

THE MEND STUDY

Participant Information Sheet: phase 1b, semi-structured interview

You are invited to take part in the MEND research study. Before you decide whether to take part, please read the information in this document to understand the reason why we're carrying out this research and what is involved. Feel free to contact us (details on the last page) if you have any questions or you would like more information.

The reasons for doing this research

This research will provide a better understanding of how to increase the number and mix of men working in care worker roles.

How long will the research take?

The MEND study started in 2024 and will finish in 2026.

What does the study involve?

This invite is to take part in one part which involves interviewing men to hear their reasons for either staying in or leaving a care worker job role.

Other parts of the research involve:

1. Analysing national information about social care staff (and focusing on male staff).
2. Finding out how other sectors (e.g. childcare) are increasing the number of male workers.
3. Co-production meetings with social care staff (managers and frontline) and family/friends of people receiving care to together produce strategies aimed at increasing the number and mix of men working in social care. If you would like, you can take part in these future meetings (planned for 2026).

Why have I been contacted?

We will interview men working as care workers in home care or care homes, and men who are leaving/have left. We are aiming to interview up to 34 men in total.

What do I have to do / what will happen if I take part?

To start with, you will be asked to complete a consent form and short pre-interview survey (via a secure platform). We will provide you with these. Later, you will be asked to take part in an interview.

The interview will be carried out with one researcher, and you will have a choice to carry out the interview using either an online video call (using Microsoft TEAMS or ZOOM) or a telephone call. The interview will be recorded (video or audio recorded – dependent on your chosen platform e.g., telephone, ZOOM or TEAMS) and will last approximately 45 minutes (or however much time you can give). If your interview is via TEAMS or ZOOM, you do not have to turn your camera on. You will be asked questions about the reasons why you chose to stay or leave, and your opinions on potential ways to increase the number (and mix) of male care workers.

You will receive a £25 shopping voucher to thank you for your time and contribution.

If you want to, there is an option to take part in the future co-production meetings. These will be group meetings with social care staff (managers and frontline), and family and friends of people receiving care to work together on producing strategies aimed at increasing the number and mix of men working in social care. If you opt in to be contacted about this, you will be contacted closer to the time. You do not have to take part and can change your mind at any point.

Do I have to take part?

No, taking part is completely voluntary. It is up to you. If you would like to take part, please keep this information sheet and contact Emma McLorie (researcher) at the University of Leeds (contact details on the last page). She will discuss the work with you, and you will have an opportunity to ask questions. The discussion does not mean you have agreed to take part.

What are the possible disadvantages and risks of taking part?

Your current and/or previous employment will not be affected by your decision to take part (or not), or by withdrawing from this research. No one will know e.g. your current (or previous) employer or those who shared the study information, if you take part in the study unless you tell them.

Any identifiable information you share during the interview will not be shared with other members of the team. If you tell us something that indicates, you or someone else is at

risk of harm then we will discuss this with you. In this situation, we would have to disclose personal information.

What are the possible benefits of taking part?

We hope you will enjoy sharing your experiences and views. Your input is important and will help us understand how to attract, recruit, and retain male social care staff.

How will we use information about you?

We will need to use information from you for this research project. This information will include:

- Your name
- Contact details
- Demographic information (see pre-interview survey for further details)

People who do not need to know who you are will not be able to see your name, contact details or demographic information. Your data will have a code number instead (unique identification number (ID)).

The University of Leeds is the sponsor of this research, and is responsible for looking after your information. We will keep all information about you safe and secure by:

- We will only store your contact details if you would like to:
 - o take part in our future co-production meetings (described above)
 - o hear about the final study findings
- The demographic information you provide in the survey will be inputted onto an electronic file and anonymised. Your survey answers will then be deleted. Your contact details will also be stored in an electronic file. Both files will be stored on a secure shared computer drive (on a secure University of Leeds server) that can only be accessed by certain members of the team and will be password protected.
- The recordings from the interview will be stored securely on a shared computer drive (on a secure University of Leeds server) that can only be accessed by

certain members of the team, recordings will be deleted once it has been transcribed using computer software or an external company approved by the University of Leeds.

