

UKRI People Survey 2025: STFC - TD Detector and Electronics Section report

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1. Background and methodology



Background and methodology

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

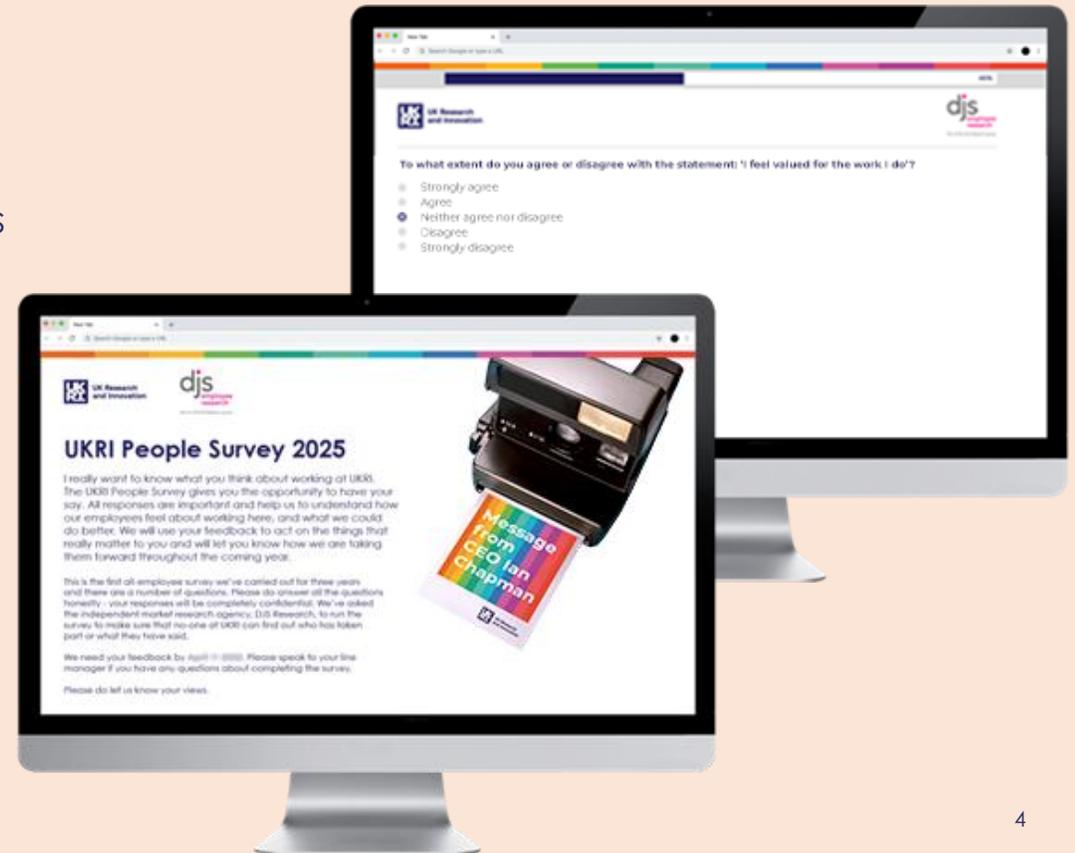
- Online survey emailed to work accounts
- The option of completing the survey over the telephone with one of the DJS Research project team

The survey was live between **10 September** and **8 October 2025**.

This report provides a summary of the results for **STFC - TD Detector and Electronics Section**, with comparisons to the UKRI average.

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

- Engagement
- Line management and senior leadership
- Learning and development
- Performance management
- Objectives and purpose
- Team working
- Pay and benefits
- Resources and workload
- Inclusion and fair treatment, discrimination, bullying and harassment
- Health, safety and wellbeing



A guide to this report

Rounding

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

% (percent) positive

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

Confidentiality

It is DJS Research’s practice not to present the results of groups to the extent where the confidentiality of individuals may be compromised. Results for teams or departments where **fewer than 10 responses** have been received will not be presented in the reports. However, their data will still contribute to the scores for their council/area and the organisation overall.

Council/area labelling

Some questions within the survey asked colleagues to consider their council or area specifically and not UKRI as a whole. Throughout this report, where we show the term **[council/area]**, this indicates where a question was asked of a person’s council or area and not UKRI as a whole.

