

## **Doing Seniority Differently - June 2009 - a survey to find out what helps or hinders career progression for people with ill-health, injury or disability**

Welcome to RADAR's project about high-flyers. We want to understand the factors that enable people living with ill-health, injury or disability to get into and succeed in senior positions - individual strategies and aspects of the work environment. We want people with these experiences to share them – confidentially – so that others can follow them up the ladder to success.

This survey should take 5-8 minutes, and needs to be completed by 15 August.

### **Confidentiality Statement**

We recognise that the success of this study depends on receiving frank input from contributors. We know that some contributors will be unwilling to make contributions if they are concerned that their comments could be made public or be recognised in published material.

For these reasons, we have adopted the following policies with respect to the confidentiality of submitted information:

- All information submitted to this study will be treated as confidential to RADAR.
- We will treat all personal data in accordance with the Data Protection Act.
- Contributors will not be identified in any published reports or papers without their express permission.
- No details of individuals will be provided to our funders, without the individual's express permission.
- RADAR may use the information provided for the purposes of this current research project, or for future projects, but in all situations will respect the confidentiality commitments given in this statement.

We would prefer that contributors provided us with their name and a contact email address, so that we can get back to them if we have any questions regarding their input.

### **Comments about this JAWS-compatible version of the questionnaire**

The online version of the questionnaire has been produced on behalf of RADAR using a publicly available on-line service. Whilst this can be used by JAWS-users, it does contain some limitations. This rich text format document has been produced as an alternative version. Many of the questions within the questionnaire contain options which can be selected. Sometimes there may be a single option or sometimes several could be selected. To facilitate JAWS-users this version explains the kind of question that is being asked, then asks the question, then gives the range of possible answers

(if appropriate) and then gives space for you to type your own answer. Following this method avoids the use of tables, which should improve accessibility.

The questionnaire includes some conditional logic. By this we mean that, depending on your answer to one question, you may be asked to miss out questions and jump forward to a later question. You will be given this instruction after the space where you type your answer. Otherwise please complete all questions unless they are marked optional.

Question 1 - free-form text

Question: what is your age in years?

Please type your answer below

Question 2 - two-option answer (choose one)

Question: what is your gender?

Options: male, female

Please type your answer below

Question 3 - multiple-option answer (choose all that apply)

Question: Which of the following ill health conditions, injuries or disabilities apply to you?

Options:

- A. I do not have ill health, injury or disability.
- B. Long-standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy
- C. Physical impairment, such as difficulty using your arms or mobility issues which means using a wheelchair or crutches
- D. Visual impairment [blindness, serious visual impairment]
- E. Hearing impairment [deafness, serious hearing impairment]
- F. Mental health condition, such as depression or schizophrenia
- G. Learning disability / difficulty, (such as Down's syndrome or dyslexia) or cognitive impairment (such as autistic spectrum disorder).
- H. Another disability or health condition (please specify)

Please type your answer below

Question 4 - free-form text (optional)

Question: Please give further detail about your disability or illness / health condition, if you would like to.

Please type your answer below

Question 5 - two-option answer (choose one)

Question: Do you have the option to keep your ill-health, injury or disability hidden from others (sometimes referred to as an “invisible condition”)?

Options: yes, no

Please type your answer below

If you answered "no" please go directly to question 7

Question 6 - three-option answer (choose one)

Question: Do you keep your disability hidden?

Options:

- A. Yes - Always
- B. Yes - Sometimes
- C. No

Please type your answer below

Question 7 - multiple-option answer (choose one)

Question: How long have you had your ill health, injury or disability?

Options:

- A. all your life
- B. 0-1 years
- C. 2 years
- D. 3 years
- E. 4 years
- F. 5 years
- G. 6-9 years
- H. 10-14 years

- I. 15-19 years
- J. 20+ years

Please type your answer below

Question 8 - multiple-option answer (choose all that apply)

Question: To whom are you open about your ill health, injury or disability in the organisation(s) you work for?

