****

Research Participant Information Sheet for questionnaire

**Exploring the perceptions of professional barriers from the perspective of Black, Asian and Minority Ethnic (BAME) Healthcare Scientists and Lead Healthcare Scientists.**

**Participant Information Sheet (PIS) for questionnaire**

You are being invited to take part in a research study aims to understand the barriers Black, Asian and Minority Ethnic (BAME) healthcare scientists face at work, and how these issues are perceived by healthcare scientists who are from different ethnic backgrounds, and who have different levels of seniority and experiences. This research will contribute towards a MSc Clinical Science (Neurosensory sciences) dissertation.

Before you decide whether to take part, it is important for you to understand why the research is being conducted and what it will involve. Please take time to read the following information carefully before deciding whether to take part and discuss it with others if you wish. Please ask if there is anything that is not clear or if you would like more information.

**About the research**

* **Who will conduct the research?**

Nur Naima Fredericks (student researcher), Dr Siobhan Brennan (NHS supervisor) and Dr Kai Uus (University of Manchester supervisor) who are all based at The School of Health Sciences, within the   
Faculty of Biology, Medicine and Health, at the University of Manchester.

* **What is the purpose of the research?**

The aim of this research study is to understand the barriers BAME scientists face at work, and how these issues are perceived by healthcare scientists at different seniority levels, from different backgrounds, who have had different professional experiences. We are interested in comparing the views of Healthcare Scientists (roles at AfC Band 7 and below) with Lead Healthcare Scientists (roles at AfC Band 8 and above). We are also interested in comparing the views of healthcare scientist from BAME backgrounds, and white ethnic backgrounds.

An anonymous online questionnaire will collect observations from scientists within the UK healthcare science workforce. Questionnaire topics will cover observations of recruitment and career progression trends within the healthcare science profession and working as a BAME scientist in patient facing clinical roles and within the wider multidisciplinary team. Any Clinical Scientist who has been registered with the Health and Care Professions Council (HCPC) for more than one year can respond to the online questionnaire

Your views and experiences will be important to our aim of collecting a diverse range of perspectives and experiences. Your answers will inform our understanding of the barriers faced by BAME healthcare scientists at all levels, and what solutions can be pursued to improve these barriers. By comparing the views of BAME scientists to those in Lead healthcare scientist roles (from any ethnic background), we hope to understand whether there are differences in what Lead scientists and BAME scientists perceive the barriers to be.

We hope that by centring the perspectives of BAME scientists, their voices will lead the direction of future changes to be implemented to improve equality and diversity in the healthcare science workforce.

* **Will the outcomes of the research be published?**

The findings of this study will be submitted as an MSc thesis. If any of the findings of this study are presented or reported at conferences inside or outside the University of Manchester or published in any peer reviewed journals your anonymity is guaranteed.

* **Who has reviewed the research project?**

This project has been reviewed and approved by The University of Manchester Research Ethics Committee.

**What would my involvement be?**

* **What would I be asked to do if I took part?**

An online questionnaire will be publicly available. If you choose to participate, you will be asked to complete a 10-15 minute questionnaire on the topic of ‘Perceptions of the professional barriers facing BAME healthcare scientists’. Responses will be anonymous, with the contact details provided for registering your interest for the interview stage of the study.

As the topics in the questionnaire involve discrimination you may have witnessed or been subjected to, recalling such events may cause you distress. We advise you to seek support from family members, friends, or charity helplines such as SHOUT (Text: 85258) who can provide instant, free, support if you become overwhelmed or emotionally distressed. More contact details for support providers will be on the completion page at the end of the questionnaire.

* **What happens if I do not want to take part or if I change my mind?**

It is up to you to decide whether or not to take part. All questions in the questionnaire are optional and you do not have to answer any questions you feel uncomfortable answering.

If you decide to take part you are still free to withdraw at any time without giving a reason and without detriment to yourself. You may simply close the questionnaire window or tab in your browser or leave the webpage. However, it will not be possible to remove your data from the project once it has been anonymised as we will not be able to identify your specific data. This does not affect your data protection rights. If you decide not to take part you do not need to do anything further.

**Data Protection and Confidentiality**

* **What information will you collect about me?**

If you wish to be part of the questionnaire only stage, we will collect information about your ethnicity which is classed as a ‘Special Category’ under GDPR, therefore you must be aware of this before completing the questionnaire. Apart from this, no personal identifiable information will be collected. Your answers to the questions will be the only information you provide and will be submitted anonymously.

