

Participant Information Sheet (PIS)

REC Reference Number: 2023.0037

Participants will be given a copy of this information sheet

I would like to invite you to take part in a research study. You should only participate if you want to; choosing not to take part will not disadvantage you in any way. Before you decide I would like you to understand why the research is being done and what it will involve for you. Please take time to read the following carefully and discuss it with others if you wish. **I will go through the information sheet with you and answer any questions you may have at the beginning of the interview as well.**

Title of the study

A Narrative Analysis Project Exploring the Experience of Nurses from an Ethnic Minority Group Working in the Intensive Care Unit

What is the purpose of the study?

The aim of this study is to explore the experiences of registered nurses from an ethnic minority group working in the Intensive Care unit. Addressing race inequalities in the NHS workforce is critical on multiple levels. It has been highlighted that experiences of discrimination can cast a long shadow on ethnic minority NHS staff and the impact it has on people can be profound. There are also wider implications for the health service. At a basic level, inequalities are incongruous with the values upon which the NHS was founded. In addition, evidence shows that fair treatment of staff is linked to a better experience of care for patients (KingsFund, 2020).

According to NHS Staff Survey (2022), the NHS was founded more than 70 years ago yet 51 years on, the NHS Staff Survey which has been running since 2003, shows that ethnic minority groups still face continued discrimination. The NHS staff survey is a national survey published every year which focuses on staff experiences. When comparing the results from the NHS Staff Survey in 2020 for [Hospital] on the performance in equality, diversity and inclusion with the sector average (9.1), it fell short by 7 points to 8.4. The key findings from

the Workforce Race Inequality and Inclusion in NHS providers report shows a decline in performance, which coincides with the yearly staff survey report in [Hospital's] performance in this area. This clearly demonstrates that issues around diversity and inequality continues to remain unaddressed.

This study has been given a favourable ethical opinion by the St George's Research Ethics Committee (REC Reference Number: 2023.0037).

Objectives of the study

- Exploring the experiences of registered nurses from an ethnic minority group working in ICU
- To consider how registered nurses from an ethnic minority group perceive their identity as a nurse in ICU
- To examine registered nurses from an ethnic minority group feelings towards their career pathway within ICU
- To identify solutions to address inequality and discrimination

Who am I?

I am a senior staff nurse working in a General Intensive Care Unit at St George's University Hospitals NHS Foundation Trust. I qualified as a registered Adult Nurse in 2015 and since pursuing my degree in nursing and on qualifying, I have won three prestigious awards, 'Most Inspirational Student Nurse of the Year' award through the Student Nursing Times Award, been named a 'Rising Star' through The Nursing Times in 2015 and has been honoured with the Cavell Star Award in 2018. In 2018 I was shortlisted for the Rising Star Award through the Nursing Times. In 2017, I was awarded with an Honorary Senior Lecturer post at Kingston University, and I founded the first Pan London/National Student Nurse Congress at St George's Hospital NHS Foundation Trust in 2018. My commitment and passion to nursing continues following my graduation.

Why have I been invited to take part?

- All registered nurses working in an intensive care unit from an ethnic minority background are invited to participate to share your experiences working in the Intensive Care Unit

— I am looking to recruit 8-20 nurses to participate in this study

Do I have to take part?

No, participation is voluntary. You do not have to take part. You should read this information sheet and if you have any questions, you should ask the research Chief Investigator.

What will happen to me if I take part?

If you agree to participate, it will require you:

- To provide informed consent
- To share your experiences on working within the intensive care unit in an interview lasting an hour
- To participate in a one-to-one interview either via telephone or video call (such as Microsoft Teams), whichever is more convenient for you
- You will be involved in the study for the duration of the interview lasting for an hour
- Voice recordings will be taken and is required for participation
- Upon request, the transcript of your interview will be made available
- You will be contacted for future research if you have agreed to do so in the consent form

If you decide to take part, you will be given this information sheet to keep and will be asked to sign a consent form. I will then liaise with you to book an appropriate time at your convenience to conduct the interview. The interview process will take approximately one hour either via telephone or video call.

What are the possible benefits and risks of taking part?

Whilst the study may not benefit you directly, it will aim to shed light on your experiences as an ethnic minority nurse working within the intensive care unit. This may lead to further research in the area. It will give you an opportunity to support a research study and give your perspective in confidence.

Should the discussion during the interview raise unmanageable feelings, you are advised to seek support from your line manager, Counselling service at your Trust or support from NHS England:

— **NHS England** confidential text support service, you can access support by texting FRONTLINE to 85258 for support 24/7

— Please visit the **NHS Employees** website for support:

<https://www.nhsemployers.org/topics#:~:text=National%20wellbeing%20support%20NHS%20England%20and%20NHS%20Improvement,People%20Wellbeing%20Support%20PDF%20with%20all%20the%20information>

The project is being funded by the British Association of Critical Care Nurses (BACCN).

What if something goes wrong?

