Radiography 31 (2025) 102959

Contents lists available at ScienceDirect

Radiography

journal homepage: www.elsevier.com/locate/radi

Research culture, barriers and facilitators within the radiography workforce in the UK – results of a national survey



radiograph

K.J. Knight ^{a, *}, M. Beasley ^b, J. McConnell ^c, T. O'Regan ^d, C.M. Alexander ^{e, f}, T. Donovan ^g, H. Probs ^h, R. Reeve ⁱ, M. Sharma ^j, K.M. Knapp ^{a, 1}, H.A. McNair ^{k, 1}

^a Health and Care Professions, Faculty of Health and Life Sciences, University of Exeter, Exeter, UK

^b Radiotherapy, Leeds Cancer Centre, St. James's University Hospital, UK & Leeds Institute of Medical Research, University of Leeds, Leeds, UK

^c The University of Salford, Salford, Greater Manchester, UK

^d The Society and College of Radiographers, London, UK

^e Department of Therapies, Imperial College Healthcare NHS Trust, UK

^f Surgery and Cancer, Imperial College London, UK

^g Institute of Health, University of Cumbria, Carlisle, UK

^h Centre for Applied Health and Social Care (CARe), College of Health and Wellbeing, Sheffield Hallam University, UK

ⁱ Portsmouth Hospitals University NHS Trust, Portsmouth, UK

^j The Princess Alexandra Hospital NHS Trust, Harlow, UK

^k Radiotherapy, Royal Marsden NHS Foundation Trust and Institute of Cancer Research, UK

ARTICLE INFO

Article history: Received 15 December 2024 Received in revised form 24 March 2025 Accepted 7 April 2025 Available online xxx

Keywords: Radiography Research Survey National

ABSTRACT

Introduction: Research is vital for diagnostic and therapeutic radiographers, providing the evidence base for disease diagnosis, screening, surveillance, radiotherapy planning, delivery, and treatment. Despite its benefits in improving patient outcomes and imaging services, little is known about the research culture barriers and facilitators within the UK radiography workforce.

Methods: An online survey with three sections was created, including demographic questions and a validated research and development culture index to measure research capacity, equality, diversity, and inclusivity. The survey was distributed between May and October 2023 to radiographers and nuclear medicine technologists via email and social media. Mixed methods analysis was performed using statistical analysis (R version 4.2.2) and qualitative analysis utilising a coding framework for open-ended responses. *Results:* A total of 970 completed surveys were returned: 629 diagnostic radiographers, 306 therapeutic radiographers and 35 nuclear medicine technologists (~3 % of the UK workforce). Of respondents, 47.4 % had completed or were undertaking a postgraduate qualification and 41.1 % had engaged in research. The barriers to research yielded similar trends over all the radiographers. 'Lack of protected time at work', 'other roles taking priority' and 'lack of funding' being key barriers. The only enablers that scored less than 90 % agreement were 'research encouraged by manager', 'experienced external colleagues able to supervise', and the 'desire to prove a theory or hunch' and 'research written into the role description'.

Conclusion: Research remains underdeveloped in UK radiography roles. This national survey highlights that currently less than half of the UK radiographers have experience in research within their role. Protected time, funding, managerial support, and supervision access are crucial to embedding research into practice.

Implications for practice: Greater support is needed for radiographers and managers to overcome barriers and promote radiographer-led research.

© 2025 The Authors. Published by Elsevier Ltd on behalf of The College of Radiographers. This is an open access article under the CC BY license (http://creativecommons.org/licenses/by/4.0/).

Radiography research is a vital part of the role of diagnostic and therapeutic radiographers, sonographers and nuclear medicine

technologists, providing the evidence-base for advancing practice

and improving patient outcomes. Both diagnostic and therapeutic

radiography are rapidly evolving fields, driven by technological

Introduction

* Corresponding author. Dr Katy J Knight, University of Exeter, Health and Care Professions, Faculty of Health and Life Sciences, Exeter, UK.

E-mail address: K.J.Knight@exeter.ac.uk (K.J. Knight).

¹ Joint senior author.

https://doi.org/10.1016/j.radi.2025.102959

1078-8174/© 2025 The Authors. Published by Elsevier Ltd on behalf of The College of Radiographers. This is an open access article under the CC BY license (http:// creativecommons.org/licenses/by/4.0/).



advancements and a commitment to delivering high-quality patient care. The need for radiographers to undertake research is defined by the Department of Health and the Society and College of Radiographers (SCoR).^{1,2} The SCoR research strategy includes embedding and enabling research at all levels of radiography practice and education, and expanding research capacity through development of a skilled and motivated research active profession.³ Despite this clear vision, the number of research active radiographers in the UK remains low as a proportion of the profession and this limits the potential for evidence-based improvements in care.⁴

