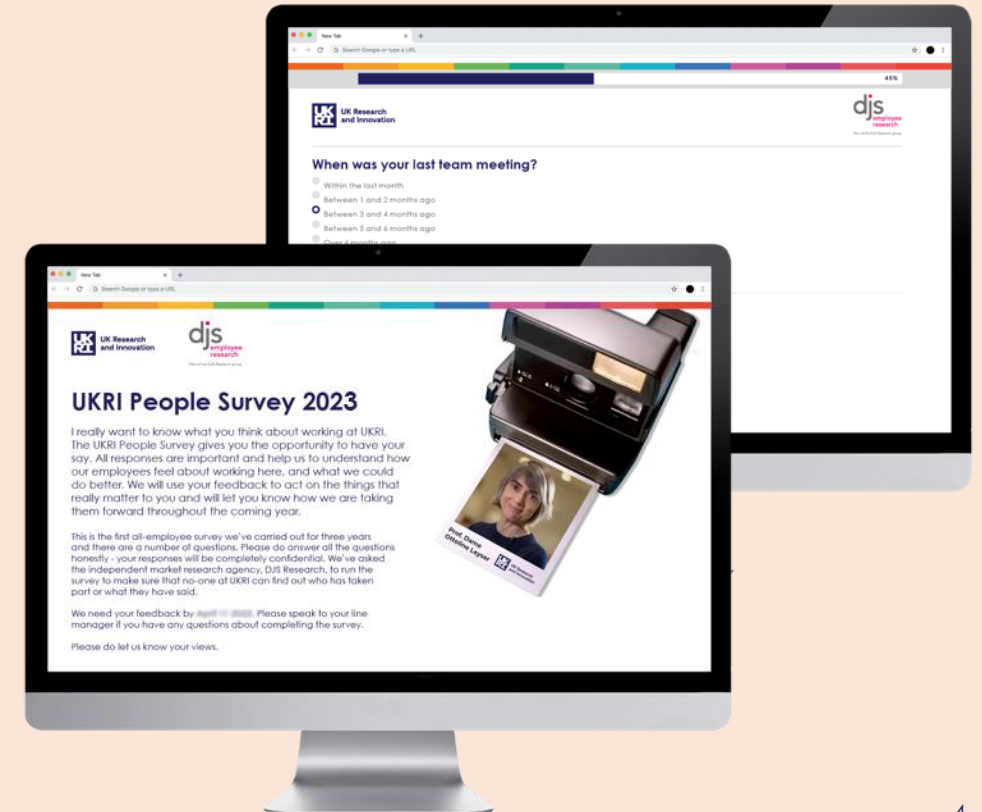
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

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

This report provides a summary of the results for **STFC**, 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 STFC	My work	Organisational objectives and purpose	My manager
56% Difference to UKRI 0%	68% Difference to UKRI +2%	76% Difference to UKRI +2%	61% Difference to UKRI 0%	76% Difference to UKRI 0%
Support for managers	My team	Learning and development	Pay and benefits	Resources and workload
70% Difference to UKRI -1%	80% Difference to UKRI 0%	58% Difference to UKRI +3%	31% Difference to UKRI -2%	67% 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.

Average scores per survey theme (2)

Inclusion and fair treatment	Wellbeing	Senior leadership within UKRI	Senior leadership within STFC
74% Difference to UKRI +2%	66% Difference to UKRI +1%	54% Difference to UKRI +1%	61% Difference to UKRI +2%
Managing change	Organisational culture	Experienced discrimination	Experienced bullying or harassment
52% Difference to UKRI +1%	75% Difference to UKRI +1%	4% Difference to UKRI -1%	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: 70%

No. of responses: 1967 of 2815

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
The Senior Leaders at [council/area] keep me informed about issues that matter	57%	+6 ↑
I believe the actions of [council/area]'s Senior Leaders are consistent with [council/area]'s values	63%	+6 ↑
I believe that Senior Leaders have a clear vision for the future of [council/area]	60%	+6 ↑
I would recommend [council/area] as a great place to work	72%	+6 ↑
I have confidence in the decisions made by [council/area]'s Senior Leaders	54%	+5 ↑

Questions scoring least 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)	56%	-7 ↓
I feel that my pay is fair for the work that I do	11%	-6 ↓
I have a clear understanding of UKRI's objectives	48%	-6 ↓
I feel confident in addressing poor performance in my team	62%	-6 ↓
As an individual, I accept and adapt well to changes in working practices in the workplace	66%	-5 ↓


Comparisons to the 2022 People Survey

Questions improved the most since 2022	% (percent) positive	Difference to 2022 (% point)
I think the Senior Leaders at my department took effective action on the results of the last survey in 2022	36%	+10 ↑
The reasons behind changes are communicated to me	34%	+8 ↑
I think the Senior Leaders at [council/area] took effective action on the results of the last survey in 2022	28%	+7 ↑
In general, how often do you discuss how well you're meeting your objectives with your manager? (% at least monthly)	51%	+5 ↑
In general, how often do you discuss your development needs and career goals with your manager? (% at least monthly)	27%	+4


