Qualtrics Questionnaire

By clicking I agree you confirm that you have read and understood the participant information sheet (linked below). You also agree to the use of your questionnaire response in our study as outlined in the participant information sheet. If you have any further questions about how we will use your data please contact the study organisers before agreeing and completing this questionnaire. By clicking agree you also confirm that you understand your participation is voluntary and that you are able to withdraw at any point without needing to give a reason. You also understand that your response will be anonymous and no identifiable information will be submitted unless you consent later in the questionnaire. You are also consenting to your data being used to support future research which may be outside the EEA.

To view the full participant information sheet click here

If you understand these terms and wish to participate in the study please select I agree.

☐ I agree (1)

End of Block: Consent

Start of Block: Demographics

Q1 What is your gender?

☐ Male (1)

☐ Female (2)
Q2 How old are you?

________________________________________________________________

Q3 What level of training are you currently at?

○ F2 (1)

○ CT1 (2)

○ CT2 (3)

Q4 Did you take any years out of your medical training, and if so, how many?

○ Yes (1) ________________________________________________

○ No (2)

Q5 Which surgical specialties did you cover in your foundation year training?

☐ Cardiothoracic (4)

☐ General (5)
Q6 Which surgical speciality would you like to specialise in, if any?

☐ Neurosurgery (6)

☐ Oral and Maxillofacial (7)

☐ Otolaryngology (ENT) (8)

☐ Paediatric (9)

☐ Plastic (10)

☐ Trauma and Orthopaedic (11)

☐ Urology (12)

☐ Vascular (13)

☐ Academic (14)

☐ None (15)
☐ Oral and Maxillofacial (7)
☐ Otolaryngology (ENT) (8)
☐ Paediatric (9)
☐ Plastic (10)
☐ Trauma and Orthopaedic (11)
☐ Urology (12)
☐ Vascular (13)
☐ Academic (14)
☐ None (15)

End of Block: Demographics

Start of Block: Deanery/Foundation School

Display This Question:
If What level of training are you currently at? = CT1
Or What level of training are you currently at? = CT2

Q7 Which is your current deanery?
▼ East Midlands (4) ... Other (40)

Display This Question:
If Which is your current deanery? = Other
Q8 Please specify which deanery.

Display This Question:
If What level of training are you currently at? = F2

Q7 Which is your current foundation school?
▼ East Anglia (1) ... Other (17)

Display This Question:
If Which is your current foundation school? = Other

Q8 Please specify which foundation school.

End of Block: Deanery/Foundation School
Start of Block: Demographics

Q9 What is your marital status

☐ Married/ Civil Partnership (1)

☐ Unmarried/ Divorced/ Widowed (2)

☐ Other (please specify) (3)

☐ Prefer not to say (4)

Q10 Do you have any dependents?
Q11 Please select the ethnicity that you feel best describes you.

- White British/Irish/Other (1)
- Asian/Asian British (Indian, Pakistani, Bangladeshi, Chinese and other) (10)
- Black/African/Caribbean/Black British (2)
- Mixed and Multiple Ethnic Groups (3)
- Arab/Middle Eastern (4)
- Other (please specify) (6)
- Prefer not to say (7)

End of Block: Demographics

Start of Block: Impact of Gender

Q12 What impact, if any, do you feel your gender has had on the opportunities available to you whilst applying to your surgical training?

Can you rate it from a scale of 0-5, (0 = no impact, 3 = some impact, 5 = major impact):

<table>
<thead>
<tr>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
</table>
End of Block: Impact of Gender

Start of Block: Barriers

Q13 Rank the following deterrents based on the level of influence they've had on your application to surgical training programmes. Please order the following from most influential (1) to least influential (5).

- Career Structure (1)
- Male Dominance (2)
- Lack of Equal Opportunities (3)
- Discrimination from other HCPs (4)
- Work Life Balance (5)

End of Block: Barriers

Start of Block: Motivators

Q14 Rank the following motivators based on the level of influence they've had on your application to surgical training programmes. Please order the following from most influential (1) to least influential (6).