In 2023, the Health and Care Professions Council reported 43 040 radiographers in the UK.⁵ The 2016 SCoR research strategy set a target of 1 % of the radiography profession to hold or be working towards a doctoral level award by 2021.⁶ In 2017, 90 radiographers who held or were studying for a doctorate responded to a survey, with a PhD being the most common award.⁷ However, it was also reported that 25 % of academic radiographers with doctorates were nearing retirement.⁸ By 2024 121 Radiographers held doctorates according to the SCoR doctoral log, but the expected number based on total registrants should be around 430. Radiographers are under-represented in National Institute for Health and Research (NIHR) Doctoral fellowships (DCAF), accounting for just 0.002 % of those awarded a DCAF in 2022 and 2023 combined, which is lower than Physiotherapists, Dieticians and Speech and Language Therapists.⁹

The Education and Career Framework aspires for advanced practitioners to hold a full master's qualification and consultant practitioners to have or be working towards a PhD. However, many of those in advanced and consultant practice roles are not fulfilling the research component of their roles with multiple barriers to undertaking research in practice.^{10,11} While radiographer-led and multidisciplinary research including radiographers is improving, more progress is needed for an evidence-based future.¹² To create strategies to increase research activity and capacity it is important to understand the current culture of the workplace including barriers and facilitators to research. The aim of this study was to investigate research and development culture within radiography (diagnostic, therapeutic, and nuclear medical technologists). For the remainder of the paper 'radiographer' will be used to illustrate all the professions in parenthesis, unless specifically stated.

Methods

An online survey was chosen to reach a large number of radiographers nationwide. As per Society and College of Radiographers (SCoR) guidance, the survey was carried out for the legitimate purposes of a trade union survey of workplace conditions, with permission for survey participants to be approached via College of Radiographers (CoR) communications. Ethical approval is not required for legitimate purposes of a trade union however SCoR policy is to register with SCoR and gain permission to undertake the survey. The project was registered with SCoR Head of Professional Practice & Education with oversight from SCoR Knowledge Manager.¹³

Participants completing the survey consented to participation upon submission of the survey. The data was held in secure networks and email identifiers were removed from the data prior to analysis to ensure anonymity.

Survey design and distribution

The survey consisted of three sections (survey available in supplementary materials). Section one focused on respondent demographics including profession (diagnostic/therapeutic/nuclear medicine), level (banding), qualifications, research experience and current work status. Section two used the validated research and development culture index (RDCI) to assess research capacity at individual, team and organisation levels.¹¹ The respondents were asked to rate 15 statements covering three domains (personal, work, organisational) using a four-point Likert scale. Questions regarding barriers and enablers to research activity, derived from previous studies, were also included, with 12 barriers and 19 enablers.^{11,12} These statements were reviewed by ten expert radiographers who ranked the relevance in a four-point scale from not relevant (score = 1) to highly relevant (score = 4) according to the questions 'What factors prevent or preclude participating in or leading research'. Content validity ratio (CVR) and content validity index (CVI) were calculated using:

CVR=(Ne - N/2)/(N/2), where Ne = number of experts voting 'highly relevant' and N = total number of recruited experts.

CVI = the mean content validity ratio of all questions on a test. The closer the CVI is to 1, the higher the overall content validity of a test. The questions with a CVI >0.78 were chosen to be included in the questionnaire which resulted in a CVI of 0.87 (average score). Six questions related to barriers were included in the final questionnaire and 13 questions related to enablers. Two free text responses were included, one on barriers one on enablers to capture any other important barriers/enablers.¹⁴

The third section included equality, diversity and inclusion questions identified by the National Institute of Health Research.

The survey was distributed via email and social media to radiographers through the study team and the CoR between May and October 2023, using purposive and snowball sampling. Profession and geographic distribution were reviewed periodically, to ensure a representative sample.

Data analysis

All quantitative data analysis was carried out in R (version 4.2.2). Statistical analysis was carried out in base R and plots were created using the Likert package.¹⁵

Descriptive summaries were used to create demographic profiles. Responses in the research development culture index part of the survey were scored from 0 (strongly disagree) to 3 (strongly agree) with the median and range of scores calculated overall for all 15 RDCI statements as well as separately for each of the three domains (personal, work, organisational).

Research activity levels were quantified by calculating the total number of research activities participants reported engaging in. Inferential statistical analysis was conducted using this number in relation to participants' responses on level of training, age, gender, banding, work pattern (full or part time), disability, caring responsibilities and role.

Free text responses to the open-ended questions regarding other barriers and enablers to research were analysed using content analysis to identify common themes.

