



Participant Information Sheet: Inpatient Staff

Title of Project: Time to talk about staff trauma in inpatient mental health

Invitation to take part in an interview

We would like to invite you to take part in a research interview about the support needs of mental health inpatient staff. We are particularly interested in your experience of needing or accessing support for work-related distressing experiences (if applicable to you), and your perspectives on what you feel would be the best ways to support inpatient staff.

If you're willing to share your experiences with us, the interview will take place over the telephone or with Microsoft Teams. The interview will last around one hour (90 minutes maximum), although you are free to end it at any time if you do not wish to continue. Your participation will help us to understand what types of support would be most helpful for mental health inpatient staff, and how Trusts and ward managers could put these recommendations into place. Participants will receive a £20 voucher as a thank you for taking part in the study.

What is the purpose of the research?

Our research team has been working for some time with mental health inpatient wards. One of the key messages of this related research is that it is stressful to work on these wards, for example, staff experience violence, verbal abuse, and see patients harming themselves, as well as hearing about traumatic experiences of patients, such as child abuse. Together, these experiences are known as 'workplace trauma.' Staff have also told us that racism, homophobia and abuse targeting disabilities happen a lot and can add to other workplace traumas. Our experience has told us that staff are not getting the support that they need. People from minority groups have told us that they had particular difficulties getting support at work.

We want to find out what stops inpatient staff seeking or getting help and what could break down barriers. This research project aims to interview staff like yourself who are working on inpatient wards to understand your experiences, what helps or gets in the way of you getting the right support, and any suggestions you may have for improving staff support. We would like to interview staff from all the different staffing groups, including clinical roles, non-clinical roles such as admin or estates and facilities roles, and at different pay bands.

We would particularly like to hear from staff from minoritised groups to hear about their experiences so that we can understand whether certain groups or individuals may have specific support needs, such as staff from Black, Asian and minority ethnic groups, LGBTQI+ staff, staff who consider themselves to have a disability, and staff from a range of genders.



Why have I been invited?

You are invited to take part in this study because you work on one or more mental health inpatient wards. Or you have worked on one or more mental health inpatient wards in the past 2 years. We believe that your experience will provide a valuable perspective on the provision of support for staff who work on mental health inpatient wards.

Do I have to agree to take part in the interview?

No, you do not have to agree to take part in the interview if you do not wish to.

Will taking part in the study be confidential?

Yes, what you tell us in the interview will be confidential. However, if we feel that your health or safety, or that of others, is at serious risk, we'll discuss with you how to access support, and the interviewer may need to discuss options with other members of the research team to ensure the safety of you and others.

In addition, if you decide to discuss with us issues around professional malpractice that may be likely to cause serious harm, we have a duty to follow safeguarding processes. Initially this will involve the interviewer discussing this with other members of the research team and may be discussed directly with the acute inpatient services manager. It may be necessary to report concerns to the study sponsor (Greater Manchester Mental Health NHS Foundation Trust, GMMH), which will be dealt with in compliance with GMMH Trust Policies.

The interviewer will discuss this process with you before reporting their concerns outside of the interview setting.

Who should I contact with questions or for further information?

If you have any further questions you'd like to ask before deciding whether you wish to take part in the interview, please contact the study research assistant, Emily Harris on emily.harris2@gmmh.nhs.uk. We will also check if you have any questions before the interview starts.

How will the interview be recorded and stored?

We would like to audio record the interviews so that the researchers understand your responses in detail. These recordings will only be kept until they have been typed out and the study findings have been written up, and then they will be destroyed. They will be kept securely so that no one but the researchers who work on the study will have access to them. After the interview, the interview recording will be typed out by a confidential transcription company and the transcript will be anonymised, with any identifying details removed.

What happens to the results of the interviews?

We may use the information from the interview including direct quotations in papers or presentations about the study. However, we will not use any information that would allow people to identify you as an individual or link it back to you personally.



The study has a data sharing policy, data will be stored in a secure access-limited folder on a network drive within Greater Manchester Mental Health NHS Foundation Trust and it will only be accessible by members of the research team. Once the recording is typed out, the research team would only work with anonymised interview transcripts. The anonymisation process will mean that from the information we share it will not be possible to identify you or link any information back to you personally.

How are you storing and using my information?

The research team will request information from you to inform the research project, including your name, contact details, and informed consent for our records. People will use this information to do the research or to check your records to make sure that the research is being done properly. People who do not need to know who you are will not be able to see your name or contact details. Your data will have a code number instead. We will keep all information about you safe and secure. There may be instances for monitoring and auditing purposes, where study data and material may be looked at by individuals from GMMH, the University of Manchester or regulatory authorities.

Any information we collect about you will be stored securely in-line with the General Data Protection Regulation. Anonymised data will be kept for 5 years. Your personal contact details will be destroyed after the end of the study. We need to manage your records in specific ways for the research to be reliable. This means that we won't be able to let you see or change the data we hold about you. You can find out more about your rights, how we use your information, and data sharing, by asking one of the research team, visiting www.hra.nhs.uk/patientdataandresearch, or sending an email to researchoffice@gmmh.nhs.uk or by calling the research office on 0161 271 0084.

What will happen if I don't want to carry on with the study?

You can change your mind about participating in the interview at any stage including during the interview. If you choose, you may also withdraw your interview data up until the point of data analysis which will be two weeks following the interview, after which time, any information you have provided prior to your decision to withdraw will be kept and used as part of the research. We will not contact you regarding this research again if you withdraw.

Who is organising and funding the research?

The research is organised by Greater Manchester Mental Health NHS Foundation Trust and funded by the National Institute for Health Research (Ref NIHR205667).

Who has reviewed the study?

This research has been reviewed and approved by HRA and Health and Care Research Wales (IRAS ID: 330378).

What should I do if there is a problem or I wish to make a complaint?

If you have a concern about any aspect of this study, you can speak with the research team who will do their best to answer your questions. If you remain unhappy and wish to complain formally to someone who is not part of the research team, you can do so through the NHS



Complaints Procedure by contacting the Greater Manchester Mental Health NHS Foundation Trust Complaints Team on:

Telephone: 0800 587 4793 or 0161 358 0600

Email: customercare@gmmh.nhs.uk

If you have a complaint relating to your personally identifiable information, you can also contact the Information Commissioners Office:

<https://ico.org.uk/make-a-complaint> Telephone: 0303 123 1113

Additional information about data protection can be found here:

<https://www.gmmh.nhs.uk/gdpr-in-research>

To talk to a member of the research team please contact:

Name: Emily Harris

Role: Research Assistant

Email: emily.harris2@gmmh.nhs.uk

This information sheet is for you to keep. Thank you for your time.