

# Impact of social networks on career success of disabled people working in the NHS.

Welcome to my survey! I would personally like to thank you for your interest in my study.

I am conducting research on how social networks impact on the career success of disabled people working in the NHS for my PhD doctoral qualification. Your participation will provide valuable insights into understanding these dynamics and potentially guide future support and interventions for disabled people in employment.

This survey should take approximately 20 minutes to complete. Before you begin, please read the following information carefully:

## Research Purpose:

The purpose of the research is to explore the relationship between the benefits that a person receives from their social networks and career success for disabled people working in the NHS.

The aim of the research is to provide an evidence-based framework that supports the careers for disabled people working in the NHS.

## Timeframe

The data collection for this research will last for 18 months, with an anticipated end data of December 2025.

## Participants

Participants will need to be NHS employees who consider themselves as to having a disability/impairment/long-term condition.

Participation in this survey is entirely voluntary and you can withdraw at any time, with no negative consequences.

Your responses will be completely anonymous.

Due to non-identifiable data being collected, once you press submit after answering all of the questions, it is not possible, due to the anonymity of the responses, for data to be removed if consent is withdrawn.

Your responses will be kept confidential. Data will be reported only in aggregate form and no personal identifiers will be published.

There are no direct benefits or significant risks to you for participating in this survey, however it is hoped that your participation will help inform future policies on what helps and hinders disabled people and having a successful career in the NHS.

By participating in this study, you are not entering into any formal contract of employment between you and the University of Sheffield.

If you have any questions or concerns about the survey or the research project, please contact Sandra Buchan at [sbuchan3@sheffield.ac.uk](mailto:sbuchan3@sheffield.ac.uk)

At this stage of the study, your participation involves answering survey questions and will end when you press submit. Questions will be asked in relation to ensure you meet the criteria to partake, as well as specific demographic questions. The answers to these questions will identify whether there are other contributing factors, as well as disability, that impact on the development of social networks and career success in the NHS.

The remaining questions have been selected from previous studies and existing literature that have looked at whether there is a correlation between social capital and career success outcomes. These include: Social networks; Career Sponsorship; Access to Information; Access to Resources; Career Satisfaction; Salary; Number of Promotions.

## Data Controller

The University of Sheffield will act as the Data Controller for this study. This means that the University is responsible for looking after your information and using it properly.

Data will be presented and stored only in aggregate form and no personal identifiers will be published. All data collected will be stored until three years after publication of my PhD as per University of Sheffield guidelines. The data will be stored in the University of Sheffield repository.

According to data protection legislation (General Data Protection Regulation), I am required to inform you that the legal basis I am applying in order to process your personal data is that you have given your explicit consent for this specific purpose in accordance with Article 6(1)(a) and Article 9(2)(a).

If you would like further information regarding how your information will be used, please either contact the lead researcher, Sandra Buchan at [sbuchan3@sheffield.ac.uk](mailto:sbuchan3@sheffield.ac.uk) or the University's Research Ethics & Integrity Manager, Lindsay Unwin ([l.v.unwin@sheffield.ac.uk](mailto:l.v.unwin@sheffield.ac.uk))

## Ethics Review

This research has been ethically approved by the University of Sheffield's Ethics Review Procedure, as administered by the School of Management.

### **University of Sheffield Ethics Approval Reference: 059348**

This research has also been submitted to the Health Research Authority (HRA) via the Integrated Research Application System in which it was determined that HRA approval was not required for the following reasons:

1. Participants will be identified/recruited via publicly accessible contact details which does not require any NHS resources.

And

2. The research involves NHS employees as participants solely by virtue of their qualifications, experience, or professional capacity rather than in relation to their employment by a specific NHS organisation.

**NHS Ethics IRAS Project ID: 338654**

## Complaints Process

If you are dissatisfied with any aspect of the research and wish to make a complaint, please contact Sandra Buchan, [sbuchan3@sheffield.ac.uk](mailto:sbuchan3@sheffield.ac.uk) in the first instance. If you feel your complaint has not been handled in a satisfactory way you can contact the Designated Safeguarding contact or the University's Research Ethics & Integrity Manager:

The Designated Safeguarding contact for this study is Prof Jeremy Dawson, University of Sheffield. If you have any concerns or issues regarding this research or your involvement, that the researcher, Sandra Buchan, cannot answer or resolve, please contact Prof Jeremy Dawson at [j.f.dawson@sheffield.ac.uk](mailto:j.f.dawson@sheffield.ac.uk)

If the concern or incident relates to the Designated Safeguarding Contact, or if you feel a report you have made to this contact has not been handled in a satisfactory way, please contact the University's Research Ethics & Integrity Manager, Lindsay Unwin ([l.v.unwin@sheffield.ac.uk](mailto:l.v.unwin@sheffield.ac.uk))

It is recognised that some questions may evoke emotional responses or discomfort. If you find any aspect of this survey distressing, or if it brings up difficult emotions, please know that support is available.

- Samaritans: 116 123 – a confidential service available 24/7
- MIND: 0300 123 3393
- Your GP: NHS Mental Health Services
- Disability Rights UK

Please take care of your wellbeing, and do not hesitate to seek support if you feel affected by the topics discussed in this survey.

If you would like a copy of this information sheet, please find a downloadable version at the following weblink:

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

Thank you for participating in my research and contributing to this important topic.