

## Participant Information Sheet

### **Solidarity Reliance: Exploring interdependence within work contexts with people or groups of people beyond the organisation**

**What is the research study about?** This study seeks to explore through conversational interviews how you think and feel about solidarity concerning your work. As the researcher, I would like to understand more about how you see your work and your work goals as dependent and/or impacted by the actions of others external to your organisation, how you have experienced this, and what this means for you.

**Who is running this study?** My name is Sarah Lemon and this research forms part of my doctoral thesis with the University of Gloucestershire under the supervision of Dr Rachel Sumner (Cardiff Metropolitan University), Dr Elaine Kinsella (University of Limerick), and Dr Danielle Stephens-Lewis (University of Gloucestershire).

**Can anyone take part?** Anyone can take part who is over the age of 18 years old and feels that their work requires in some way the actions or support of others (individuals, groups, society) beyond their organisation. I understand that some work roles can be particularly challenging so please do not take part if you feel that discussing your experiences would cause you distress.

**What will I need to do as a participant?** I would like you to join me for a conversational interview online. This will take approximately 45 minutes, during which we will discuss your work role and its inter-relatedness to others external to your organisation, including how you think and feel about this along with any experiences you might wish to share. The interview will be carried out using online platforms such as TEAMS or Zoom (which I will organise) however if these methods are not suitable, we can discuss alternatives such as mobiles or landlines. Please note that the use of cameras during video conferencing is entirely your choice.

**Are there any benefits or risks?** Given the method of communication, there should be minimal risk to your well-being. However, I understand that sometimes discussing experiences can unexpectedly invoke strong emotions. If at any time you do become distressed, you can choose to stop the interview without explanation and withdraw your data at that point if you wish to. I will also provide contact details of organisations that you can seek support from should you feel you need it after the interview. I hope that any findings from this research can provide a greater understanding of the

challenges that people at work face in achieving and managing their goals when doing so relies on the support or actions of others external to their organisation.

**Ethical conduct and your rights as a participant.** This study has been assessed by the University of Gloucestershire. Your participation in this research is voluntary and you have the right to withdraw before or during the study without providing a reason. However, if your request to withdraw your data is submitted four weeks post your interview, I may not be able to withdraw this as it may have already been included within the overall analysis. You will be asked to provide an anonymous identifier at the time of the interview that will allow me to identify your data if you choose to withdraw. Pseudonyms will also be used within the analysis to anonymise data and you may elect to choose your own, if not I will choose one for you. Any identifying information within interview transcripts will be anonymised or redacted.

The information provided by you is only for the purpose of research. If you would like a copy of your interview transcript, please request this via email to me within four weeks of the interview quoting your unique identifier. If you would like to receive a report on the overall findings, please let me know and provide an email for me to send this to once my thesis is completed. All information will be kept securely and processed in line with the British Psychological Society and the University of Gloucestershire ethical guidelines and personal information processed in compliance with data protection legislation.

**How will my data be used?** I will be compiling the anonymised data for analysis and will use this within my doctoral thesis, academic publications, and academic blogs. Your anonymised data will be retained indefinitely and may be hosted on our institution's repository for future use. The interview will be recorded and transcribed for further analysis in an anonymised form with the recording deleted after transcription.

#### **Who to contact?**

If you have any questions about the research, please contact me at [sarahlemon@connect.glos.ac.uk](mailto:sarahlemon@connect.glos.ac.uk).

If you have any concerns about the conduct of the research then please contact my supervisors, Dr Elaine Kinsella at [elaine.kinsella@ul.ie](mailto:elaine.kinsella@ul.ie), Dr Rachel Sumner at [rsumner@cardiffmet.ac.uk](mailto:rsumner@cardiffmet.ac.uk) and Dr Danielle Stephens-Lewis at [dstephenslewis@glos.ac.uk](mailto:dstephenslewis@glos.ac.uk)

If you wish to discuss the research with an independent party then please contact the University of Gloucestershire's Chair of the Research Ethics Panel: Emily Ryall at [eryall@glos.ac.uk](mailto:eryall@glos.ac.uk).