Results

Sample information

A total of 970 surveys were completed and returned. Respondents consisted of 629 (64.9 %) diagnostic radiographers, 306 (31.5 %) therapeutic radiographers and 35 (3.6 %) nuclear medicine technologists. Table 1 gives an overview of participants personal and professional demographics (A full table of participant characteristics is available in supplementary materials). Band 5

Band 6 Band 7

Band 8a

Band 8 b

Other

Band 8C or above

University academic

| Participant | demographics |
|-------------|--------------|
|-------------|--------------|

| Profession | Diagnostic radiographer (n = 629, 64.9 %) | Therapeutic radiographer ($n = 306, 31.5$ %) | Nuclear medic |
|----------------------------|---|---|---------------|
| Region, n (%) | | | |
| England | 505 (80.3) | 248 (81.0) | 31 (88.6) |
| Scotland | 71 (11.3) | 37 (12.1) | 4 (11.4) |
| Wales | 27 (4.3) | 10 (3.3) | 0 |
| Northern Ireland | 22 (3.5) | 11 (3.6) | 0 |
| Channel Islands | 1 (0.2) | 0 | 0 |
| Isle of Man | 1 (0.2) | 0 | 0 |
| Age, n (%) | | | |
| 18-24 | 22 (3.5) | 22 (7.2) | 1 (2.9) |
| 25-34 | 152 (24.2) | 91 (29.7) | 12 (34.3) |
| 35-44 | 203 (32.3) | 93 (30.4) | 9 (25.7) |
| 45-54 | 153 (24.3) | 70 (22.9) | 10 (28.5) |
| 55-60 | 64 (10.2) | 23 (7.5) | 1 (2.9) |
| 61-65 | 18 (2.9) | 2 (0.7) | 0 |
| 65 + | 3 (0.5) | 1 (0.3) | 0 |
| Prefer not to say | 14 (2.1) | 4 (1.3) | 2 (5.7) |
| Years of experience, n (%) | | | |
| 0 to 5 | 78 (12.4) | 60 (19.6) | 8 (22.9) |
| >5 to <10 | 92 (14.6) | 70 (22.9) | 6 (17.1) |
| >10 to <15 | 147 (23.4) | 46 (15.0) | 8 (22.9) |
| 15 + | 312 (49.6) | 130 (42.5) | 13 (37.1) |
| Full time, n (%) | 468 (74.6) | 220 (72.9) | 29 (82.9) |
| Band, n (%) | | | |

42 (13.7)

82 (26.8)

92 (30.1)

47 (15.4)

22 (7.2)

7 (2.3)

3 (0.9)

11 (3.6)

Research training and activity

Overall, 73.8 % of respondents stated they had completed a first degree and 47.4 % had either completed or were currently undertaking some type of postgraduate qualification (PhD, Masters) albeit with the number of Masters degrees in the order of 33-40 % and the number of PhDs at <7% in total across all professions. Overall, 41.1% of respondents stated they had undertaken some kind of research activity. Table 2 shows the level of training and research activity by profession.

56 (8.9)

167 (26.5)

252 (40.1)

77 (12.2)

35 (5.6)

8 (1.3)

28 (4.4)

6(1)

Individuals with postgraduate qualifications were more likely to engage in research activities, with a strong positive correlation between those holding a PhD (Spearman's rho = 0.44, p < 2.2e-16) or a Master's degree (Spearman's rho = 0.41, p < 2.2e-16) and research engagement. Those with a Master of Research (MRes) or Master of Philosophy (MPhil) showed a weaker, but still significant, positive correlation (Spearman's rho = 0.14, p = 1.04e-05 and Spearman's rho = 0.10, p = 0.0015, respectively).

Demographic and professional factors also showed associations with research activity. Age had a weak positive correlation

Table 2

Levels of education/training and research activity. Note, participants were able to select more than one option and therefore percentages do not add up to 100.

| | 1 | 1 0 | 1 |
|---|-------------------------------------|--------------------------------------|--|
| Profession | Diagnostic radiographer $(n = 629)$ | Therapeutic radiographer $(n = 306)$ | Nuclear medicine technologist ($n = 35$) |
| Level of training*, n (%) | | | |
| PhD | 41 (6.5) | 23 (7.5) | 1 (2.9) |
| Masters dissertation | 209 (33.2) | 125 (40.9) | 14 (40.0) |
| Masters in research | 20 (3.2) | 12 (4.0) | 3 (8.6) |
| Masters in philosophy | 8 (1.3) | 4 (1.3) | 0(0) |
| First degree | 444 (70.1) | 247 (80.7) | 25 (71.4) |
| Diploma in research | 29 (4.7) | 6 (2.0) | 3 (8.6) |
| Certificate in research | 55 (8.7) | 21 (6.9) | 5 (14.3) |
| Course in research methodology | 173 (27.5) | 96 (31.4) | 7 (20.0) |
| Good clinical practice | 294 (46.7) | 177 (57.5) | 28 (80.0) |
| Internship | 49 (7.8) | 11 (3.6) | 8 (22.9) |
| * Completed or currently undertaking | | | |
| Research activity, n (%) | | | |
| Author of a non-peer reviewed publication | 43 (6.8) | 24 (7.8) | 3 (8.6) |
| Co-author of a peer reviewed publication (not first or last author) | 67 (10.7) | 41 (13.4) | 7 (20.0) |
| First or last author of a peer reviewed publication | 61 (9.7) | 35 (11.4) | 3 (8.6) |
| Named applicant on a grant | 34 (5.4) | 19 (6.2) | 1 (2.9) |
| Named applicant on a research ethics application | 58 (9.2) | 28 (9.2) | 3 (8.6) |
| Presenter at a non-research conference | 58 (9.2) | 41 (13.4) | 0 (0) |
| Presenter of research conference paper | 49 (7.8) | 35 (11.4) | 6 (17.1) |
| Presenter of research conference poster | 61 (9.7) | 39 (12.8) | 6 (17.1) |

