

Participant information sheet

Research project title:

Exploring the underrepresentation of Black women in management and leadership
Social Work in the UK

Research team

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1. What is this study about?

You are being invited to take part in a research study exploring the experiences of Black women in Social Work who hold, or have held, management or leadership positions in Social Work in the UK. This study is part of a PhD project at the University of Bedfordshire.

The research study aims understand the underrepresentation of Black women in Social Work management and leadership. Explore how the intersection of race and gender impact the management and leadership progression of Black women in Social Work and examine how the diversity and inclusion policy frameworks shape opportunities and limitations for Black women's progression into management and leadership in Social Work.

The research objectives are to explore the barriers and challenges experienced by Black women to progress in their career and identify the resources used by Black women to progress in their career.

Participant information sheet

2. Why have I been invited?

You have been invited to take part in this research because you identify as a Black woman and currently work in a management or leadership role within Social Work in the UK.

Your experiences can provide valuable insight into this important area of research.

3. Do I have to take part?

You do not have to take part in the research, taking part in the research study is voluntary. If you decide to participate, you will be asked to read and sign a consent form. You can withdraw from participating the research at any time without giving a reason, and without any impact or consequences.

If you choose to withdraw after the interview, you may also request for your data to be removed, provided that a pseudonym has not been provided and the data has not been anonymised and analysed.

4. What will taking part involve?

If you agree to take part, you will be invited to:

A face to face interview, for approximately 90 to 120 minutes.

Participation will help provide recommendations for Social Work education, practice, legislation and policy for Social Work.

The interviews will be audio recorded (with your permission) to ensure an accurate transcription as part of the research.

5. Preparation

No formal preparation is required. However, you may wish to reflect on your career journey, significant challenges or successes you have experienced as a Black women in management or leadership in Social Work in the UK, and consider any insights about improving representation in the field.

Participant information sheet

6. Will my data be kept confidential?

Yes, your information will be kept confidential. All information collected will be kept strictly confidential and stored securely in line Data Protection Act 2018, General Data Protection Regulation (GDPR) 2016 and the University of Bedfordshire data protection policies. Your name and any identifying details will not appear in any publications. A pseudonym will be used, and any potentially identifying information will be anonymised. Only the researcher, the supervisory team and examiners at the University of Bedfordshire will have access to the data.

7. Are there any risks in taking part?

The research participants in the interviews will be talking about personal or professional experiences, the research questions will include topics relating to prejudice (including bias and stereotypes), discrimination, oppression, racism (including microaggressions), barriers and challenges (including gatekeepers and code switching) and their career journey may cause emotional distress or discomfort and bring up uncomfortable feelings. You are free to skip questions, pause and have a break or stop at any time. After the interview, a debrief will be provided, and you will be signposted to relevant support services if needed.

8. What are the possible benefits?

Sharing your story may also be a personally meaningful and reflective experience. Your personal story and insights may help to understand inequalities and inspire meaningful change in the future of Social Work education, practice, legislation and policy for Social Work.

9. What will happen to the results?

The findings will be included in the researcher's PhD thesis and may also be published in academic journals or presented at conferences. Your identity will never be revealed in any publication or presentation. All identifying personal details will be anonymised and pseudonyms used to protect your identity.

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10. Who is funding or approving this study?

This study is being conducted as part of a studentship place on the PhD at the University of Bedfordshire. The research study is self-funded. The research project has received ethical approval from the University Research Ethics Committee, a sub-committee of the Academic Board and is chaired by a member of the Vice Chancellor's Executive Group, appointed by the Vice-Chancellor and includes members external to the University. Confidentiality will be maintained throughout the research process.

11. Who can I contact for more information?

If you have any questions or would like more information before deciding whether to take part, please contact:

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Researcher: Christina Channer, PhD research student

University: University of Bedfordshire

Email: christina.channer@study.beds.ac.uk

Director of studies: Dr Christina Schwabenland

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If you have concerns about the ethical conduct of the study, you may contact the School Research Ethics Committee: The University Research Ethics Committee is a sub-committee of the Academic Board and is chaired by a member of the Vice Chancellor's Executive Group, appointed by the Vice-Chancellor and includes members external to the University.