Questions deteriorated the most since 2022	% (percent) positive	Difference to 2022 (% point)
I would feel confident challenging the way things are done across UKRI	28%	-13 ↓
I feel that my pay is fair for the work that I do	11%	-10 ↓
I am satisfied with the total benefits package	24%	-9 ↓
I feel positive about the future of UKRI	41%	-7 ↓
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	23%	-7 ↓

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	95%
My manager trusts me to do my job effectively, whether or not I am working from the same location as them	94%
I am interested in my work	93%
I have the skills I need to do my job effectively	91%
My manager is considerate of my life outside work	90%

Areas of concern: What are colleagues most negative about?

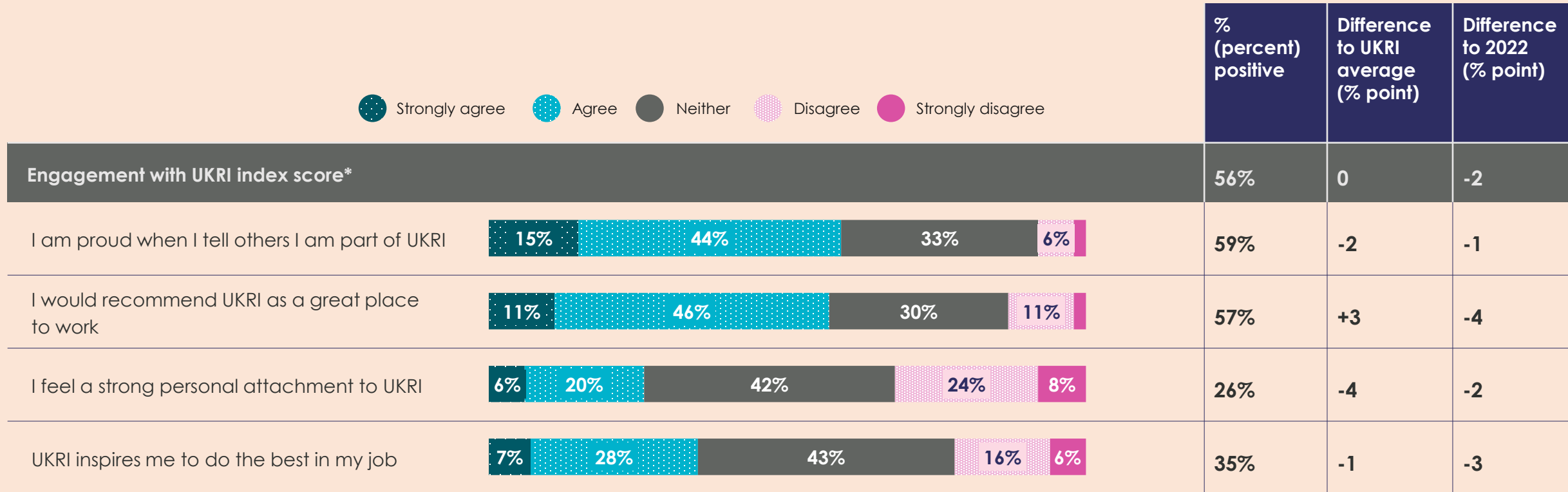
Most negatively scoring questions 	% (percent) negative (net disagree)
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	82%
I feel that my pay is fair for the work that I do	72%
I am satisfied with the total benefits package	51%
There are opportunities for promotion within my current role	51%
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	41%

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: STFC

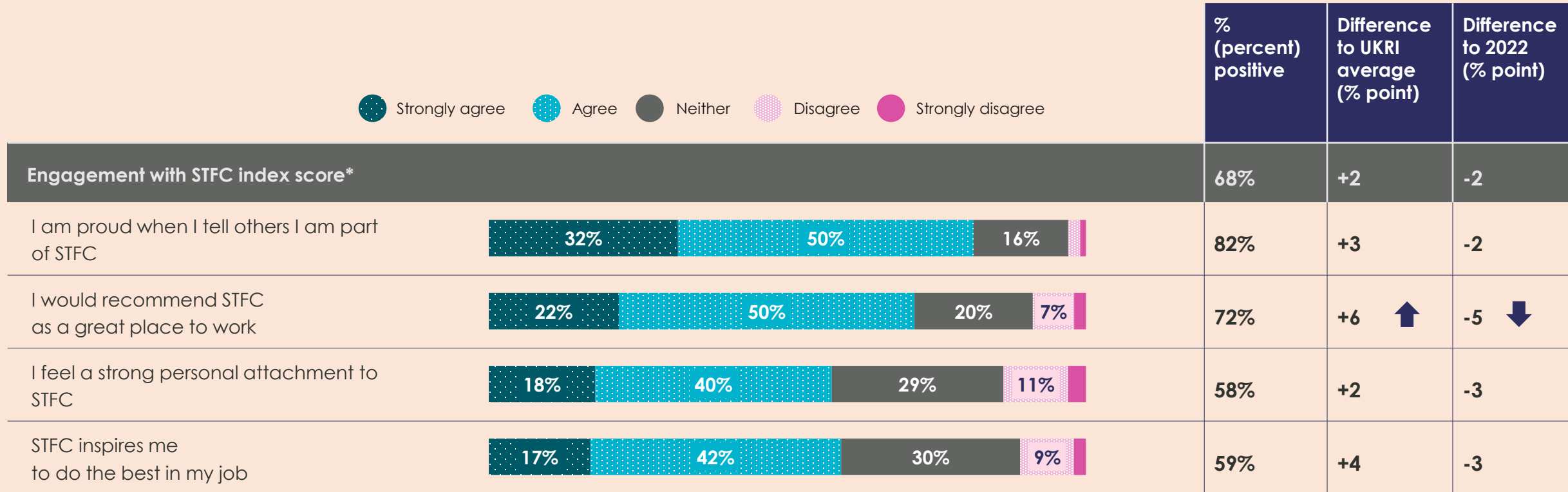
For STFC, as with other councils, 'I feel positive about the future of UKRI' (0.25) emerges as the most important driver of engagement with UKRI. Agreement with this measure has seen a downward trend since 2022 (-7% points), however.

