

# Bone & Joint Open



## Supplementary Material

### Supplementary Material 1. Full survey.

This survey has been compiled to understand the composition of the Scottish Trauma and Orthopaedic Medical workforce, with the purpose of valuing diversity and promoting social and cultural inclusivity.

The questionnaire has been designed by a committee of interested parties with the assistance of an independent research agency. Only the research agency will have access to any individual responses or comments you provide; your contribution is **confidential** and **anonymous**. The survey will be open for two weeks from 1<sup>st</sup> September 2022 and the results will be presented at a forthcoming SCOT Meeting. Your confidential input would be very much valued.

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## Section 1: Demographics

To help us understand views in relation to demographics, please let us know your background.

1. **What year were you born?** *(to allow us to understand age diversity within the community)*

2. **What is your ethnic group?**

*Please select **one** of the below which best describes your ethnicity*

Asian – Bangladeshi

Asian – Chinese

Asian – Indian

Asian – Pakistani

Asian – Other

Black – African

Black – Caribbean

Black – Other

Mixed – White / Asian

Mixed – White / Black African

Mixed – White / Black Caribbean

Mixed – Other

White – British Isles origin

White – European origin

White – Travelling Community

White – Other

Other – Arab

Other – Please self describe:

The Equality Act 2010 defines Disability as when there is a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on an ability to do normal daily activities.

**3. Do you have such a disability?**

- No
- Yes
- Prefer not to say

**4. What is your sex as assigned at birth?**

- Male
- Female
- Prefer not to say

**5. How do you define your gender?**

- Male
- Female
- Non-Binary
- Prefer to self describe *with free text comment box?*
- Prefer not to say

**6. How would you describe your sexual orientation?**

- Heterosexual
- Lesbian / Gay
- Bisexual
- Asexual
- Prefer to self describe: *with free text comment box?*
- Prefer not to say

**7. What is your legal martial or civil partnership status?**

- Please select **one** of the following*
- Never married nor in a civil partnership
- Married
- Civil partnership
- Separated
- Divorced
- Widowed
- Prefer not to say

**8. What is your current area of sub-specialism (or intended area if you are in training)?**

- Please select **as many as apply***
- Don't know
- General/ No area of sub-specialism
- Elbow
- Foot and ankle
- Hand
- Hip
- Knee
- Limb reconstruction
- Paediatrics
- Revision arthroplasty
- Shoulder
- Soft tissue knee
- Spine

Sports  
Trauma  
Tumour

**9. What position do you hold currently?**

*Please select **one** of the below*

Locally employed doctor (includes Clinical Fellow/ Clinical Development Fellow / LAS/  
LAT / Locum Registrar (pre/non-NTN))  
Post CCT Fellow  
Non-Consultant Grade (includes SAS, Associate Specialist, Staff Grade, Specialty Doctor)  
Consultant  
Core Trainee / ST1-2  
ST3-6  
ST7-8

**10. What is your current NHS working pattern?**

*Trainees/ Fellows*

Full time (40-48 hours)  
Less than full time

*Non-Consultant Grade/ Consultants*

Less than 10 PAs / week  
10 or more PAs / week

**11. Are you an International Medical Graduate?**

Yes  
No  
Prefer not to say

**12. Have you taken extended time out of training or a career break?**

'Extended time out' means stepping away from all duties related to the role for a minimum period of 6 weeks

*Please select **as many** as apply*

Caring responsibilities other than maternity/paternity leave  
Formal teaching role  
Maternity leave  
Paternity leave  
Research / higher degree  
Other – please state

**13. Do you have caring responsibilities?**

*Please select **as many** as apply*

Yes – parenting (children still living in your home)  
Yes – caring for other family members, partners or friends who need help because of their illness, frailty, disability, a mental health problem or an addiction, and cannot cope without their support. The care given is unpaid.  
No  
Prefer not to say

**14. What additional professional activities do you engage in?**

These are ongoing, formal roles rather than occasional activities such as a delivering guest lectures or teaching sessions.

*Please select **as many** as apply*

Academic (e.g. Professor, Reader / Associate Professor, Senior Lecturer, Lecturer, Teaching Fellow, Research Fellow)

Management (e.g. Clinical Lead, Clinical Director, Associate Medical Director, Medical Director)

Non-NHS (e.g. Private practice, Medicolegal practice, Paid industry consultancy)

Professional bodies (e.g. Royal College Committee Named Role, Specialist Society Committee Named Role, FRCS Examiner, MRCS Examiner)

Training (e.g. TPD, ARCP Panel Member, ST Recruitment/Selection Panel Member, Postgraduate Dean, Associate Post Graduate Dean)

Other please state

## Section 2: Your views on equality and diversity

*This section of the survey aims to understand if you have experienced any barriers to progressing within the Orthopaedics speciality.*

### 15. Have you personally experienced any discrimination or barriers relating to equality or diversity in your progression within Orthopaedics within the past 5 years?

Yes/No

If yes, what barriers have you personally experienced within Orthopaedics in Scotland within the last 5 years?

*Select **all that apply***

Yes, I have experienced discrimination or barriers related to age

Yes, I have experienced barriers related to gender

Yes, I have experienced barriers related to sexual orientation

Yes, I have experienced barriers related to gender reassignment

Yes, I have experienced barriers related to disability

Yes, I have experienced barriers related to marriage and civil partnership

Yes, I have experienced barriers related to pregnancy and maternity

Yes, I have experienced barriers related to language

Yes, I have experienced barriers related to race

Yes, I have experienced barriers related to my country of origin

Yes, I have experienced barriers related to religion or belief

Yes, I have experienced barriers related to socioeconomic background or status

Yes, I have experienced barriers related to social connections

Yes, I have experienced barriers related to access to training

Yes, I have experienced barriers related to workplace culture

Yes, I have experienced other barriers within the last 5 years: please describe:

### 16. Would you like to elaborate on your experience of discrimination or barriers to progression within Orthopaedics in Scotland?