1(2.9)

13 (37.1)

12 (34.3)

8 (22.8)

1 (2.9)

0

0

0



Figure 1. Statements rated in response to the question "What factors prevent or preclude participating or leading research?" from therapeutic radiographers (n = 306), nuclear medicine technologists (n = 35) and diagnostic radiographers (n = 629).

(Spearman's rho = 0.17, p = 3.29e-07), while employment band showed a moderate positive correlation (Spearman's rho = 0.34, p < 2.2e-16). Experience was weakly positively correlated (Spearman's rho = 0.21, p = 1.22e-08), and caring responsibilities had a small, statistically significant association (p = 0.002), but with a negligible effect size (delta = -0.092).

Although ethnicity appeared initially significant (p = 0.034), it was not statistically significant after Bonferroni adjustment (adjusted p = 1). Gender, employment status, role, and disability status were not significantly associated with research activity.

Research culture, barriers and enablers

Figures 1 and 2 show participant responses to questions regarding factors preventing and enabling research.

The RDCI section of the survey consisted of 15 questions (Table 3). Table 4 shows scores for all questions combined and for questions from each domain of the RDCI: personal, work and organisational.

Free text content analysis

A total of 429 responses were received to the question, 'Are there any other barriers that you think exist?', and 175 to 'Are there any other enablers that you think are important?'. After excluding blank and erroneous entries, 417 responses related to barriers and 155 responses related to enablers were analysed.

The analysis revealed three main themes: Organisational and Cultural Barriers, Personal and Professional Development Barriers, and Systemic Barriers.

Organisational and cultural barriers

The most frequently cited barriers included staff shortages and time constraints with many citing clinical duties prioritised over research activities. Lack of managerial support was also a barrier for some (n = 22) respondents, who suggested managers exhibited little interest in and a lack of understanding about research. Time management issues, including the lack of protected time was frequently mentioned as well as challenges related to work life balance (n = 9) and working part-time (n = 7). Respondents also suggested there were barriers relating to organisational culture, with some respondents suggesting research within the profession was undervalued and there were insufficient roles and opportunities available (n = 12).

Bureaucratic hurdles such as complex approvals processes, duplication, and insufficient funding, also emerged as barriers.

Personal and professional barriers

Perceived inequity in access to research opportunities was common (n = 24) with many comparing their situation unfavourably to other healthcare professionals. Issues such as age, gender,



Figure 2. Statements rated in response to the question "What factors enable participating or leading research?" from the rapeutic radiographers (n = 306), nuclear medicine technologists (n = 35) and diagnostic radiographers (n = 629).

race, and disability discrimination were reported but not demonstrated in inferential statistical analysis.

Personal barriers included lack of confidence and motivation, and feelings of impostor syndrome. A lack of peer support and a negative workplace culture also contributed to these challenges.

Systemic barriers

Eight respondents highlighted challenges in identifying research questions, a key barrier to initiating research. The main systemic issues were a lack of knowledge on how to begin, compounded by inadequate training, limited time, low confidence, and impostor syndrome.

Respondents noted that guidance frameworks and mentorship were enablers to research. whereas a lack of mentors and career progression, along with pay scale barriers, were common concerns. Educational gaps between higher education and clinical settings were also mentioned. Additionally, some felt research activities lacked visibility and recognition within the profession, with opportunities often going unnoticed, contributing to a broader cultural issue.

Discussion

This survey presents an insight into the research status and culture of radiographers' workplaces in the UK.

Sample information

The response rate is estimated because of challenges in determining the total number of radiographers in the UK and those who received the survey. Data from the Health and Care Professions Council may not account for retirees, long term sickness or other professions like sonographers and nuclear medicine technologists. Therefore, despite 960 respondents, this may represent <3 % of the work force.⁵ Notably, therapeutic radiographers, making up 14.7 % of the workforce, represented 31.5 % of respondents.¹⁶ While the response rate may be low, the sample size is comparable to similar studies investigating nurses and midwives and primary care health professionals.¹⁷ The sample is also well-distributed across the UK and all radiographer grades making it reasonably representative.

Research development and culture index

The RDCI scores varied across and within domains. Radiographers demonstrated strong personal research skills despite only 41 % engaging in research. Similar to other disciplines, radiographers recognised the importance of research and desired more opportunities to share ideas.¹⁷ Similar barriers in research for radiographers in Nordic countries were recorded such as lack of knowledge and an absence of a research culture.¹⁸ In our study, the strong personal skills and desires were also reportedly restricted by the work environment. Improving research culture requires visible radiography research leadership, regular accessible forums for discussing service-related research investigations and clearer alignment between research initiatives and departmental and directorate plans.