Further to this, there is a lack of clarity and understanding of the UKRI objectives, with just 48% agreeing to this (6% points below the UKRI average). As the second highest driver, this is also an area for attention.

Rank	Question	Relative importance	Performance (percent net agree or equivalent)
1	Q30. I feel positive about the future of UKRI	0.25	41%
2	Q4. I have a clear understanding of UKRI's objectives	0.23	48%
3	Q9. There are opportunities for me to develop in my career across UKRI	0.12	40%
4	Q11. Organisational processes support me to work efficiently	0.11	37%
5	Q30. I have confidence in the decisions made by UKRI's Senior Leaders	0.11	31%
6	Q3. My work gives me a sense of personal accomplishment	0.11	82%
7	Q31. When changes are made across UKRI they are usually for the better	0.09	23%
8	Q27. UKRI cares about my wellbeing	0.07	52%

Base: All STFC respondents.

Engagement with STFC



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. 65% 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		76%	+2	0
I am interested in my work		93%	+2	-1
I am sufficiently challenged by my work		86%	+4	0
My work gives me a sense of personal accomplishment		82%	+4	-1
I feel involved in the decisions that affect my work		65%	+5	-3
I am recognised for the way in which I approach my work, not just for what I contribute		64%	0	-1
I have a say over how I do my work		86%	+2	+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.

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		61%	0	-1
I have a clear understanding of UKRI's objectives	<div> <div>6%</div> <div>42%</div> <div>32%</div> <div>16%</div> <div></div> </div>	48%	-6 ↓	-1
I understand how my work contributes to UKRI's objectives	<div> <div>9%</div> <div>45%</div> <div>29%</div> <div>13%</div> <div></div> </div>	54%	-4	-1
UKRI motivates me to help it achieve its objectives	<div> <div></div> <div>18%</div> <div>45%</div> <div>24%</div> <div>8%</div> </div>	22%	-2	0
I have a clear understanding of STFC's objectives*	<div> <div>15%</div> <div>58%</div> <div>19%</div> <div>6%</div> <div></div> </div>	74%	+1	-3
I understand how my work contributes to STFC's objectives*	<div> <div>19%</div> <div>59%</div> <div>16%</div> <div>5%</div> <div></div> </div>	78%	+2	-3
STFC motivates me to help it achieve its objectives*	<div> <div>10%</div> <div>39%</div> <div>35%</div> <div>13%</div> <div></div> </div>	49%	+1	-2

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.

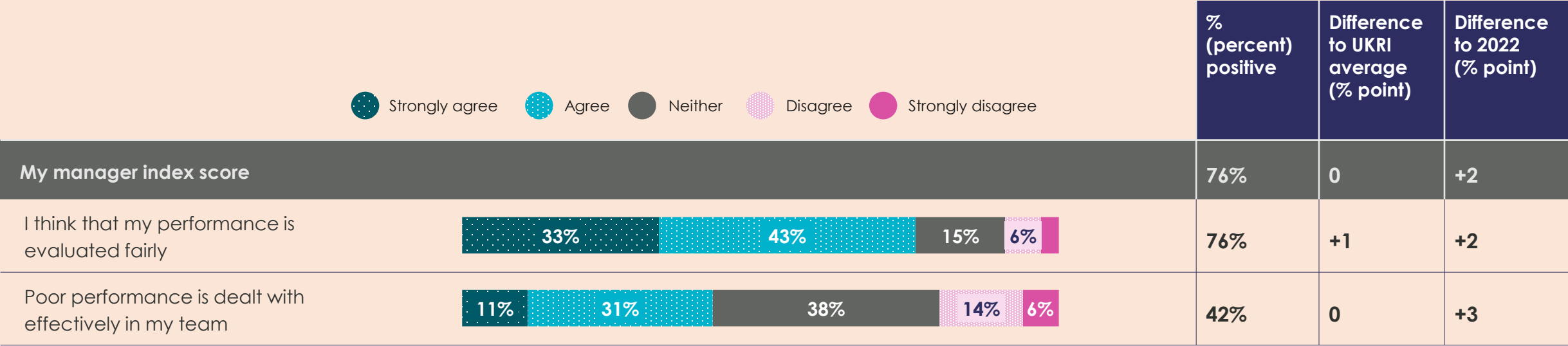
My manager (1)