2. Headline findings



Average scores per survey theme (1)

Engagement with UKRI 52 Difference to UKRI -7 Difference to parent* -5	Engagement with STFC 71 Difference to UKRI +5 Difference to parent* +2	My work 76 Difference to UKRI +2 Difference to parent* +1	Objectives and purpose 56 Difference to UKRI -4 Difference to parent* -4	My manager 78 Difference to UKRI 0 Difference to parent* +1
Support for managers 64 Difference to UKRI -7 Difference to parent* -6	My team 75 Difference to UKRI -5 Difference to parent* -4	Learning and personal development 50 Difference to UKRI 0 Difference to parent* -1	Pay and benefits 45 Difference to UKRI -3 Difference to parent* -3	Resources and workload 63 Difference to UKRI -2 Difference to parent* -3

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

*Parent = STFC

Average scores per survey theme (2)

Inclusion and fair treatment	Health, safety and wellbeing	Senior leadership within UKRI	Senior leadership within STFC	Senior leadership within centre, institute, unit or division
<p>77</p> <p>Difference to UKRI +3 Difference to parent* +2</p>	<p>57</p> <p>Difference to UKRI -2 Difference to parent* -2</p>	<p>50</p> <p>Difference to UKRI -5 Difference to parent* -4</p>	<p>57</p> <p>Difference to UKRI -1 Difference to parent* -2</p>	<p>67</p> <p>Difference to parent* 0</p>
Managing change	Organisational culture	Experienced discrimination	Experienced bullying or harassment	<p>Please note, the figures for 'experienced discrimination' and 'experienced bullying or harassment' reflect the proportion of colleagues who have experienced these. As such, whereas a higher figure is positive for other theme scores, it's negative for these two.</p>
<p>42</p> <p>Difference to UKRI -6 Difference to parent* -5</p>	<p>75</p> <p>Difference to UKRI +2 Difference to parent* +1</p>	<p>2%</p> <p>Difference to UKRI -4 Difference to parent* -4</p>	<p>3%</p> <p>Difference to UKRI -5 Difference to parent* -3</p>	

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

*Parent = STFC

Comparisons to the UKRI average

Response rate: 62%

No. of responses: 58 of 94

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I feel a strong personal attachment to STFC	72%	+18 ↑
I would recommend STFC as a great place to work	81%	+12 ↑
I am proud when I tell others I am part of STFC	86%	+12 ↑
I have a clear understanding of STFC's objectives	76%	+11 ↑
I believe my opinion is valued at work	88%	+11 ↑

Note for interpretation

In the tables below, the right-hand column shows the percentage point difference between this part of the organisation and the whole of UKRI. The table on the left details those statements for which this part of the organisation compares most favourably to the organisation as a whole. The table on the right details those statements it compared least favourably.

Questions scoring least positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I have a clear understanding of UKRI's objectives	31%	-24 ↓
In general, how often do you discuss your personal wellbeing and/or work-related stress with your manager?	33%	-21 ↓
The people in my team work together to find ways to improve the efficiency of what we do	62%	-19 ↓
When changes are made across UKRI they are usually for the better	7%	-16 ↓
I feel positive about the future of UKRI	24%	-16 ↓

Questions with the strongest responses

Strengths: What are colleagues most positive about?

Most positively scoring questions 	% (percent) positive (net agree)
I am treated with respect by the people I work with	93%
I am trusted to carry out my job effectively	93%
My manager is considerate of my life outside work	91%
My manager is open to my ideas	91%
I am interested in my work	90%
My manager trusts me to do my job effectively, whether or not I am working from the same location as them	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	59%
Organisational processes support me to work efficiently	48%
UKRI motivates me to help it achieve its objectives	47%
When changes are made across UKRI they are usually for the better	47%
I feel that my pay is fair for the work that I do	43%
I feel positive about the future of UKRI	43%
I believe that UKRI's Senior Leaders will take action on the results from this survey	43%
I have the opportunity to contribute my views before decisions are made that affect me	43%

3. Employee engagement



Engagement with UKRI

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

				% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)		Difference to STFC average (% point)	
Engagement with UKRI index score*		52		-7	↓	-5	↓
I am proud when I tell others I am part of UKRI		60%	9%	-5	↓	+1	
I would recommend UKRI as a great place to work		57%	14%	-6	↓	-3	
I feel a strong personal attachment to UKRI		24%	36%	-12	↓	-7	↓
UKRI inspires me to do the best in my job		33%	34%	-9	↓	-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.