Weaker areas like confidence in research skills, could be addressed through training and mentoring but supportive environments are essential for skill development. Clinical academic roles and research strategies have successfully increased research activity in some centres.^{19,20} Collaborative work with other professions, as outlined in the NHS England multi professional

K.J. Knight, M. Beasley, J. McConnell et al.

Table 3

Results of the RDCI (In order of highest agreement for all professions combined).

| | Domain | Diagnostic Radiographers n = 629 (64.9 %) | Therapeutic Radiographers n = 306 (31.6 %) | Nuclear Medicine Technologists n = 35 (3.7 %) | All professions $n = 970$ |
|--|----------------------------|---|--|---|------------------------------|
| I know how professional practice is influenced by research | Personal | 545 (86.6 %) | 290 (94.7 %) | 32 (91.4 %) | 865 (89.2 %) |
| I am very keen to use research in professional practice | Personal | 549 (87.3 %) | 268 (87.6 %) | 31 (88.6 %) | 848 (87.4 %) |
| I would like more opportunities to share professional practice development ideas and/or research and/or information across my institution | Personal | 527 (83.8 %) | 251 (82.0 %) | 30 (85.7 %) | 808 (83.3 %) |
| I would like to learn about research activity during the next 6 months | Personal | 486 (77.3 %) | 237 (77.5 %) | 28 (80.0 %) | 753 (77.6 %) |
| Development of my professional practice/role is valued as part of my job | Work | 450 (71.5 %) | 249 (81.4 %) | 26 (74.3 %) | 725 (74.7 %) |
| I understand research terminology | Personal | 441 (70.1 %) | 242 (79.1 %) | 23 (65.7 %) | 706 (72.8 %) |
| There are people around to help and support me to change and/or develop professional practice | Organisational | 420 (66.7 %) | 225 (73.5 %) | 24 (68.6 %) | 669 (69 %) |
| There is opportunity to develop professional practice in my area | Work | 396 (63.0 %) | 219 (71.6 %) | 22 (62.9 %) | 637 (65.7 %) |
| There are opportunities to reflect on my work/practice | Work | 394 (62.6 %) | 210 (68.6 %) | 24 (68.6 %) | 628 (64.7 %) |
| I have access to training and development opportunities which give me the skills to question and investigate practice | Organisational | 373 (59.3 %) | 213 (69.6 %) | 19 (54.3 %) | 605 (62.4 %) |
| There is strong professional leadership I feel confident about using research in professional practice | Organisational Personal | 356 (56.6 %) 337 (53.6 %) | 197 (64.4 %) 191 (62.4 %) | 20 (57.1 %) 23 (65.7 %) | 573 (59.1 %) 551 (56.8 %) |
| The development work that I do links with the Directorate's (or division/institutions) plans | Work | 333 (52.9 %) | 195 (63.7 %) | 19 (54.3 %) | 547 (56.4 %) |
| My discipline here works as equal partners with other disciplines in order to change or develop practice | Work | 296 (47.1 %) | 189 (61.8 %) | 22 (62.9 %) | 507 (52.3 %) |
| There are regular staff meetings to explore ideas | Work | 248 (39.4 %) | 159 (52.0 %) | 21 (60.0 %) | 428 (44.1 %) |

Table 4

RDCI scores.

| | Diagnostic radiographer $(n = 629)$ | Therapeutic radiographer $(n = 306)$ | Nuclear medicine technologist $(n = 35)$ | All professions $(n = 970)$ |
|--|-------------------------------------|--------------------------------------|--|-----------------------------|
| All RDCI statements (15 questions) Median score (range) | 27 (0-45) | 28 (13-45) | 27 (16–43) | 27 (0-45) |
| Personal domain (6 questions) Median score (range) | 12 (0–18) | 13 (6–18) | 12 (7–18) | 12 (0–18) |
| Work domain (6 questions) Median score (range) | 10 (0–18) | 11 (0–18) | 11 (3–17) | 10 (0-18) |
| Organisational domain (3 questions) Median score (range) | 5 (0-9) | 6 (0-9) | 5 (1-9) | 5 (0-9) |

framework for advanced clinical practice and measuring impact, is key to fostering research.^{17,20,21}

Postgraduate qualifications, especially a PhD or Master's (dissertation) degree were strongly linked to increased research activity, in line with previous studies.⁴ Older individuals and those with more experience were more likely to engage in research, although age was weakly corelated, possibly due to accumulated expertise, confidence, and autonomy. Caring responsibilities had a small impact on research participation, with individuals managing them still engaging in research, though possibly less so. Employment status (full-time vs part-time) did not significantly affect research engagement. Policies targeting lower employment bands or with less experience could help increase research participation, while further support for younger individuals or those with caregiving responsibilities could boost research engagement.

