

Disability and the Ability to Have a Successful Career in the NHS.

How does individual social capital impact career success for disabled people who work in the NHS?

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Presentation for the Disabled NHS
Directors Network

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Research Summary

Individual social capital (social networks, career sponsorship, access to resources, access to information) has been evidenced to contribute to a person having a successful career.

There is a gap in understanding whether social capital has the same impact for disabled people.

The findings of this research aim to provide an evidence-based framework that supports disabled people in their NHS careers.

Research Summary

How does individual social capital (*Social Networks; Career Sponsorship; Access to Information; Access to Resources*) **impact on career success** (*Career Satisfaction; Number of Promotions; Current Salary*) **for people with disabilities (PwD) who work in the NHS?**

- Access,
- Type,
- Hidden disabilities V visible disabilities,
- Age of disability onset

Research Summary

Hypothesis

For disabled people working in the NHS, individual social capital has a positive association to career success.

However,

Disabled people working in the NHS have limited access to social capital that provide career benefits.

Diverse social networks = higher levels of career success.

Hidden disabilities > individual social capital than visible disabilities.

Age of disability onset: Working years > individual social capital than young age.

Progress Update

- Research study has been approved by the University of Sheffield
- Ethics approval has been given by:
 - University of Sheffield (reference: 059348)
 - NHS IRAS (project ID: 338654)
- Data collection has commenced:
 - Survey
 - Interviews
- Data will continue to be collected until December 2025
- Submitting PhD thesis by July 2027

Survey

Link: https://shef.qualtrics.com/jfe/form/SV_0NCQvLkZ8NppsQC

QR code:



Survey:

A minimum sample size of **127** is needed to be able to determine whether there is a statistically significant relationship between social networks and career success for disabled people working in the NHS.

Interviews

If you are interested in participating in an interview, please contact me at: sbuchan3@Sheffield.ac.uk

Interviews will last approximately an hour.

I will ask you questions about your career to date, the people who have influenced your career, as well as the challenges and opportunities you have faced.

Ongoing Updates

Link: <https://www.cultureengagementexperts.co.uk/sandie-buchan-research/>

QR code:



This link will keep you up-to-date on the progress of my research including:

- Conference presentations & posters
- Journal publications
- Awards
- Webinars

Ask for Support

This is an important piece of research that will provide evidence as to what helps and hinders a disabled person's career journey in the NHS.

If you would like to take part, please get in touch.

Please share the links, social media posts or the poster across your own networks and disabled staff networks within your organisation.

Evidence is important to see actual changes made.

Disability & the Ability to have a Successful Career in the NHS

Version 1 (18th June 2024)

A research study that considers the importance of social networks to the careers of disabled people working in the NHS.

My name is Sandie Buchan. I worked in the NHS for 22-years and I have a hearing impairment.

I am completing this research as part of my PhD studies with the University of Sheffield, and I see it as an important step in understanding what's needed to ensure organisations are fully disability-inclusive.



If you have a disability/ impairment/ long-term condition and are an NHS employee, this study is for you.

Your involvement will help towards understanding what helps and hinders disabled people in their careers, and potentially guide future support and interventions for disabled people in employment.

If you would like to participate in the interview part of the study, please contact me on:

sbuchan3@Sheffield.ac.uk

If you would like to participate in the survey, please scan the following QR code:

