

Participant Information Sheet



Study title

Improving employment conditions of residential care workers in England

Researchers' names

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Invitation

We would like to invite you to participate in our research study. Before you decide whether or not you wish to participate, it is important for you to understand why we are doing this research and what it will involve. Please read the following information carefully and email us in case you have any questions. Participation in this research is completely voluntary.

What is the purpose of the study?

The aim of the research is to understand people's experiences of working in the England social care sector. We'd like to learn about what attracted you to the sector, then discuss things like pay, hours of work, and workplace cultures. We'd like to see what needs to change in the sector and, based on what you and other interviewees tell us, make recommendations for improvements.

Why am I being invited?

You are being invited to participate in this research study because of your professional experience of working in the adult care sector in England.

How would I contribute?

We would like to interview you. The interview will take place over the phone, online, or in person in London, depending on your preference, and last about one hour.

We will record the audio, to ensure that we can represent your views accurately. The audio recording will only be used by us to take notes of the interview and will be deleted immediately after doing so.

Do I have to take part?

Participation in this project is entirely voluntary. If you do decide to take part you will be free to withdraw at any time without needing to provide a reason. This is entirely your decision.

What are the possible benefits of taking part?

Sharing your story can be a powerful way of calling for change. This is an opportunity to talk about any improvements you would like to see for yourself and for others working in the care sector.

It is a chance to speak your mind and be heard. We, in turn, will do everything we can to bring these stories to the attention of policymakers and amplify your voice.

What are the possible risks of taking part?

You will be asked to recall your experiences working in residential care in England, which you may find distressing. To minimise this risk, you will have the opportunity to skip any questions which make you feel uncomfortable and to end the interview at any point.

Expenses and payments

A time commitment of up to one hour is expected from you to complete the interview. Following the completion of the interview, we will provide you with a digital voucher to thank you for the time given to the research project. The value of the voucher is £20 and it can be used at the vast majority of UK retail stores.

What information will you be collecting about me?

The purpose of this study is to build a general picture of work in the care sector, not to identify individuals. Any information that could be used to identify you - such as your name and names of your workplaces - will be removed or replaced with pseudonyms. However, if you prefer for us to use your true name, please do let us know before we begin the interview.

Who will see data from my interview?

The full interview transcript will remain completely confidential and not shared with anyone beyond our research team. But we may share excerpts from your interview in our research report and other publications, to help bring the story to life. Unless you choose to share your name, these excerpts will be anonymised.

How will my data be stored and who will have access to it?

Once the interview is completed, your data will be uploaded to an end-to-end encrypted Drive. The audio recording from the interview will be deleted from the voice recorder once uploaded. The interview will then be transcribed and uploaded to the Drive, and will only be accessible to the researchers.

The audio files and transcripts will be pseudonymised, with your real name kept in a separate password-protected file uploaded to the Drive. Only our research team will have access to any of these files.

How long will my data be stored for?

We will delete the audio recording as soon as we have finished transcribing your interview and anonymising the transcript. We would like to keep anonymised transcripts for future use for up to five years, to help inform future publications.

How will my data be used and shared?

Your anonymised data will be combined with other interview data and presented in our research report, which will be publicly accessible.

We may also select quotes from your interview to highlight in our research report. Any quotes will not contain information that may make you identifiable. Any such information would be anonymised, unless you choose for your name to be disclosed.

What will happen if I want to withdraw from this study?

You can withdraw your participation in the study at any time without providing a reason. In order to do so, send an informal email requesting the withdrawal from the study to **andrei.savitski@workrightscentre.org**. Your data will be completely deleted and not used in any part of this or any other research, if you request to withdraw your data *before* the publication of this research report. However, once your interview data is included in a research publication, it will not be possible to withdraw your data from the study.

What should I do if I have any concerns about this study?

If you have any concerns about the manner in which the study was conducted, please contact the researcher(s) responsible for the study (see details below).

Who can I contact if I have any questions about this study?

For questions about the study, please email research@workrightscentre.org