Barriers and enablers to research

Barriers to participating in research included lack of protected time and funding with research often not prioritised during periods of high clinical demand.^{22,23} While, having research written into job descriptions was generally seen as an enabler, it was the area of most disagreement within the enabling statements and warrants further investigation. Supportive leadership is key and when leaders promote research it aligns with improved job satisfaction and staff retention, supporting the 2023 NHS long-term workforce plan.²⁴

Organisational and cultural barriers

The free text responses to this survey corroborate the results from the fixed response questions and are supported by evidence in the literature.²² Drawn from both clinical imaging and therapeutic

radiography, our respondents most frequently cited low staffing and time constraints as persistent barriers.

Radiography research is likely impacted by clinical demand, staff burnout, and staff shortages, reducing research output due to limited available hours.²⁵ Consistent with other studies, respondents highlighted the need for a cultural shift because research was often seen as separate from clinical practice rather than integrated into evidence-based care.^{23,26,27}

Professional and personal barriers

The free text results provided further insight into professional and personal barriers related to inequity. Respondents perceived disparities in research opportunities compared to medical and physicist colleagues, as well as personal inequities related to age, gender, race, geography, and disability.

Part-time workers, in particular reported inequity, aligning with a previous finding regarding sonographers.²⁴ This is in contrast to NHS England Allied Health Professions' Research and Innovation Strategy which contends that research must be 'embedded into job descriptions and routine practice across all career stages of the Allied Health workforce²⁷.

Efforts must be taken to ensure all of the workforce is enabled to engage in research, avoiding the discrimination based on profession, protected characteristics, employment status, or career level. Focusing on equality, diversity and inclusion (ED&I) in radiography research²⁸ is crucial in radiography research to enhance perspectives and evidence-based practice. Attention to ED&I now needs to be explicit and overt throughout radiography research to foster positive research cultures.

Barriers to research included lack of confidence, motivation, imposter syndrome and uncertainty about how to get started in research or define research questions. While positive attitudes towards research is linked to research activity ²⁸ they alone are insufficient to increase research capacity. Investing in research skills, knowledge and time is essential.⁴ Peer support was identified as a key enabler in overcoming personal barriers.

Organisational and cultural enablers

A key challenge in fostering a positive research culture is the lack of management understanding of research and subsequent lack of support. Yet managers are key players who can inspire staff, influence culture, allocate (crucial) protected time and implement individual job plans. Significant association has also been demonstrated between dedicated research radiographer roles and wider implementation of research culture in practice^{21,29} in line with free text comments from participants.

Research by radiographers in the UK is primarily conducted by those employed in academia.²⁹ Danish experience showed that clinical radiographers are motivated when departments offer training, support and clinically relevant research projects with dedicated research time.³⁰ Watts comments that it is now time for positive action to build on UK clinical radiographers' well-documented positive attitude to research and create a successful research culture.^{27,31} In an exploratory factor analysis of the RDCI amongst nurses, it was concluded that the continuing promotion of research and development within Trusts is dependent upon a multi-faceted approach that addresses the learning needs of the organisation as well as those of the individual practitioners. The results of our survey again support these theories.²⁸

Professional and personal enablers

Guidance for developing professionals, local research strategies and clinical academic radiographers is work underway including research and clinical trials radiographer roles at SoR^{32,33,34} The NIHR supported Radiographer Incubator has developed a framework to empower radiographers in their development with a targeted programme over the next two years.³⁵ This positive contribution of radiography peer support, mentors, special interest groups and peer networks is essential for the development of positive research culture in radiography and increased research activity.³⁶

Survey respondents indicated that on a personal level, role models, mentorship and guidance are strong enablers. Current system level expectation that advanced and consultant practitioners must hold a minimum of MSc level award should be a positive enabler for research mentorship because those with postgraduate qualifications are more likely to engage in research.³⁰

Limitations

Although this was a relatively small sample of the profession, the respondent demographics were representative of the wider radiography population. However, there is a possibility of respondent bias, where radiographers with a greater interest in research were more likely to respond to the survey, which may influence the overall findings.

Conclusion

In conclusion, this was the largest survey of radiographers assessing research culture and development within the UK. The results demonstrate a desire from many radiographers to undertake research, but ongoing barriers to the facilitation of embedding research into radiographer roles need addressing. Strong leadership, ensuring research is core to departmental activity across clinical and academic departments and access to research training, mentorship and support is essential to ensuring increasing radiography research in the future.

Acknowledgements

H. McNair is funded by The Royal Marsden Cancer Charity and supported by the National Institute for Health Research (NIHR) Biomedical Research Centre at The Royal Marsden NHS Foundation Trust and the Institute of Cancer Research, London. The views expressed are those of the author(s) and not necessarily those of the NIHR or the Department of Health and Social Care." RR is funded by the NIHR. CMA: Infrastructure support for this research was provided by the NIHR Imperial Biomedical Research Centre (BRC).