- Your words (quotations) may be used to help illustrate your point in our reporting. You will be given a unique identification number (ID) and only researchers involved in the work will know your ID. The anonymised ID will be used when using any of your words in the report of findings. We will also use the demographic information that you have provided in our reporting, however, it will be highly summarised and be anonymised. No personal information will ever be used in our reporting.
- Once the study is complete, the demographic information you have provided will be anonymised and any non-anonymised information will be deleted. If you have opted for a copy of the study findings (see pre-interview survey for further details), we will retain your contact details until the findings are ready and have been sent. We will also keep your anonymised demographic information and unique identification number (ID) until the findings are ready. After this, we will delete your details.
- Your responses (i.e. anonymised transcripts) from the interview will be archived and stored securely for 5 years at the University of Leeds (on a secure University of Leeds server). However, this will not contain any personal or identifiable information about you.

What are your choices about how your information is used?

You have the right to ask us to remove, change or delete data we hold about you for the purposes of the study. We might not always be able to do this if it means we cannot use your data to do the research. If so, we will tell you why we cannot do this.

You can stop being part of the study at any time, without giving a reason. You can stop being part of the study at any time, without giving a reason. We explain what will happen and how to withdraw below.

- If you wish to withdraw from the study, please let us know (using the contact details of Emma McLorie or Reena Devi as found on the last page).
- We will remove your personal data (contact details, and responses collected in the pre-interview survey).
- In terms of withdrawing your responses (i.e. collected in the interview) - If you take part in an interview, we will be able to remove your responses. To do this, please contact us within 2-weeks (from the interview date). You can still withdraw after this date, but we will not remove your responses. This is because analysis may have already begun.
- If you withdraw, we will not use your personal data (information collected in the survey) or your words (anonymised quotes) in the study reporting.

Where can you find out more about how your information is used?

You can find out more about how we use your information:

- By asking one of the research team
- By phoning us or sending an email (contact details on the last page)
- By reading the University of Leeds privacy notice ([Research Participant Privacy Notice | Data protection at the University](#)). If you have trouble accessing this, please ask a member of the team and we will send this to you
- By contacting a data protection officer at the University of Leeds via e-mail (dpo@leeds.ac.uk).

How will the findings be used and shared?

The study findings will help us learn more about attracting, recruiting and retaining male social care workers. It will also help us develop strategies to do this.

The findings will be shared with others working in the social care sector. We will write scientific journals, speak at conferences, publish blog posts, and videos explaining the findings and share these on social media.

Who do I contact if I have questions or concerns about the study?

You can contact the researcher, Dr. Emma McLorie via e-mail (e.v.mclorie@leeds.ac.uk) or telephone (+44 (0)113 343 7552) with any questions or concerns.

If you are unhappy with the response or you would like to make a complaint, you can contact the Principal Investigator of the study, Dr. Reena Devi via e-mail (r.devi@leeds.ac.uk) or telephone (+44 (0)113 343 1275). Getting in touch does not mean a commitment to taking part.

If you would like to speak to someone independent from the study, or have any complaints or concerns, please contact a representative at the University of Leeds via e-mail (governance-ethics@leeds.ac.uk).

Who is organising/funding the research?

This research is being funded by the NIHR, Research for Social Care (NIHR205721) and is overseen by the School of Healthcare, Faculty of Medicine, and Health at University of Leeds.

Who has approved the research?

This research has been approved by The Social Care Ethics Committee (25/YH/0031)

Thank you for taking the time to read this information sheet.

<i>Project title</i>	<i>Document type</i>	<i>Version #</i>	<i>Date</i>
ProMoting diversity and under represENted staff in adult social care; attracting, recruiting and retaining more male care workers	Participant information sheet for qualitative interviews	V0.2	19.03.25