Free text field

### 17. Do you believe there are any barriers relating to equality or diversity to your further progression within Orthopaedics in Scotland?

Yes/No

If yes, what barriers do you perceive there are relating to equality or diversity to your further progression within Orthopaedics in Scotland?

Yes, I have experienced barriers related to age

Yes, I have experienced barriers related to gender

Yes, I have experienced barriers related to sexual orientation

Yes, I have experienced barriers related to gender reassignment

Yes, I have experienced barriers related to disability

- Yes, I have experienced barriers related to marriage and civil partnership
- Yes, I have experienced barriers related to pregnancy and maternity
- Yes, I have experienced barriers related to language
- Yes, I have experienced barriers related to race
- Yes, I have experienced barriers related to my country of origin
- Yes, I have experienced barriers related to religion or belief
- Yes, I have experienced barriers related to socioeconomic background or status
- Yes, I have experienced barriers related to social connections
- Yes, I have experienced barriers related to access to training
- Yes, I have experienced barriers related to workplace culture
- Yes, I have experienced other barriers within the last 5 years: please write in:

**18. Would you like to elaborate on your perception of barrier to further progression within Orthopaedics in Scotland?**

Free text field

### Section 3: Inclusion

- 19. Have you ever felt intentionally excluded from clinical conversations, collaboration or decision making with Orthopaedics colleagues (i.e. you were prevented from participating)?**
- 20. Have you ever felt unintentionally excluded from clinical conversations, collaboration or decision making with Orthopaedics colleagues (i.e. you were included in the conversation but unable to participate)?**
- 21. Have you ever felt intentionally excluded from social conversations with Orthopaedics colleagues (i.e. you were prevented from participating in the conversation)?**
- 22. Have you ever felt unintentionally excluded from social conversations with Orthopaedics colleagues (i.e. you were included in the conversation but unable to participate)?**
- 23. What in your perspective would encourage greater clinical collaboration and inclusion among Orthopaedics colleagues in Scotland?**  
Free text
- 24. What in your perspective would encourage greater social interaction and inclusion among Orthopaedics colleagues in Scotland?**  
Free text

### Section 4: Your views on the Specialty

- 25. Which factors positively influenced you to choose a career in Trauma and Orthopaedics?**  
*Please select **all that apply***
- Interest in the subject matter
  - Impact on patients' lives
  - Exposure to the specialty whilst at School
  - Exposure to the specialty as a Medical Student
  - Exposure to the specialty as a Junior Doctor
  - Role models
  - Research opportunities
  - Private Practice

Status  
Sense of belonging  
Work life balance  
Other – please specify

**26. Were there any factors that had a negative influence on you when considering a career in Trauma and Orthopaedics?**

*Please select **all that apply***

Stereotype / perception of the specialty  
Burnout  
Concerns about having a family  
Concerns about work life balance  
Discrimination  
Lack of diversity  
Lack of role models  
Mental/emotional demands of the role  
Physical demands of the role  
Poor culture  
Other – please specify

**27. At what point of your life did you decide to go into Trauma and Orthopaedics?**

*Please choose **one***

Whilst at school  
Whilst at university  
During FY1 / House Officer / PRHO  
During FY2  
During Core Training  
During Senior House Officer  
Other please specify

**28. Are you considering leaving the specialty in the next 3 years?**

Yes/ No

**If yes, what is your main reason?**

A change in personal priorities  
Burnout  
Caring responsibilities  
Change career (outwith Medicine)  
Change specialty  
Ill health  
Retirement  
Other please specify

*Many thanks for your participation in the Scottish Trauma and Orthopaedic Equality Project. We will present the results at an upcoming SCOT Meeting and if you would like any further information or have any further comments, please contact us via [www.steportho.co.uk](http://www.steportho.co.uk)*

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## Supplementary Material

Supplementary Material 2. Tables showing an overview of full results.

### Age of respondents.

Age, yrs	%
21 to 34	29.5
35 to 44	28.9
45 to 54	23.2
55 to 64	11.6
65 +	2.6
Prefer not to say	4.3

### Ethnicity of respondents (all shown as percentage).

Position	White - British	White-European	Chinese	Indian	Pakistani	Black-African	White/Asian	Arab	Other
Consultant	71	11		11	4				3
Locally employed doctor	35		6	29	6	6	6	12	
Non-consultant grade	39	15		38	8				
Post CCT Fellow	34	11		11	11	11		22	
Retired	80	20							
ST1-2 (Core trainee)	59	8	4	9		4	8	8%	
ST3-6	74	7	4	9	2		4		
ST7-8	76	14					10		
<b>Total</b>	64	10	2	14	3	1	3	3	

**Disability of respondents.**

<b>Disability</b>	<b>%</b>
Yes	11
No	89

**Gender at birth of respondents.**

<b>Sex as assigned at birth</b>	<b>%</b>
Female	24.65
Male	72.80
Prefer not to say	2.55

**Current defined gender of respondents.**

<b>Gender</b>	<b>%</b>
Female	23.80
Male	72.24
Non-Binary	0.28
Prefer not to say	3.12
Prefer to self-describe	0.57

**Sexual orientation of respondents.**

<b>Sexual orientation</b>	<b>%</b>
Heterosexual	90.9
Prefer not to say	3.97
Bisexual	2.83
Lesbian / Gay	1.98
Prefer to self-describe	0.28