Appendix A. Supplementary data

Supplementary data related to this article can be found at https://doi.org/10.1016/j.radi.2025.102959.

References

 SoR [Internet]. [cited 2025 Mar 5]. Education and Career Framework for the Radiography Workforce. Available from: https://www.sor.org/learning-advice/ professional-body-guidance-and-publications/documents-and-publications/ policy-guidance-document-library/education-and-career-framework-fourth.

- Radiography Skills Mix: A Report on the Four-Tier Service Delivery Model ScienceOpen [Internet]. [cited 2025 Mar 5]. Available from: https://www. scienceopen.com/document?vid=027b2eb7-a198-427d-8477-c4eadabdebb8.
- CoR [Internet]. [cited 2025 Mar 5]. CoR Research Strategy 2021 26. Available from: https://www.collegeofradiographers.ac.uk/research-grants-and-funding/ cor-research-strategy.
- Yakubu A, Briggs E, Hacking S, Akudjedu TN. Clinical audit and research in radiography practice: an exploration of the English landscape. *Radiography* [*Internet*] 2023;29(1):200-6 [cited 2025 Mar 5], https://www.sciencedirect. com/science/article/pii/S1078817422001985.
- The HCPC [Internet]. [cited 2025 Mar 5]. Registrant snapshot 1 March 2023. Available from: https://www.hcpc-uk.org/resources/data/2023/registrantsnapshot-march-2023/.
- SoR [Internet]. [cited 2025 Mar 5]. Research Strategy 2016-2021. Available from: https://www.sor.org/learning-advice/professional-body-guidance-andpublications/documents-and-publications/policy-guidance-document-library/ research-strategy-2016-2021.
- Snaith B, Harris MA, Harris R. Radiographers as doctors: a profile of UK doctoral achievement. Radiography [Internet] 2016;22(4):282–6 [cited 2025 Mar 5], https://www.sciencedirect.com/science/article/pii/S1078817416300086.
- Knapp KM, Wright C, Clarke H, McAnulla SJ, Nightingale JM. The academic radiography workforce: age profile, succession planning and academic development. *Radiography* 2017;23(Suppl 1):S48–52.
- HEE NIHR Doctoral Clinical Practitioner and Academic Fellowship (DCAF) Chairs' Report | NIHR [Internet]. [cited 2025 Mar 5]. Available from: https:// www.nihr.ac.uk/hee-nihr-doctoral-clinical-practitioner-and-academicfellowship-dcaf-chairs-report.
- Harris R, Paterson A. Exploring the research domain of consultant practice: perceptions and opinions of consultant radiographers. *Radiography [Internet]* 2016;**22**(1):12–20 [cited 2025 Mar 5], https://www.sciencedirect.com/science/ article/pii/S1078817415000152.
- 11. Milner RC, Snaith B. Are reporting radiographers fulfilling the role of advanced practitioner? *Radiography* 2017;**23**(1):48–54.
- Hogg P, Cresswell J. Interprofessional research teams in radiography where the magic happens. *Radiography [Internet]* 2021;27:S9–13 [cited 2025 Mar 5], https://www.sciencedirect.com/science/article/pii/S1078817421000584.
 SoR [Internet]. [cited 2025 Mar 24]. SCoR Data Protection Compliance Hand-
- SoR [Internet]. [cited 2025 Mar 24]. SCoR Data Protection Compliance Handbook. Available from: https://www.sor.org/about/data-protection-compliancehandbook/scor-data-protection-compliance-handbook.
- 14. The content validity index: are you sure you know what's being reported? Critique and recommendations. *Res nurs health* [*Internet*] 2006;**29**(5) [cited 2025 Mar 24], https://pubmed.ncbi.nlm.nih.gov/16977646/.
- Bryer J. jbryer/likert [Internet] [cited 2025 Mar 5]. Available from: https:// github.com/jbryer/likert; 2025.
- The HCPC [Internet]. [cited 2025 Mar 5]. Radiographers breakdown by modality and gender - May 2019. Available from: https://www.hcpc-uk.org/ resources/freedom-of-information-requests/2019/radiographers-breakdownby-modality-and-gender-may-2019/.
- Lieschke G, Giles M, Ball J, Ohr SO, Parker V. Towards translational research participation for nurses and midwives: a mixed method study. *BMC Nurs* 2022;**21**(1):50.
- Bolejko A, Andersson BT, Debess J, Fridell K, Henner A, Sanderud A, et al. Facilitators for and barriers to radiography research in public healthcare in Nordic countries. *Radiography [Internet]* 2022;28(1):88–94 [cited 2025 Mar 5], https://www.sciencedirect.com/science/article/pii/S1078817421001152.
- Rosewall T, Kelly V, Higgins J, Huang SH, Yan J, Wenz J, et al. The influence of programmatic change on radiation therapist research capacity-A single-center case study. J Med Imag Radiat Sci 2009;40(4):170–7.
- Newington L, Wells M, Adonis A, Bolton L, Bolton Saghdaoui L, Coffey M, et al. A qualitative systematic review and thematic synthesis exploring the impacts of clinical academic activity by healthcare professionals outside medicine. BMC Health Serv Res [Internet] 2021;21(1):400. https://doi.org/10.1186/s12913-021-06354-y [cited 2025 Mar 5].

