**21.04.22**

**EDIOH Survey PARTICIPANT INFORMATION SHEET**

**Study Title**

***Personal characteristics, career experiences and progression in occupation******al health (OH) practitioners; investigating equality, diversity and inclusion (EDIOH).***

**Researchers**

**Prof Drushca Lalloo, Prof Ewan Macdonald, Dr Sheetal Chavda, Dr Simon Walker**

# Study title

Personal characteristics, career experiences and progression in occupational health (OH) practitioners; investigating equality, diversity and inclusion.

# Invitation paragraph

You are being invited to take part in a research study. Before you decide, it is important for you to understand why the research is being done and what it will involve. Please take time to read the following information carefully and discuss it with others if you wish. Please contact us, if there is anything that is not clear or if you would like more information.

# What is the purpose of the study?

The purpose of this study is to investigate differences in experiences and career progression of UK Occupational Health (OH) practitioners based on personal characteristics such as age, gender, religion, ethnicity, sexual orientation and disability.

Existing research on equality, diversity and inclusion within healthcare is focussed on the NHS. NHS staff surveys are conducted annually to evaluate and monitor this and, as such, measures within the NHS have been implemented to address any issues identified.

Within OH however, the majority of OH clinicians work out with the NHS, in a wide range of public and private sectors. Consequently, many OH practitioners may work in organisations that do not have any measures in place to address discrimination or which lack proper monitoring data to help identify areas of concern.

# Why have I been invited to participate?

You have been invited to take part in this study because you have been identified as a UK OH practitioner through your membership of a UK OH organisation.

Study participants will be occupational health practitioners from all around the UK comprising occupational health physicians, nurses, physiotherapists, technicians, occupational therapists and psychologists.

# Do I have to take part?

No, it is up to you to decide whether or not to take part. If you do decide to take part, you will be given this information sheet to keep and be asked to sign a consent form at the beginning of the online questionnaire. If you decide to take part, you are still free to withdraw at any time and without giving a reason.

# What will happen to me if I take part?

You will be asked to complete a single online questionnaire that will take approximately 15 minutes to fill in. This will be sent via an email link and a reminder email will be sent approximately 2 weeks after the first. You will be asked about your personal characteristics (in line with the study aims above) and your experience of equality, diversity, inclusion, leadership and career progression in OH.

# What do I have to do?

As above, when you receive the email and link you will be requested to complete a single 15-minute online questionnaire.

# What are the possible disadvantages and risks of taking part?

Participation will involve time to complete the questionnaire. The survey includes questions about harassment and discrimination, which may potentially be upsetting to those who have experienced this. In recognition of this, at the end of the questionnaire, we will include details of available online and helpline support and how to access these including Samaritans, Mind, BMA (counselling and peer support) and Royal College of Nursing (RCN) helpline support.

# What are the possible benefits of taking part?

You will receive no direct short-term benefit from taking part in this study. However, longer term, the information that is collected from this study will be used to inform and improve policy and practice within OH organisations, OH related bodies and the wider OH field and to bring about change, where needed.

# Will my taking part in this study be kept confidential?

All information which is collected about you or responses that you provide during the course of the research will be kept strictly confidential. No action will be taken if any participant discloses being subject to discrimination, bullying or harassment. All questionnaire responses will be anonymous in that we will not ask you for your name, address or date of birth so that you cannot be recognised from it. All data will be in electronic format and will be stored on secure password–protected University of Glasgow computers. No one outside of the research team will have access to the data.

# What will happen to my data?

All data collected will be fully anonymised and confidential and will be stored on encrypted University of Glasgow servers and will be processed in accordance with the General Data Protection Regulations (2018). Your data will be retained by the University of Glasgow research team for the duration of the study (maximum 3 years after data collection is completed). Subsequently, it will be stored in line with the University of Glasgow retention policy and with advice from the University Research Data management team for up to 10 years. After this time, the data will be securely deleted.

# What will happen to the results of the research study?

The results, once collated, will be made available through research publications and presentations at conferences and meetings. Any data published will be anonymous.

# Who is organising and funding the research?

The study is being conducted by researchers at the University of Glasgow.

# Who has reviewed the study?

The project has been reviewed by the College of Medical, Veterinary & Life Sciences Ethics Committee and the Data Protection Office at the University of Glasgow.

# Contact for Further Information

If you have any questions about this research, please contact: Prof Drushca Lalloo - email: drushca.lalloo@glasgow.ac.uk

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**Thank you for taking the time to read this participa****nt information sheet.**