* **Under what legal basis are you collecting this information?**

We are collecting and storing this personal identifiable information in accordance with data protection law which protect your rights. These state that we must have a legal basis (specific reason) for collecting your data. For this study, the specific reason is that it is “a public interest task” and “a process necessary for research purposes”.

* **What are my rights in relation to the information you will collect about me?**

You have a number of rights under data protection law regarding your personal information. For example you can request a copy of the information we hold about you, including audio recordings.

If you would like to know more about your different rights or the way we use your personal information to ensure we follow the law, please consult our [Privacy Notice for Research](http://documents.manchester.ac.uk/display.aspx?DocID=37095).

* **Will my participation in the study be confidential and my personal identifiable information be protected?**

All responses to the questionnaire are submitted anonymously. There will be no record of your name, contact details, or any personal identifiable information. Answers submitted through the questionnaire cannot be attributed to any individual, and therefore your anonymity is guaranteed.

In accordance with data protection law, The University of Manchester is the Data Controller for this project. This means that we are responsible for making sure your personal information is kept secure, confidential and used only in the way you have been told it will be used. All researchers are trained with this in mind, and your data will be looked after in the following way:

* You will be asked to refrain from mentioning individual names, settings or services to avoid your place of work, colleagues, or yourself, from being identified. If any of these are mentioned in a questionnaire response, they will be removed or anonymised using replacements such as ‘Colleague A’ or ‘Department X’ etc. to protect your anonymity.
* Data will not be transferred outside of the EU and we will not be sharing the data with any other organisation.

Please also note that individuals from The University of Manchester or regulatory authorities may need to look at the data collected for this study to make sure the project is being carried out as planned. All individuals involved in auditing and monitoring the study will have a strict duty of confidentiality to you as a research participant.

**What if I have a complaint?**

We recognise that recalling personal experience of discrimination may cause distress. If this is the case, and you wish to talk about this to anyone, we urge you to use the contact list of charities and free helplines (stated at the end of the questionnaire) that will be available to provide you with emotional support and advice.

If you wish to complain or have any concerns about any aspect of the way you have been approached or treated during the course of this research, please contact Dr Siobhan Brennan, the project supervisor, using the contact details below.

* **Contact details for complaints**

If you have a complaint that you wish to direct to members of the research team, please contact:

**DR SIOBHAN BRENNAN** Tel: **+44 114 2268682**Email: [**SIOBHAN.BRENNAN@MANCHESTER.AC.UK**](mailto:SIOBHAN.BRENNAN@MANCHESTER.AC.UK)

**If you wish to make a formal complaint to someone independent of the research team or if you are not satisfied with the response you have gained from the researchers in the first instance then please contact:**

TheResearch Ethics Manager, Research Office, Christie Building, The University of Manchester, Oxford Road, Manchester, M13 9PL, by emailing: [research.complaints@manchester.ac.uk](mailto:research.complaints@manchester.ac.uk)  or by telephoning 0161 275 2674.

If you wish to contact us about your data protection rights, please email [dataprotection@manchester.ac.uk](mailto:dataprotection@manchester.ac.uk) or write to The Information Governance Office, Christie Building, The University of Manchester, Oxford Road, M13 9PL at the University and we will guide you through the process of exercising your rights.

You also have a right to complain to the [Information Commissioner’s Office](https://ico.org.uk/concerns) about complaints relating to your personal identifiable information Tel 0303 123 1113

**Contact Details**

If you have any queries about the study or if you are interested in taking part then please contact the researcher(s)

**NUR NAIMA FREDERICKS** Email: [**NUR.FREDERICKS@POSTGRAD.MANCHESTER.AC.UK**](mailto:NUR.FREDERICKS@POSTGRAD.MANCHESTER.AC.UK)

**DR SIOBHAN BRENNAN** Tel: **+44 (0) 114 2268682**Email: [**SIOBHAN.BRENNAN@MANCHESTER.AC.UK**](mailto:SIOBHAN.BRENNAN@MANCHESTER.AC.UK) **DIVISION OF HUMAN COMMUNICATION, DEVELOPMENT & HEARING, UNIVERSITY OF MANCHESTER**

**DR KAI UUS** Tel: **+44 (0) 161 275 8282**Email: [**KAI.UUS@MANCHESTER.AC.UK**](mailto:KAI.UUS@MANCHESTER.AC.UK) **DIVISION OF HUMAN COMMUNICATION, DEVELOPMENT & HEARING, UNIVERSITY OF MANCHESTER**