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

Engagement with STFC

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

				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to STFC average (% point)
Engagement with STFC index score*		71		+5 ↑	+2
I am proud when I tell others I am part of STFC		86%	3%	+12 ↑	+4
I would recommend STFC as a great place to work		81%	7%	+12 ↑	+4
I feel a strong personal attachment to STFC		72%	10%	+18 ↑	+11 ↑
STFC inspires me to do the best in my job		64%	21%	+9 ↑	+3

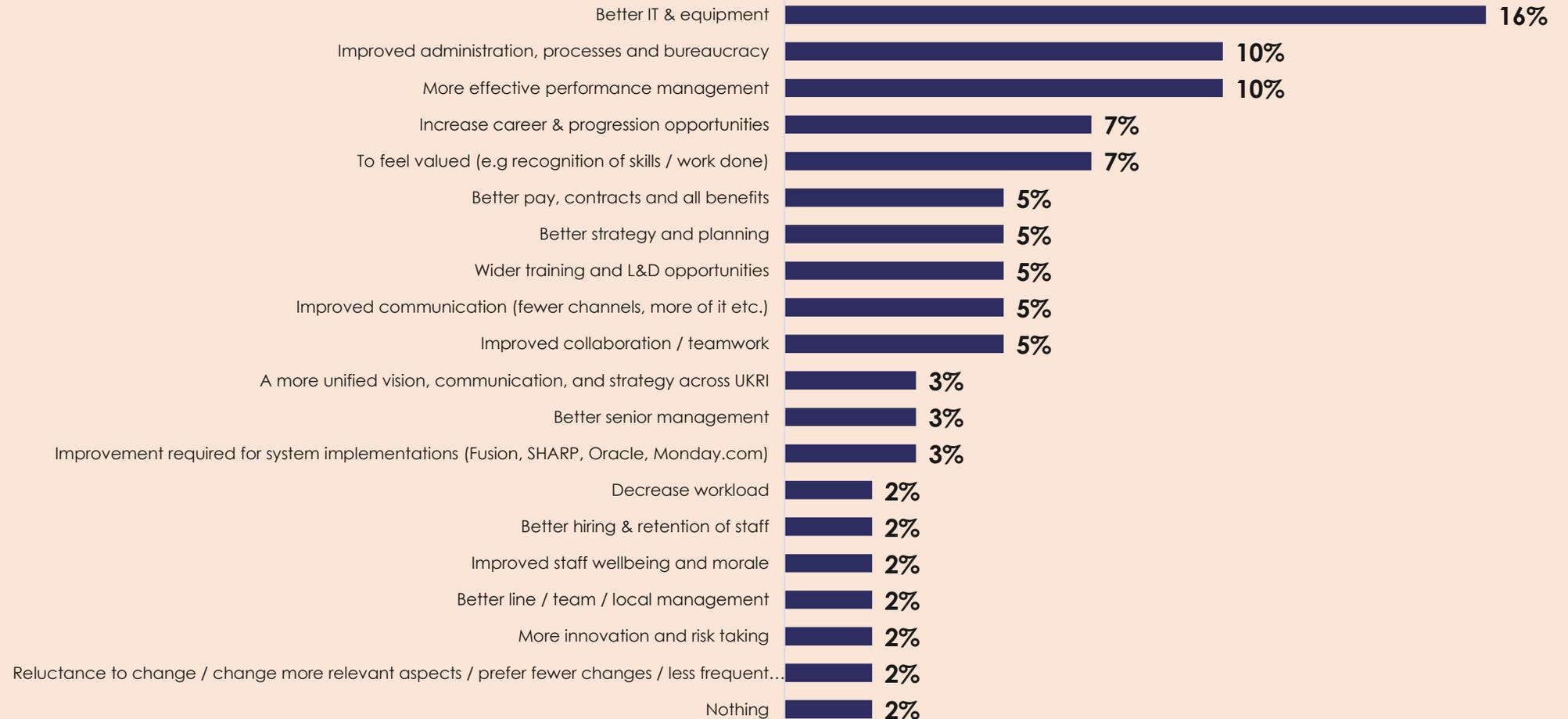
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

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

4. Open text themes



What one change would improve your working life at UKRI? (coded themes from open text comments)



Base: All respondents. Only showing responses of 2% and above. 53% No comment.