Strongly agree
Agree
Neither
Disagree
Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
My manager index score		76%	0	+2
My manager motivates me		74%	+1	+2
My manager is considerate of my life outside work		90%	+1	0
My manager is open to my ideas		89%	+1	0
My manager recognises when I have done my job well		84%	0	0
I receive regular constructive feedback on my performance		66%	-1	+3
My manager trusts me to do my job effectively, whether or not I am working from the same location as them		94%	+1	+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.

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.

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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>22% 28% 27% 19%</p>	51%	+5 ↑	+5 ↑
Your development needs and career goals	<p>6% 21% 32% 35% 7%</p>	27%	-1	+4
Your personal wellbeing and/or work-related stress	<p>27% 29% 20% 13% 11%</p>	56%	-7 ↓	-3

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

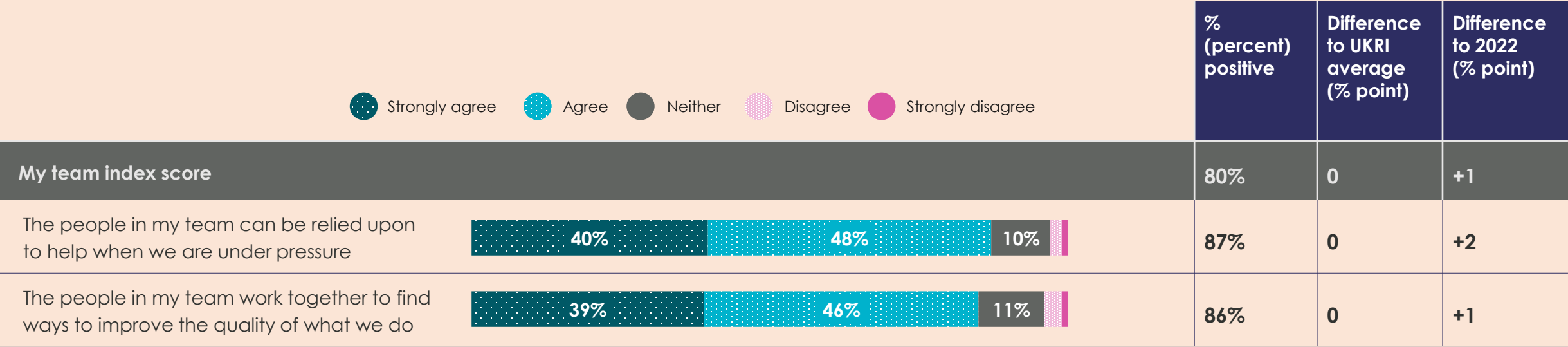
Support for managers

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Support for managers index score		70%	-1	0
I feel confident in supporting the health, safety and wellbeing of the people I manage	<div> <div>26%</div> <div>62%</div> <div>10%</div> </div>	88%	-1	-1
I feel confident in addressing poor performance in my team	<div> <div>13%</div> <div>48%</div> <div>25%</div> <div>12%</div> </div>	62%	-6 ↓	0
I receive, or have access to, the training I need in order to be an effective manager	<div> <div>14%</div> <div>52%</div> <div>22%</div> <div>9%</div> </div>	66%	-3	-1
I am confident in how to manage and support my team through change	<div> <div>17%</div> <div>55%</div> <div>22%</div> <div>5%</div> </div>	73%	-4	

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

		% (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>				
Learning and personal development index score		58%	+3	+1
I am able to access the right learning and development opportunities for my current role when I need them	<div> <div>16%</div> <div>50%</div> <div>23%</div> <div>9%</div> <div></div> </div>	67%	+5 ↑	0
Learning and development activities I have completed in the past 12 months have helped to improve my performance	<div> <div>16%</div> <div>41%</div> <div>31%</div> <div>10%</div> <div></div> </div>	57%	+5 ↑	+4
There are opportunities for me to develop in my career across UKRI	<div> <div>9%</div> <div>32%</div> <div>33%</div> <div>17%</div> <div>9%</div> </div>	40%	+1	+1
There are opportunities for promotion within my current role	<div> <div>5%</div> <div>20%</div> <div>24%</div> <div>28%</div> <div>23%</div> </div>	25%	+4	+1
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career	<div> <div>10%</div> <div>38%</div> <div>31%</div> <div>15%</div> <div>6%</div> </div>	48%	+4	+4
I think my current job makes the most of my skills and strengths	<div> <div>14%</div> <div>45%</div> <div>22%</div> <div>15%</div> <div>5%</div> </div>	59%	+3	-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.