- Professional support in the specialties (1)
- Social support system (2)
- Positive changes to the organisational culture (3)
- Early exposure to surgical specialties (4)
- Income (5)
- Career progression is well defined (6)

End of Block: Motivators

Start of Block: Intervention

Q15 Rank the following interventions from what would be most (1) to least (5) valuable to you, when you considered applying to surgery.

- Mentoring schemes (1)
- Flexible working hours (2)
- Financial support (3)
Increased exposure to surgical specialities in undergraduate studies (4)
Destigmatising non full time training (5)

End of Block: Intervention
Start of Block: Block 9

Q16 Are you happy to be contacted for a 20 minute online interview discussing your results in this questionnaire?

☐ Yes (1)
☐ No (2)

End of Block: Block 9
Start of Block: Follow up

By agreeing to interview we will collect identifiable information such as your name and contact details. We will securely store this information, linked to your answers from this questionnaire, for the duration of the study. Once the study has been concluded all identifiable will be removed and none of your answers will be linked to the identifiable information. If you still wish to participate in an interview an information sheet along with a further consent form will be sent to you. These will further clarify how we will use your information as well as outline what would you should expect from the interview. If you no longer wish to participate in an interview you may still submit the questionnaire anonymously.

To view the full consent form click here

Do you still wish to participate in an interview:
Yes (1)

No (2)

Display This Question:
If Are you happy to be contacted for a 20 minute online interview discussing your results in this qu... = Yes

Please provide a digital signature below

Display This Question:
If Do you still wish to participate in an interview = Yes

Q17 Name:

Q18 How can we get in contact with you?

☐ Email (1)

☐ Telephone (2)

Display This Question:
If How can we get in contact with you = Email

Q19 Email address:
Display This Question:

*If How can we get in contact with you? = Telephone*

Q20 Telephone number:

Please click the arrow to submit your response.

Thank you for taking part in our research survey!

If you have any questions do feel free to contact us on ram316@ic.ac.uk

Please click the arrow to submit your response.

Thank you for your time.

Unfortunately you are not able to take part in the research without consenting to us using your data. If you still wish to take part please go back to the previous question and read the information we have made available before consenting to us using your data.
Interview Schedule

Gender composition at the workplace
- What is your opinion of the ratio of male:female registrar trainees in your specialty?
- What is your opinion of the ratio of male:female consultants in your specialty?
- Make sure to ask their opinion on it and not just the ratio

Did you take any years out of your medical training, and if so, how many?
If YES:
   Why did you take years out of your training? Did this influence your decision to apply to surgical training?
If NO:
   Did you consider taking years out? If yes, why did you choose not to?

Which surgical specialties did you cover in your foundation year training?
Did this experience influence your decision to apply?

Which future surgical speciality would you like to specialise in?
What about this specialty made you want to specialise in it?
If not decided, why did they pursue a career in surgery?

What is your marital status

Was this ever a factor in you making decisions about your application to surgical training?

Do you have any dependents?
Was this ever a factor in you making decisions about your application to surgical training?
What impact, if any, do you feel your gender has had on the opportunities available to you whilst applying to your surgical training?

How do you think this differs to your male counterparts?

The following domains have been identified as motivators and deterrents to remaining/completing surgical training from the systematic literature review completed by Hirayama and Fernando and other supporting literature.

**Barriers**

**Rank the following deterrents to applying for surgical training programmes.**

Have you felt discouraged from applying for a surgical training position?
- Can you tell me of an experience?
- Did the discouragement come from experiences you have had at the work or was it because of personal reasons? Could you please expand?

How did you overcome this?

Why did you decide to rank these barriers in this order?

Are there any other barriers which you have come across?

**Motivators**

**Rank the following motivators to applying for surgical training programmes. Please order the following from most influential to least influential**

Why did you decide to rank these motivators in this order?

Are there any other motivators which you have come across?

**Intervention**

**Rank the following interventions from what would be most to least valuable to you, when you considered applying to surgery**

Is there a role model who motivated you to enter surgery?
- What about them motivated you?

Why did you decide to rank these interventions in this order?

What do you think needs to be done to attract more females into surgery?

Did you feel you were adequately supported during the application process for your training position?
- What was this support?
- Was this a factor in you applying?
- What extra support would have been useful?