Options:

- A. No one
- B. Everyone in the organisation
- C. Board/senior management team
- D. Immediate superior in the organisational structure
- E. A select number of colleagues
- F. HR contact

Please type your answer below

Question 9 - two-part question, multiple-option answer (choose all that apply)

Main Question: To whom are you open about your ill health, injury or disability, at organisations linked to yours?

Part 1: which of the following do you liaise with?

Options:

- A. Your organisation's Customers / clients
- B. Your organisation's Investors
- C. Your organisation's Suppliers
- D. Your organisation's trade / professional bodies

Please type your answer below

Part 2: to which are you open about your ill-health, injury or disability?

Options:

- A. Your organisation's Customers / clients
- B. Your organisation's Investors
- C. Your organisation's Suppliers
- D. Your organisation's trade / professional bodies

Please type your answer below

Question 10 - three-option answer (choose one)

Question: Do you aspire to get promoted to a higher level within the next 2-3 years?

Options:

- A. yes
- B. no
- C. not sure

Please type your answer below

Question 11 - three-option answer (choose one)

Question: Do you feel confident that you have had/will have the opportunities to develop your career in the same way as someone who does not have ill health, injury or disability?

Options:

- A. yes
- B. no
- C. not sure

Please type your answer below

Question 12 - free-form text (optional)

Question: If you want to, please provide additional information.

Please type your answer below

Question 13 - multiple-option answer (choose all that apply)

Question: What career development or other opportunities have enabled you to progress in your career to date, with a specific focus on ill health, injury or disability?

Options:

- A. Having a senior sponsor/mentor/someone who understands and helps to address your ill-health, injury, or disability
- B. Working for an organisation committed to helping people with ill-health, injury or disability

- C. Changes to the way you perform your role, specifically relating to your ill-health, injury or disability
- D. Other [please specify]

Please type your answer below

Question 14 - multiple-option answer (choose all that apply)

Question: What career development or other opportunities have enabled you to progress in your career to date, generally available to everyone in your organisation?

Options:

- A. Having a senior sponsor/mentor/someone who is committed to your career
- B. Support of your seniors throughout your career
- C. Working for an organisation committed to helping all people achieve their potential irrespective of diversity/difference
- D. Support of your team/management colleagues
- E. Support of your friends and family
- F. Personal ambition
- G. Other (please specify)

Please type your answer below

Question 15 - two-part question, multiple-option answer (choose one)

Question: What is your current remuneration?

Part 1: what are your overall earnings in total?

Options:

- A. 0-9999
- B. 10,000-19,999
- C. 20,000-29,999
- D. 30,000-39,999
- E. 40,000-49,999
- F. 50,000-59,999
- G. 60,000-69,999
- H. 70,000-79,999
- I. 80,000-89,999
- J. 90,000-99,999
- K. 100,000-124,999
- L. 125,000-149,999
- M. 150,000-174,999

- N. 175,000-199,999
- O. 200,000-220,999
- P. 225,000-249,999
- Q. 250,000-274,999
- R. 225,000-299,999
- S. 300,000+

Please type your answer below

Part 2: what are your overall earnings just from your primary role ?

Options:

- A. 0-9999
- B. 10,000-19,999
- C. 20,000-20,999
- D. 30,000-30,999
- E. 40,000-40,999
- F. 50,000-50,999
- G. 60,000-60,999
- H. 70,000-70,999
- I. 80,000-80,999
- J. 90,000-90,999
- K. 100,000-124,999
- L. 125,000-149,999
- M. 150,000-174,999
- N. 175,000-199,999
- O. 200,000-220,999
- P. 225,000-249,999
- Q. 250,000-274,999
- R. 225,000-299,999
- S. 300,000+

Please type your answer below

Question 16 - multiple-option answer (choose one)

Question: Which country do you working?

Options:

- A. England
- B. Scotland
- C. Wales
- D. Northern Ireland

- E. Other EU country
- F. Non-EU country

Please type your answer below

Question 17a - multiple-option answer (choose one)

Question: How many PAID roles / employments do you currently have?

Options:

- A. 0
- B. 1
- C. 2
- D. 3
- E. 4+

Please type your answer below

Question 17b - multiple-option answer (choose one)

Question: How many UNPAID formal appointments (e.g. director, charity trustee) do you currently have?