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		31%	-2	-7
I feel that my pay is fair for the work that I do	<div> <div>10%</div> <div>17%</div> <div>32%</div> <div>40%</div> </div>	11%	-6 ↓	-10 ↓
I am satisfied with the total benefits package	<div> <div>21%</div> <div>25%</div> <div>29%</div> <div>22%</div> </div>	24%	-3	-9 ↓
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	<div> <div>20%</div> <div>36%</div> <div>24%</div> <div>17%</div> </div>	23%	-2	-7 ↓
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	<div> <div>5%</div> <div>11%</div> <div>30%</div> <div>52%</div> </div>	6%	-4	-5 ↓

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

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		67%	+1	0
I can find the information I need to do my job effectively	<div> <div>10%</div> <div>59%</div> <div>18%</div> <div>11%</div> </div>	69%	+2	-1
Organisational processes support me to work efficiently	<div> <div>5%</div> <div>33%</div> <div>30%</div> <div>24%</div> <div>8%</div> </div>	37%	0	0
I have clear work objectives	<div> <div>17%</div> <div>61%</div> <div>15%</div> <div>5%</div> </div>	78%	0	-1
I have the skills I need to do my job effectively	<div> <div>28%</div> <div>63%</div> <div>7%</div> </div>	91%	0	0
I have access to the tools and equipment I need to do my job effectively	<div> <div>23%</div> <div>58%</div> <div>13%</div> <div>5%</div> </div>	81%	+3	0
I have a manageable workload	<div> <div>11%</div> <div>47%</div> <div>20%</div> <div>16%</div> <div>7%</div> </div>	57%	+3	-5 ↓
I achieve a good balance between my work life and my private life	<div> <div>18%</div> <div>48%</div> <div>18%</div> <div>12%</div> </div>	66%	+2	-1

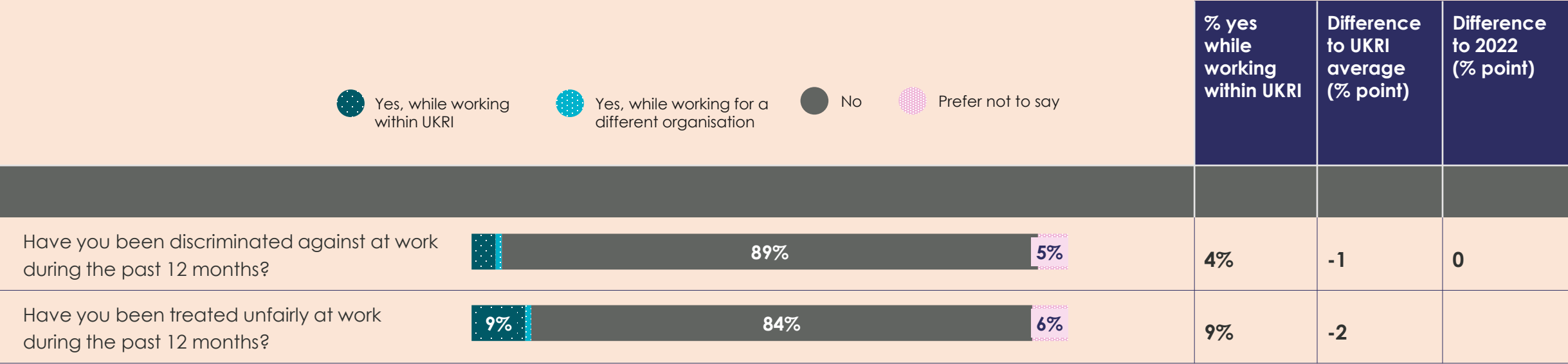
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

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		74%	+2	0
I am treated fairly at work	<div> <div>37%</div> <div>49%</div> <div>9%</div> <div></div> <div></div> </div>	85%	+2	0
I am treated with respect by the people I work with	<div> <div>41%</div> <div>49%</div> <div>7%</div> <div></div> <div></div> </div>	90%	+2	0
I feel valued for the work I do	<div> <div>26%</div> <div>46%</div> <div>17%</div> <div>8%</div> <div></div> </div>	71%	+2	-3
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	<div> <div>25%</div> <div>48%</div> <div>20%</div> <div></div> <div></div> </div>	74%	+2	+1
I feel confident to challenge inappropriate behaviour in the workplace	<div> <div>20%</div> <div>50%</div> <div>20%</div> <div>8%</div> <div></div> </div>	70%	+3	+2
UKRI is committed to creating a diverse and inclusive workplace	<div> <div>23%</div> <div>50%</div> <div>22%</div> <div></div> <div></div> </div>	73%	+3	0