If you wish to make a complaint about the conduct of the study, you can contact using the details below for further advice and information:

Position: Project Supervisor/ BACCN Professional Advisor
Name: Dr. Louise Stayt
Email: lstayt@brookes.ac.uk

Position: Head of Nursing for Adult Critical Care
Name: Tammy Stracey
Phone number: 0208 725 1502
Email: tammy.stracey@stgeorges.nhs.uk

St George's University Hospitals NHS Foundation Trust has in force the relevant insurance policies which apply to this study. If you wish to complain or have any concerns about any aspect of the way you have been treated during the course of this study, then you should follow the instructions given above.

Who should I contact for further information?

If you have any questions or require more information about this study, please contact me using the following contact details:

Position: Chief Investigator
Name: Nikki Yun
Email: Nikki.Yun@stgeorges.nhs.uk

Address: General Intensive Care Unit, 1st Floor St. James Wing, St George's Foundation Trust, London. SW170QT

What data will be collected? How and where data will be stored? How long data will be kept?

Consent forms will be scanned, and originals will be destroyed as confidential waste at St George's, University London. The copies will be stored on password protected St George's University London file storage place and interview data will be kept at St George's University of London's encrypted L Drive. Audio recordings will be held on a password-protected recording device until the transcription has been completed. The interviews will be audio recorded and transcribed by an independent company. After transcription, the recording will be destroyed, and the transcript will be stored in a password-protected Trust file. Personal data will be deleted as soon as the study is finished. All research data will be included in published research outputs and data collected during the research will be kept for a 5-year period, in accordance with Data Protection Act (2018), after completion of interviews, data will be disposed of in an appropriate manner.

Confidentiality

The answers you provide in the interview will be kept confidential and will be used for research purposes only. Only the researcher will have access to the original data. The interviews will be audio recorded and once the recordings have been transcribed, they will be destroyed. All digitally transcribed data will be stored at St George's University Hospitals NHS Foundation Trust encrypted file. The stored information will be pseudo-anonymised, and each interview given a code to reduce the risk of identification. There will be no identifiable names or contact details on the information gathered. Some citations may be used in the written article or journal, but your name will not be identifiable. You can be provided with a copy of the final study if you would like.

As a publicly funded organisation, we have to ensure when we use identifiable personal information from people who have agreed to take part in research, this data is processed fairly and lawfully and is done so on the basis of **public interest**. This means that when you agree to take part in this research study, we will use your data in the ways needed to conduct and analyse the research study.

Who is Handling My Data?

St George's University of London as the sponsor, will act as the 'Data Controller' for this study. We will process your personal data on behalf of the controller and are responsible for looking after your information and using it properly. This information will include your name and contact details, which is regarded as 'personal data'. We will use this information as explained in the 'What is the purpose of the study' section above.

What happens if I change my mind?

You have the right to change your mind and withdraw any time during the study without giving a reason.

You are under no obligation to participate in this study. It will not affect your work in any way, you can withdraw your participation at any time. Should you choose to participate, participants are able to withdraw their interview data up to one month after the interview. However, after one month, once the data has been transcribed and the participants personal information is no longer linked to the data, it may not be possible to remove the data that you provided.

Should the discussion during the interview raise unmanageable feelings, you are advised to seek support from your line manager and Counselling service at St George's University Hospitals NHS Foundation Trust (which are detailed below):

— **NHS England** confidential text support service, you can access support by texting FRONTLINE to 85258 for support 24/7

— Please visit the **NHS Employees** website for support:

<https://www.nhsemployers.org/topics#:~:text=National%20wellbeing%20support%20NHS%20England%20and%20NHS%20Improvement,People%20Wellbeing%20Support%20PDF%20with%20all%20the%20information>

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

<https://www.sgul.ac.uk/privacy>

Or contact our university Data Protection Officer at:

Email: **dataprotection@sgul.ac.uk**

Tel: **020 8725 0668**

What will happen to the results of the study?

- The information you provide will be analysed and written up as part of the BACCN proposal
- A final report summarising the main findings will be produced, which will be made available upon request
- Research findings will be disseminated through publication and conferences

What if I want to complain about the way data is handled?

If you wish to raise a complaint on how we have handled your personal data, you can contact our Data Protection Officer who will investigate the matter. If you are not satisfied with our response or believe we are processing your personal data in a way that is not lawful you can complain to the Information Commissioner's Office (ICO) (<https://ico.org.uk/>).

Data Protection Privacy Notice

St George's University London conducts research to the highest standards of research integrity. As a publicly-funded organisation, the University has to ensure that it is in the public interest when we use personally-identifiable information about people who have agreed to take part in research. The University's data protection policy governing the use of personal data by the University can be found on its website (<https://www.sgul.ac.uk/about/our-professional-services/information-services/information-governance/data-protection/data-protection-policy>).

Any personal data we collect in this study will be used only for the purposes of carrying out our research and will be handled according to the University's policies in line with data protection law. If any personal data is used from which you can be identified directly, it will not be disclosed to anyone else without your consent unless the St George London University is required by law to disclose it. For the purposes of data protection law, the University is the 'Data Controller' for this study, which means that we are responsible for looking after your information and using it properly. It will keep identifiable information about

you for 5 years after the study has finished after which time any link between you and your information will be removed.

Thank you for reading this information sheet and for considering taking part in this research.