- Newington L, Wells M, Begum S, Lavender AJ, Markham S, Tracy O, et al. Development of a framework and research impact capture tool for nursing, midwifery, allied health professions, healthcare science, pharmacy and psychology (NMAHPPs). *BMC Health Serv Res [Internet]* 2023;23(1):433. https:// doi.org/10.1186/s12913-023-09451-2 [cited 2025 Mar 5].
- Al Balushi H, Watts H, Akudjedu TN. Research and evidence-based practice in clinical radiography: a systematic review of barriers and recommendations for a new direction. *Radiography (London, England* 1995;**30**(2) [Internet]. 2024 Mar [cited 2025 Mar 5], https://pubmed.ncbi.nlm.nih.gov/38290178/.
- Rodrigues J, O'Regan T, Darekar A, Taylor S, Goh V, Group CRNIW, et al. Current pressure on the UK imaging workforce deters imaging research in the NHS and requires urgent attention. *Clini radiol [Internet]* 2022;**77**(12). Available from: https://pubmed.ncbi.nlm.nih.gov/36167569/.
- England NHS. NHS England » NHS long term workforce plan [internet] [cited 2025 Mar 5]. Available from: https://www.england.nhs.uk/publication/nhs-longterm-workforce-plan/; 2023.
- Pedersen M, Kraus B, Santos R, Harrison G. Sonographers' perspectives on research - A worldwide online questionnaire study. Radiography [Internet]. 2024 Mar [cited 2025 Mar 5];30(2). Available from: https://pubmed.ncbi.nlm. nih.gov/38219390/.
- Iweka E, Hyde E. Promotion of research culture among radiographers in one UK NHS trust through journal club activities - an autoethnographic study. *Radiography* 2023;29(4) [cited 2025 Mar 5], https://pubmed.ncbi.nlm.nih.gov/37271012].
- Watts H. Radiographer research-what next? Radiography [Internet] 2023;29(2): 333 [cited 2025 Mar 5], https://www.radiographyonline.com/article/S1078-8174(23)00007-X/abstract.
- Watson B, Clarke C, Swallow V, Forster S. Exploratory factor analysis of the Research and Development Culture Index among qualified nurses. J clini nurs [Internet] 2005;14(9) [cited 2025 Mar 5], https://pubmed.ncbi.nlm.nih.gov/ 16164521/.
- NHS England | Workforce, training and education [Internet]. Allied health professions' research and innovation strategy for England [cited 2025 Mar 5], https://www.hee.nhs.uk/our-work/allied-health-professions/enableworkforce/allied-health-professions%E2%80%99-research-innovation-strategyengland; 2022.
- Pedersen MV. What motivates radiographers to start working with research? Radiography (London, England : 1995) [Internet] 2023;29(1) [cited 2025 Mar 5], https://pubmed.ncbi.nlm.nih.gov/36502613/.
- H W, B S. Evidence based practice, research and the diagnostic radiographer role. An exploration of engagement, expectations and attitudes at a single centre. Radiography [Internet]. 2023 Jan [cited 2025 Mar 5];29(1). Available from: https://pubmed.ncbi.nlm.nih.gov/36351305/.
- Strudwick R, Harris M, McAlinney H, Plant P, Shuttleworth P, Woodley J, et al. The College of radiographers research strategy for the next five years. *Radiography [Internet]* 2021;27:S5–8 [cited 2025 Mar 5], https://www.sciencedirect.com/science/article/pii/S107881742100078X.
- 33. SoR [Internet]. [cited 2025 Mar 5]. Developing a Research Strategy for your Local Imaging or Radiotherapy Department. Available from: https://www.sor. org/learning-advice/professional-body-guidance-and-publications/ documents-and-publications/policy-guidance-document-library/developinga-research-strategy-for-your-local-dept.
- 34. SoR [Internet]. [cited 2025 Mar 5]. Clinical Academic Radiographer: guidance for the support of new and established roles. Available from: https://www.sor. org/learning-advice/professional-body-guidance-and-publications/ documents-and-publications/policy-guidance-document-library/clinicalacademic-radiographer-guidance-for-the-su.
- Imperial College London [Internet]. [cited 2025 Mar 5]. Radiographers Incubator. Available from: https://www.imperial.ac.uk/medicine/study/clinical-academic-training-office/radiographers-incubator/.
- Taylor A, Shuttleworth P. Supporting the development of the research and clinical trials therapeutic radiographers workforce: the RaCTTR survey. *Radiography [Internet]* 2021;27 [cited 2025 Mar 5], https://www.sciencedirect.com/ science/article/pii/S107881742100105X.