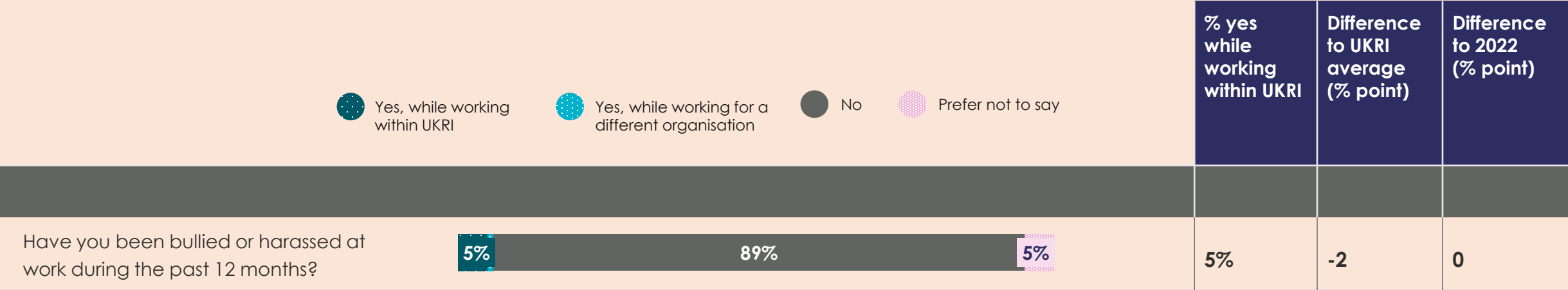
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

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.

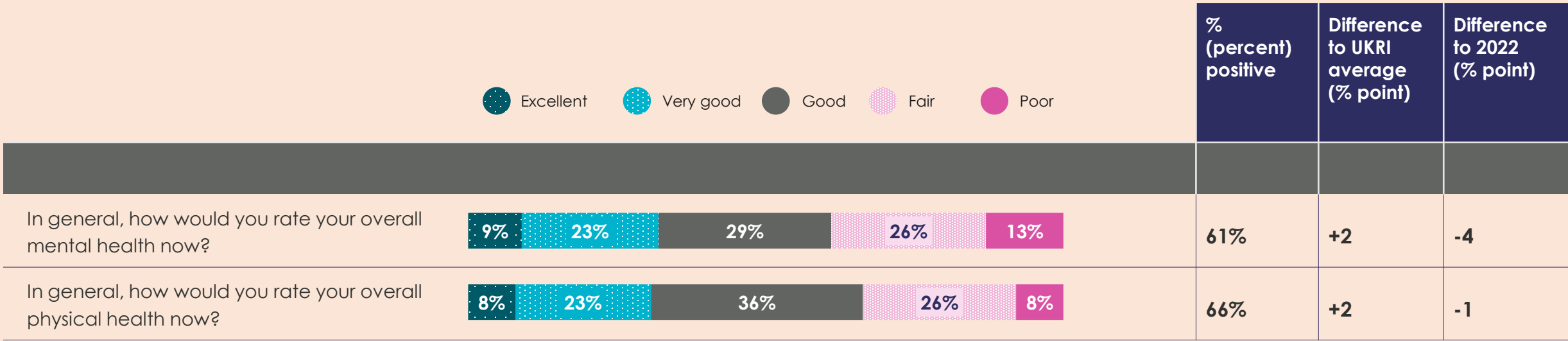
Bullying and harassment



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.

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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)