5. All questions by survey theme



My work

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

				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to STFC average (% point)
My work index score		76		+2	+1
I am interested in my work		90%	0%	-2	-3
I am sufficiently challenged by my work		79%	2%	-1	-5 ↓
My work gives me a sense of personal accomplishment		84%	5%	+7 ↑	+2
I feel involved in the decisions that affect my work		60%	24%	+3	-1
I am recognised for the way in which I approach my work, not just for what I contribute		64%	14%	0	0
I have a say over how I do my work		84%	3%	+2	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.

Objectives and purpose

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

			% (percent) positive difference			
			% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to STFC average (% point)
Objectives and purpose index score			56		-4	-4
I have a clear understanding of UKRI's objectives			31%	29%	-24 ↓	-18 ↓
I understand how my work contributes to UKRI's objectives			48%	24%	-11 ↓	-6 ↓
UKRI motivates me to help it achieve its objectives			19%	47%	-10 ↓	-6 ↓
I have a clear understanding of STFC's objectives			76%	12%	+11 ↑	+4
I understand how my work contributes to STFC's objectives			79%	9%	+10 ↑	+3
STFC motivates me to help it achieve its objectives			52%	19%	+7 ↑	+2

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

My manager (1)

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

				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to STFC average (% point)
My manager index score		78		0	+1
My manager motivates me		81%	10%	+8 ↑	+8 ↑
My manager is considerate of my life outside work		91%	5%	+1	0
My manager is open to my ideas		91%	5%	+4	+4
My manager recognises when I have done my job well		88%	9%	+6 ↑	+5 ↑
I receive regular constructive feedback on my performance		66%	10%	-1	+1
My manager trusts me to do my job effectively, whether or not I am working from the same location as them		90%	2%	-2	-2

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

My manager (2)

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

				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to STFC average (% point)
My manager index score		78		0	+1
I think that my performance is evaluated fairly		79%	12%	+4	+5 ↑
I trust my manager to deal with poor performance effectively		62%	14%	-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.

Performance management

● Weekly
 ● Monthly
 ● Quarterly
 ● Every 6 months
 ● Annually
 ● Never
 ● *As needed

		% (percent) at least monthly	Difference to UKRI average (% point)	Difference to STFC average (% point)
In general, how often do you discuss the following with your manager?				
How well you're meeting your objectives		36%	-4	-9 ↓
Your development needs and career goals		21%	-5 ↓	-5 ↓
Your personal wellbeing and/or work-related stress*		33%	-21 ↓	-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.

Support for managers

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

				% (percent) positive difference			
				% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to STFC average (% point)
Support for managers index score				64		-7 ↓	-6 ↓
I feel confident in supporting the health, safety and wellbeing of the people I manage		79%	4%	-10 ↓	-10 ↓		
I feel confident in addressing poor performance in my team		63%	25%	-5 ↓	-2		
I receive, or have access to, the training I need in order to be an effective manager		54%	25%	-12 ↓	-11 ↓		
I am confident in how to manage and support my team through change		63%	17%	-15 ↓	-9 ↓		

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	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to STFC average (% point)
My team index score		75		-5 ↓	-4
The people in my team can be relied upon to help each other if we are under pressure		88%	3%	-1	0
The people in my team work together to find ways to improve the quality of what we do		84%	3%	-1	-1
The people in my team work together to find ways to improve the efficiency of what we do		62%	7%	-19 ↓	-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.