Options:

- A. 0
- B. 1
- C. 2
- D. 3
- E. 4+

Please type your answer below

Question 18a - multiple-option answer (choose one)

Question: What job role do you fulfil at present in your main role?

Options:

- A. Board director: executive
- B. Board director: Non-executive
- C. Chair
- D. Trustee
- E. Non-board director / head of dept / senior management team.

- F. Senior manager
- G. Manager
- H. Specialist role
- I. Senior executive / officer
- J. Executive / officer
- K. Academic staff
- L. Studying in further / higher education

Please type your answer below

If you only have one role please go to question 19

Question 18b - multiple-option answer (choose one)

Question: What job role do you fulfil at present in your second role (if relevant)?

Options:

- A. Board director: executive
- B. Board director: Non-executive
- C. Chair
- D. Trustee
- E. Non-board director / head of dept / senior management team.
- F. Senior manager
- G. Manager
- H. Specialist role
- I. Senior executive / officer
- J. Executive / officer
- K. Academic staff
- L. Studying in further / higher education

Please type your answer below

If you only have two roles please go to question 19

Question 18c - multiple-option answer (choose one)

Question: What job role do you fulfil at present in your third role (if relevant)?

Options:

- A. Board director: executive

- B. Board director: Non-executive
- C. Chair
- D. Trustee
- E. Non-board director / head of dept / senior management team.
- F. Senior manager
- G. Manager
- H. Specialist role
- I. Senior executive / officer
- J. Executive / officer
- K. Academic staff
- L. Studying in further / higher education

Please type your answer below

Question 19 - multiple-option answer (choose one)

Question: What sort of organisation is your main employer (ie who you spend most of your time working for)?

Options:

- A. private sector - plc
- B. private sector - limited company
- C. private sector - partnership/limited liability partnership
- D. private sector - self-employed
- E. private sector - other trading entity
- F. public sector - central government
- G. public sector - local authority
- H. public sector - NHS
- I. public sector - police
- J. public sector - fire service
- K. public sector - other emergency services
- L. public sector education - University
- M. public sector education - other (school, college, further education)
- N. public sector - non-departmental public body
- O. not-for-profit - charity/voluntary organisation
- P. non-governmental organisation
- Q. other (please specify)

Please type your answer below

Question 20- multiple-option answer (choose one)

Question: How long have you held this primary role?

Options:

- A. 0-1 years
- B. 2 years
- C. 3 years
- D. 4 years
- E. 5 years
- F. 5-9 years
- G. 10-14 years
- H. 15-19 years
- I. 20+ years

Please type your answer below

Question 21- multiple-option answer (choose one)

Question: What prime industry is your main employer organisation in?

Options:

- A. accommodation and food service activities
- B. administrative and support service activities
- C. agriculture, forestry and fishing
- D. arts, entertainment and recreation
- E. construction
- F. education
- G. electricity, gas, steam, air-conditioning supply
- H. financial, banking, insurance activities
- I. health
- J. manufacturing
- K. media/creative industries
- L. mining and quarrying
- M. other service activities
- N. professional, scientific and technical activities
- O. public sector and defence
- P. real estate activities
- Q. transport and storage information and communication
- R. water supply, sewerage, waste management and remediation activities
- S. wholesale and retail trade; repair of motor vehicle/motorcycles
- T. other (please specify)

Please type your answer below

Question 22 - two-option answer (choose one)

Question: Would you be interested in receiving a copy of the final public report?

Options: yes, no

Please type your answer below

Question 23- two-option answer (choose one)

Question: Would you be interested in participating in a network of people who have been successful in their careers with experience of ill-health, injury or disability?

Options: yes, no

Please type your answer below

Question 24 - two-option answer (choose one)

Question: May we contact you for further information?

Options: yes, no

Please type your answer below

Question 25 - free-form text (optional)

Question: If we may contact you please give us the following details:

First name

Last name

Title

E-mail address

Contact telephone number

Thank you for completing this survey. Your response is very important to us. Please now save this document and e-mail it to [research@radar.org.uk](mailto:research@radar.org.uk)