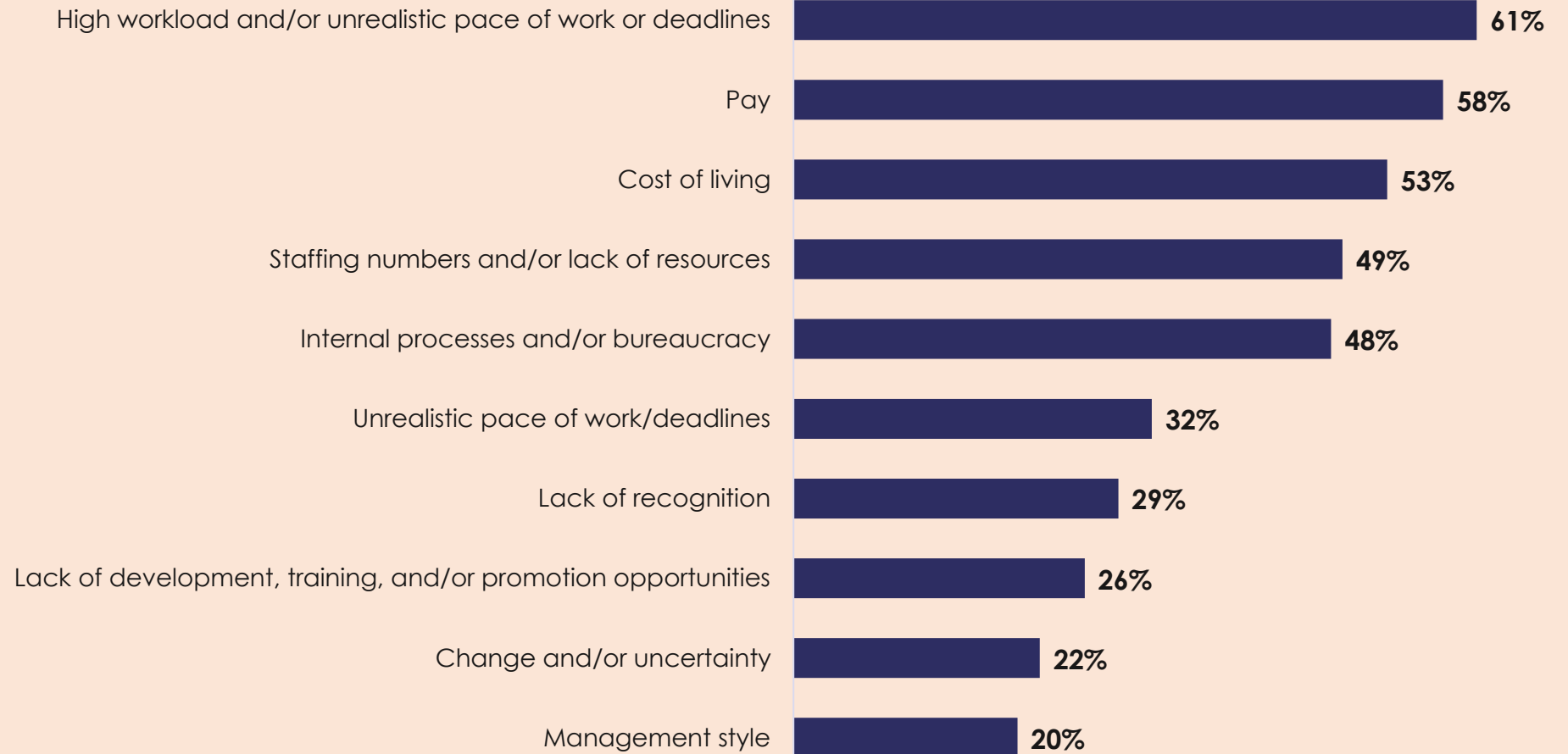
● Strongly agree
● Agree
● Neither
● Disagree
● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Wellbeing index score		66%	+1	-1
UKRI cares about my wellbeing		52%	+1	-3
My manager creates a positive atmosphere at work which supports my health and wellbeing		74%	0	+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?



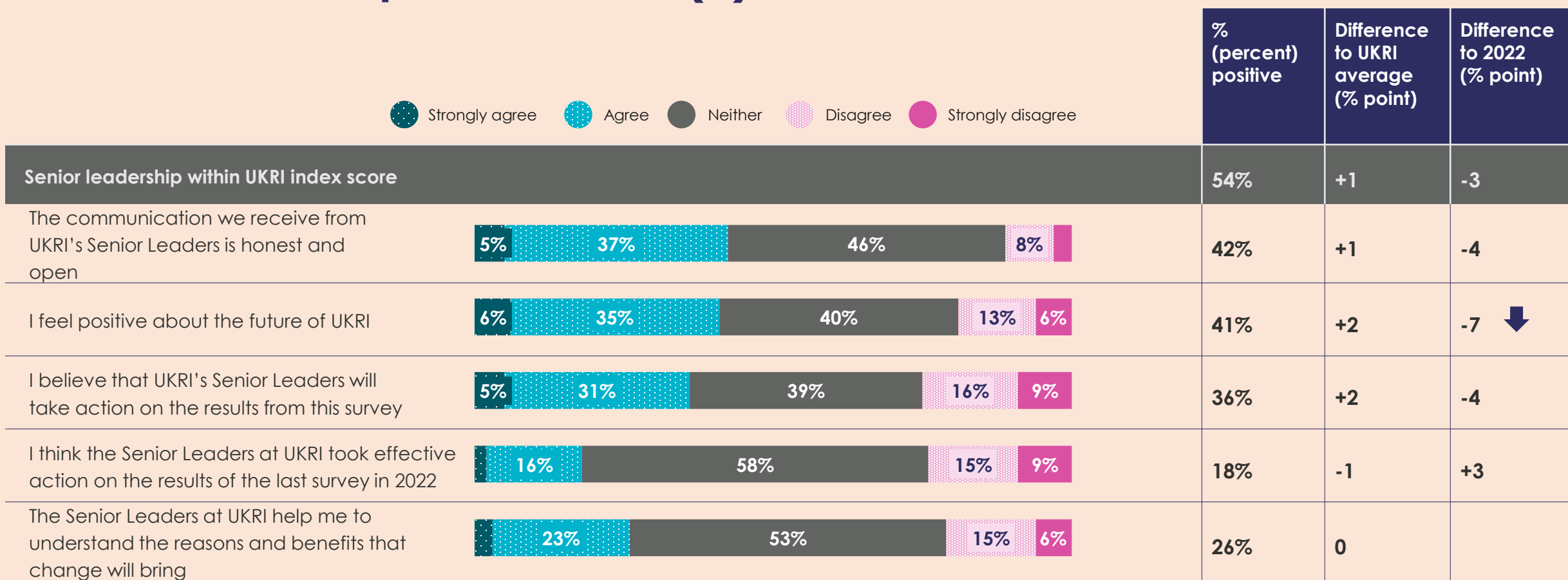
Base: All respondents who have felt unwell due to work-related stress. Only showing top 10 answers. 10% Other, 0% Don't know, 1% Prefer not to say.