Learning and personal development



									% (percent) positive difference	
							% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to STFC average (% point)
Learning and personal development index score							50		0	-1
I think my current job makes the most of my skills and strengths		60%	12%	-3	-6	↓				
I am able to access the right learning and development opportunities for my current role when I need them		48%	26%	-10	-13	↓				
Learning and development activities I have completed in the past 12 months have helped to improve my performance		53%	26%	+4	+1					
There are opportunities for me to develop in my career across UKRI		29%	31%	-7	-6	↓				
There are opportunities for development within my current role		50%	16%	+3	0					
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career		52%	26%	+4	+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	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to STFC average (% point)
Pay and benefits index score		45		-3	-3
I feel that my pay is fair for the work that I do		40%	43%	-1	-1
I am satisfied with the total benefits package		47%	38%	-2	-4
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable		47%	29%	+6 ↑	+4
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		24%	59%	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.

Resources and workload

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

				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to STFC average (% point)
Resources and workload index score		63		-2	-3
I can find the information I need to do my job effectively		64%	26%	-1	-2
Organisational processes support me to work efficiently		22%	48%	-11 ↓	-10 ↓
I have clear work objectives		83%	10%	+5 ↑	+3
I have the skills I need to do my job effectively		88%	7%	-4	-3
I have access to, or am able to access, the tools and equipment I need to do my job effectively		72%	14%	-1	-3
I have a manageable workload		60%	16%	+1	-1
I achieve a good balance between my work life and my private life		67%	16%	-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.

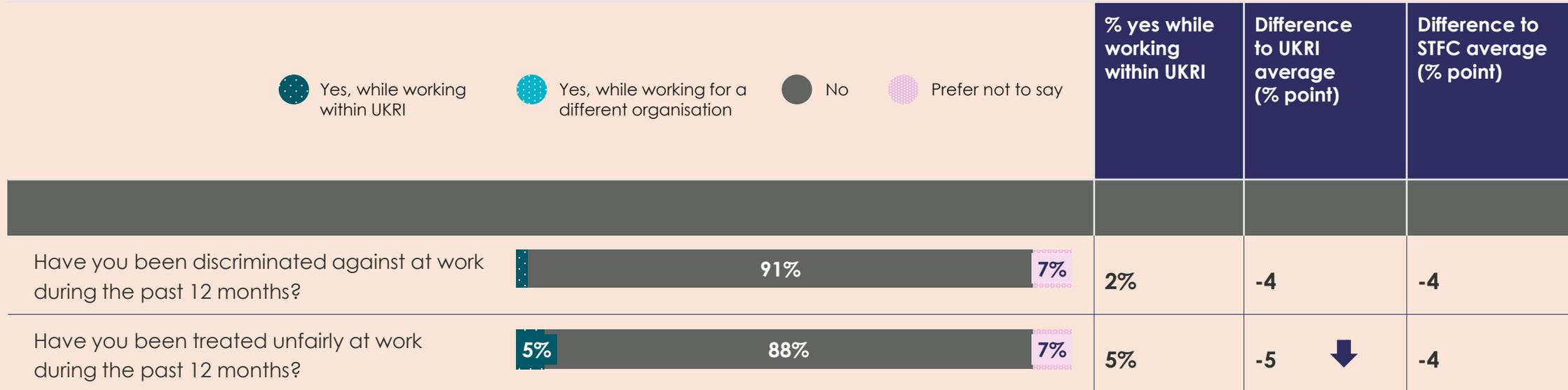
Inclusion and fair treatment

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

				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to STFC average (% point)
Inclusion and fair treatment index score		77		+3	+2
I am treated fairly at work		88%	7%	+5 ↑	+3
I am treated with respect by the people I work with		93%	5%	+6 ↑	+4
I feel valued for the work I do		81%	10%	+9 ↑	+7 ↑
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)		69%	12%	-7 ↓	-7 ↓
I feel confident to challenge inappropriate behaviour in my workplace		79%	10%	+10 ↑	+7 ↑
UKRI is committed to creating a diverse and inclusive workplace		76%	9%	+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.

