

INFORMATION SHEET FOR PARTICIPANTS

REC Reference Number: **KCL, REP/13/14-80**



YOU WILL BE GIVEN A COPY OF THIS INFORMATION SHEET

Social work employers and managers' perspectives of migrant social workers

This study is being undertaken by Dr Shereen Hussein, Principal Researcher in the Social Care Workforce Research Unit at King's College London, and Dr Allen Bartley from the School of Counselling, Human Services and Social Work at the University of Auckland, New Zealand. It is part of the 'Crossing Borders' research programme, which, since 2009, has been examining various aspects of the increasingly transnational nature of the social work profession. Previous studies include surveys of overseas-qualified social workers practicing in New Zealand and New Zealand social workers returning home to practice after some years living and working overseas.

As a social work manager or employer, you are invited to participate in a project that seeks to examine the experiences and perceptions of those professionals who have employed and managed overseas-qualified social workers in the UK. The study will be examining the reflections of those from both statutory and NGO sectors, and from large and small organisations. We aim to interview up to 30 such managers in greater London, and will be collaborating with colleagues to conduct similar studies in New Zealand, Adelaide, Australia and Hartford, Connecticut, USA.

Specifically, the study aims to address the following questions:

- What are the factors that lead employers to seek non-UK qualified social workers rather than locally-qualified professionals?
- How do they articulate to applicants the major differences between local modes of practice and those of the jurisdictions from which applicants come?
- How do employers and managers address the cultural-induction needs of foreign social workers new to the United Kingdom practice context?
- What are the reports from client groups and colleagues with whom these social workers practice?
- What are the strengths that non-UK qualified social workers can bring to the UK profession, and vice-versa?
- What are the on-going needs or issues presented by the employment of foreign social workers?
- What are the wider implications for the social work profession of this greater transnationalism?

Your participation will involve a single interview of 60-90 minutes, during which you will be asked to reflect on your experiences of employing and managing social work professionals who have come to practice in the UK from elsewhere. The interview will *not* focus on the work of your organisation. It will focus instead on your reflections, as a member of the social work profession, on the increasing transnationalism of the profession. Neither you, nor your organisation, will be identified in study.

Your participation is voluntary: you may choose to not be involved, or may refuse to answer specific questions or to end the interview at any time.

We will arrange the interview to occur at a time and place of your convenience. The interview will be audio recorded, though you may ask at any time during the interview for

the recording to be stopped. The interview will be transcribed by a contracted professional who has signed a confidentiality agreement. You will have the opportunity to review your transcript and make changes, deletions or clarifications. You may choose to withdraw from the study at any time; and you will have the right to withdraw your data until you have approved your transcript.

The information collected from you will be stored securely by the researchers for a period of 3 years post analysis and writing up. Electronic files will be password-protected. These will be available only to members of the research team.

Your participation will be confidential. No identifying information about you, or about your organisation, will be retained as part of your transcript. Any record of your participation, including personal details about you, will be kept separate from the information you supply in your interview. Neither you nor your organisation will be able to be identified in any reporting of our analysis. It is intended that the results will be communicated at conferences and via peer-reviewed academic and professional publications. Your privacy will be protected and your personal details cannot not be identified in relation to any specific data throughout the production research process and in any later publication.

You will be able to view a summary of the analysis, and any updates regarding the comparison with the participants from the New Zealand, Australia and the USA, from the Crossing Borders website: <http://www.education.auckland.ac.nz/uoa/home/about/schools/departments/chsswk/chsswk-research>

If you have questions about this research, feel free to contact me:

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If this study has harmed you in any way or if you wish to make a complaint about the conduct of the study you can contact King's College London using the details below for further advice and information:

The Chair, GSSHM Research Ethics Panel: rec@kcl.ac.uk (Tel: 020 7848 3871)

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