Senior leadership within UKRI (1)

		% (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>				
Senior leadership within UKRI index score		54%	+1	-3
The Senior Leaders at UKRI are sufficiently visible	<div> <div>5%</div> <div>35%</div> <div>36%</div> <div>18%</div> <div>6%</div> </div>	40%	-1	-4
I believe the actions of UKRI's Senior Leaders are consistent with UKRI's values	<div> <div>33%</div> <div>55%</div> <div>5%</div> </div>	38%	0	-5 ↓
I believe that UKRI's Senior Leaders have a clear vision for the future of UKRI	<div> <div>34%</div> <div>50%</div> <div>9%</div> </div>	38%	0	-6 ↓
I have confidence in the decisions made by UKRI's Senior Leaders	<div> <div>27%</div> <div>51%</div> <div>12%</div> <div>5%</div> </div>	31%	0	-6 ↓
The Senior Leaders at UKRI keep me informed about issues that matter	<div> <div>5%</div> <div>38%</div> <div>41%</div> <div>13%</div> </div>	42%	0	-5 ↓

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

Senior leadership within UKRI (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 STFC (1)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Senior leadership within STFC index score		61%	+2	-2
The Senior Leaders at STFC are sufficiently visible	<div> <div>10%</div> <div>53%</div> <div>25%</div> <div>10%</div> </div>	63%	+5 ↑	0
I believe the actions of STFC's Senior Leaders are consistent with STFC's values	<div> <div>9%</div> <div>53%</div> <div>33%</div> </div>	63%	+6 ↑	-3
I believe that Senior Leaders have a clear vision for the future of STFC	<div> <div>10%</div> <div>50%</div> <div>34%</div> </div>	60%	+6 ↑	-2
I have confidence in the decisions made by STFC's Senior Leaders	<div> <div>8%</div> <div>45%</div> <div>38%</div> <div>6%</div> </div>	54%	+5 ↑	-4

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 STFC (2)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Senior leadership within STFC index score		61%	+2	-2
The Senior Leaders at STFC keep me informed about issues that matter	<div> <div>8%</div> <div>50%</div> <div>33%</div> <div>7%</div> </div>	57%	+6 ↑	-4
The communication we receive from STFC's Senior Leaders is honest and open	<div> <div>9%</div> <div>47%</div> <div>36%</div> <div>6%</div> </div>	56%	+5 ↑	-3
I believe that Senior Leaders at STFC will take action on the results from this survey	<div> <div>8%</div> <div>37%</div> <div>37%</div> <div>13%</div> <div>6%</div> </div>	44%	+3	-1
I think Senior Leaders at STFC took effective action on the results of the last survey in 2022	<div> <div>24%</div> <div>53%</div> <div>14%</div> <div>5%</div> </div>	28%	+1	+7 ↑
The Senior Leaders at STFC help me to understand the reasons and benefits that change will bring	<div> <div>5%</div> <div>35%</div> <div>47%</div> <div>9%</div> </div>	40%	+2	

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		52%	+1	+1
I feel that change is managed well in STFC		37%	+4	-2
I feel that change is managed well in UKRI as a whole		23%	+2	-3
As an organisation, UKRI adapts well to change		23%	0	-4
When changes are made across UKRI they are usually for the better		23%	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.

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		52%	+1	+1
The reasons behind changes are communicated to me		34%	-2	+8 ↑
I understand what support is available to me as I am affected by change within UKRI		32%	-2	+1
I have the opportunity to contribute my views before decisions are made that affect me		25%	+1	0
I would feel confident challenging the way things are done across UKRI		28%	-1	-13 ↓
As an individual, I accept and adapt well to changes in working practices in the workplace		66%	-5 ↓	

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

Organisational culture

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Organisational culture index score		75%	+1	-1
I am trusted to carry out my job effectively		95%	+1	0
I am encouraged to try new ideas, even if they may not work		81%	+3	-1
I believe my opinion is valued at work		81%	+2	-2
I am comfortable expressing my true feelings at work		71%	+2	-2
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		62%	+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.

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	5%	5%	-1	+2
I'm planning to leave UKRI within the next 12 months	13%	13%	-2	0
I'm planning to stay working within UKRI for at least the next year	38%	38%	-2	+4
I'm planning to stay working within UKRI for at least the next three years	43%	43%	+5 ↑	-5 ↓

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

For more information



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