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



			% yes while working within UKRI % No	Difference to UKRI average (% point)	Difference to STFC average (% point)
Have you been bullied or harassed at work during the past 12 months?		91%	3%	-5 ↓	-3
In the last 12 months, have you witnessed any bullying or harassment behaviours happening to someone else?*		90%	3%	-11 ↓	-8 ↓

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

Health, safety and wellbeing (1)



		% (percent) positive	% (percent) negative	% (percent) positive difference	
				Difference to UKRI average (% point)	Difference to STFC average (% point)
Health, safety and wellbeing index score		57		-2	-2
In general, how would you rate your overall mental health now?		62%	38%	-1	-3
In general, how would you rate your overall physical health now?		67%	33%	-2	-4

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

Health, safety and wellbeing (2)

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

				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to STFC average (% point)
Health, safety and wellbeing index score		57		-2	-2
UKRI cares about my wellbeing		47%	26%	-9 ↓	-7 ↓
My manager creates a positive atmosphere at work which supports my health and wellbeing		81%	5%	+5 ↑	+5 ↑
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to STFC average (% point)
				<p> ● Yes ● No ● Prefer not to say </p>	
During the last 12 months, I have felt unwell as a result of work-related stress		62%	33%	+1	-2
In the last 12 months, I have experienced work-related musculoskeletal problems (MSD)		76%	21%	-3	-8 ↓

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

Health, safety and wellbeing (3)

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



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

Senior leadership within UKRI (1)

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

						% (percent) positive	% (percent) negative	% (percent) positive difference	
								Difference to UKRI average (% point)	Difference to STFC average (% point)
Senior leadership within UKRI index score						50		-5 ↓	-4
The Senior Leaders at UKRI are sufficiently visible	5%	40%	33%	19%		45%	22%	-1	+2
I believe the actions of UKRI's Senior Leaders are consistent with UKRI's values		31%	55%	9%		34%	10%	-7 ↓	-4
I believe that UKRI's Senior Leaders have a clear vision for the future of UKRI	7%	26%	41%	17%	9%	33%	26%	-7 ↓	-4
I have confidence in the decisions made by UKRI's Senior Leaders	5%	21%	45%	17%	12%	26%	29%	-7 ↓	-4
The Senior Leaders at UKRI keep me informed about issues that matter	7%	38%	36%	9%	10%	45%	19%	-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.

Senior leadership within UKRI (2)



					% (percent) positive	% (percent) negative	% (percent) positive difference	
							Difference to UKRI average (% point)	Difference to STFC average (% point)
Senior leadership within UKRI index score					50		-5 ↓	-4
The communication we receive from UKRI's Senior Leaders is honest and open					45%	17%	+1	+2
I feel positive about the future of UKRI					24%	43%	-16 ↓	-7 ↓
I believe that UKRI's Senior Leaders will take action on the results from this survey					29%	43%	-10 ↓	-7 ↓
I think the Senior Leaders at UKRI took effective action on the results of the last survey in 2024					10%	29%	-11 ↓	-8 ↓
The Senior Leaders at UKRI help me to understand the reasons and benefits for change					21%	28%	-12 ↓	-9 ↓

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

Senior leadership within STFC (1)

							% (percent) positive	% (percent) negative	% (percent) positive difference	
									Difference to UKRI average (% point)	Difference to STFC average (% point)
Senior leadership within STFC index score							57		-1	-2
The Senior Leaders at STFC are sufficiently visible		66%	21%	+8 ↑	+6 ↑					
I believe the actions of STFC's Senior Leaders are consistent with UKRI's / STFC's values		57%	9%	+3	+2					
I believe that Senior Leaders have a clear vision for the future of STFC		47%	26%	0	+2					
I have confidence in the decisions made by STFC's Senior Leaders		47%	22%	+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.

Senior leadership within STFC (2)

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

						% (percent) positive difference	
				% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to STFC average (% point)
Senior leadership within STFC index score				57		-1	-2
The Senior Leaders at STFC keep me informed about issues that matter				53%	14%	+2	-1
The communication we receive from STFC's Senior Leaders is honest and open				59%	12%	+8 ↑	+6 ↑
I believe that Senior Leaders at STFC will take action on the results from this survey				40%	24%	-3	-2
I think Senior Leaders at STFC took effective action on the results of the last survey in 2024				22%	22%	-6 ↓	-4
The Senior Leaders at STFC help me to understand the reasons and benefits that change will bring				43%	21%	+2	+2

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

Senior leadership within centre, institute, unit or division (1)

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

			% (percent) positive	% (percent) negative	% (percent) positive difference	
					Difference to STFC average (% point)	
Senior leadership within centre, institute, unit or division index score			67		0	
The Senior Leaders in my department are sufficiently visible			84%	5%	+5	↑
I believe the actions of my department's Senior Leaders are consistent with UKRI's / STFC's values			74%	3%	+3	
I believe that the Senior Leaders in my department have a clear vision for the future			60%	14%	0	
I have confidence in the decisions made by my departmental Senior Leaders			69%	10%	+6	↑

Base: All respondents in STFC, NERC (HO, BAS, BGS) and MRC (HO, LMS, LMB, MLC). 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 centre, institute, unit or division (2)

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

				% (percent) positive	% (percent) negative	% (percent) positive difference	
				% (percent) positive	% (percent) negative	Difference to STFC average (% point)	
Senior leadership within centre, institute, unit or division index score				67		0	
My departmental Senior Leaders keep me informed about issues that matters				71%	9%	0	
The communication we receive from my department's Senior Leaders is honest and open				74%	10%	+4	
I believe that the Senior Leaders in my department will take action on the results from this survey				47%	16%	-8	↓
I think the Senior Leaders in my department took effective action on the results of the last survey in 2024				29%	19%	-9	↓
The Senior Leaders at my department help me to understand the reasons and benefits that change will bring				52%	17%	-4	

Base: All respondents in STFC, NERC (HO, BAS, BGS) and MRC (HO, LMS, LMB, MLC). Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Managing change (1)



					% (percent) positive difference			
					Difference to UKRI average (% point)	Difference to STFC average (% point)		
					% (percent) positive	% (percent) negative		
Managing change index score					42		-6 ↓	-5 ↓
I feel that change is managed well in STFC					31%	38%	0	+3
I feel that change is managed well in UKRI as a whole					14%	40%	-6 ↓	-4
UKRI adapts effectively to organisational change					16%	41%	-6 ↓	-4
When changes are made across UKRI they are usually for the better					7%	47%	-16 ↓	-12 ↓
I understand the reasons behind recent changes in the organisation					31%	28%	-10 ↓	-10 ↓
I receive enough support to help me adapt to organisational change*					28%	34%	-8 ↓	-4

Base: All respondents. *Minor wording change in 2025 when compared to 2024. 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	% (percent) negative	% (percent) positive difference	
				Difference to UKRI average (% point)	Difference to STFC average (% point)
Managing change index score		42		-6 ↓	-5 ↓
I have the opportunity to contribute my views before decisions are made that affect me		14%	43%	-12 ↓	-12 ↓
I would feel confident challenging the way things are done across UKRI		24%	34%	-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 culture (1)

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

				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to STFC average (% point)
Organisational culture index score		75		+2	+1
I am trusted to carry out my job effectively		93%	2%	+1	0
I am encouraged to try new ideas, even if they may not work		83%	9%	+8 ↑	+4
I believe my opinion is valued at work		88%	7%	+11 ↑	+8 ↑
I am comfortable expressing my true and honest feelings at work		78%	7%	+6 ↑	+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 culture (2)

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

			% (percent) positive difference			
			% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to STFC average (% point)
Organisational culture index score			75		+2	+1
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk			64%	7%	0	+1
I can make mistakes at work and learn from them without them being held against me			81%	10%	+10 ↑	+5 ↑
When it comes to discussions about work, I feel able to express opinions that are different from my colleagues			76%	7%	-2	-5 ↓

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

Your plans for the future (1)

		% (percent) positive difference		
		% (percent) positive	Difference to UKRI average (% point)	Difference to STFC average (% 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%	+3	+4
I'm planning to leave UKRI within the next 12 months		13%	+2	+4
I'm planning to stay working within UKRI for at least the next year		35%	-3	-3
I'm planning to stay working within UKRI for at least the next three years		45%	-1	-4

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

Your plans for the future (2)

You mentioned that you were planning to leave UKRI.

Which, if any, of the following have contributed to your decision to consider leaving UKRI?



Base: All respondents looking to leave in next year. 45% Other, 0% Don't know, 18% Prefer not to say.

For more information



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