

Participant Information Sheet

Study Title: Evaluating the inclusion of unconscious bias training within recruitment to UK Clinical Psychology training courses.

Lead Researcher: Sarah-Jane Cockburn (Trainee Clinical Psychologist)

ERGO number: 80339

You are being invited to take part in the above research study. To help you decide whether you would like to take part or not, it is important that you understand why the research is being done and what it will involve. Please read the information below carefully to help you decide and if you are happy to participate you will need to indicate your consent using the tick box at the end of this information.

What is the research about?

My name is Sarah-Jane Cockburn and I am a Trainee Clinical Psychologist. I am inviting you to participate in a study which forms part of my final year thesis for the award of Doctor in Clinical Psychology at the University of Southampton.

There is a well-documented lack of diversity within the Clinical Psychology workforce despite national initiatives to widen access to the profession. A major point at which this can be addressed is during recruitment to Clinical Psychology training programmes across the UK. One way in which institutions have responded to this recognised disparity is to introduce training programmes focussed on raising awareness of Equality, Diversity and Inclusion. One such training is Unconscious Bias Training. It is hoped this study will help to evaluate inclusion of an Unconscious Bias Training package within recruitment processes and will seek to gain feedback about the influence of the training on your interview thought processes.

Why have I been asked to participate?

You have been asked to take part in this study if you would be eligible to sit on an interview panel for a UK Doctorate in Clinical Psychology programme. This means you are a clinical psychologist, trainee clinical psychologist or an accredited therapist who has practiced in the UK in the last 10 years OR you are an Expert by Experience or non-clinical academic psychologist who is known to any UK DClinPsy course. We are hoping to recruit a UK wide sample of at least 113 participants.

What will happen to me if I take part?

The study is hosted online via Qualtrics but includes redirection to a third party site (Implicitly®) for the purposes of completing Implicit Association Tests (more detail below). On launching the experimental materials you will be assigned **a randomly generated 6-digit participant ID to be used as an identifier in place of your name**. The use of a pseudonym protects your identity whilst allowing your data to be linked across different elements of the study. This study will take between 1-2 hours to complete and will be divided into two parts. **Once commenced, each part should be completed in full. Both parts should be completed within 7 days. The link to Part 2 can be found at the end of Part 1. If you do not intend to complete the study in one sitting you will need to copy and save this link so you can return to the study.**

Part 1

1a. Demographics and Experience Questionnaire.

You will be asked to complete a short Demographics and Experience Questionnaire, this will include some personal characteristics and professional characteristics. **No data on individual courses or places of work will be collected.** We are asking for this information to assess whether our sample is representative of the wider Clinical Psychology workforce. This study does not require you to share contact details with the researcher, however, you will be required to share an email address with Implicitly® (see below). This will not be shared

with the researcher.

1b. Unconscious Bias Training and Implicit Association Tests.

Implicit Association Tests measure unconsciously held biases towards different group characteristics in society (e.g. Male:Female or Older:Younger). As part of the unconscious bias training all participants will be asked to complete two Implicit Association Tests ahead of completing a mock interview with an aspiring clinical psychologist. These are repeated following the interview.

On entering the Implicitly® platform you will be prompted to enter your name – **do not do this** – **ensure that you enter your randomly generated 6-digit participant ID in place of this.** For the purposes of receiving your personalised results, you will need to share your email address with Implicitly®. **To protect your identity, email addresses will be removed from data sets by Implicitly® prior to returning data to the researching team.**

The Implicit Bias tests were designed by Dr Pete Jones and have been modified for the purpose of this study. To look at an example of what the bias testing will entail, please look at this short video clip: <https://www.youtube.com/watch?v=F9onlQZuVHA>. For further information about these tests, please contact Dr Pete Jones (pete@shirepro.co.uk).

Part 2

2a. Mock Interview with Aspiring Clinical Psychologist

You will be asked to watch a pre-recorded mock interview with an aspiring clinical psychologist before scoring the candidate on their answers to personal, clinical, research and academic questions. You will be asked for brief feedback on the candidate and in training groups, you will be asked for feedback on the training and its influence on the interviewing process.

2b. Repeat Implicit Association Tests

You will be asked to repeat IAT testing.

Are there any benefits in my taking part?

All participants have the option to enter a prize draw to win one of ten £40 amazon vouchers. You can enter this by following the link at the end of the study to a separate Qualtrics survey. **This will ensure your personal details will not be linked to your study data.** Please note that by providing your contact details, your participation in the study may no longer be anonymous, but researcher will not know what information you provided.

More widely, by gaining a deeper understanding of your own unconscious biases and the implications of this on behaviour within personal and professional life, you may benefit from a development perspective. A core part of developing cultural competence is self-awareness which in turn should benefit the work towards fostering a more inclusive, equal and diverse Clinical Psychology workforce that is both understanding and representative of the populations we serve.

Are there any risks involved?

There are no significant risks to participation. However, considering your own biases can be a sensitive issue and it is possible that you will experience some psychological discomfort. In particular, some may find the results of their IAT tests uncomfortable. It is important to note that we all hold biases and that explicit attitudes are not always representative of implicit attitudes which are held unconsciously. As studies indicate that IAT testing alone can lead to rebound effects (i.e. increasing biases) when sufficient context is not provided to explain the results, the wider Unconscious Bias Training e-learning will be made available to all participants regardless of allocated group.

Should you have any concerns about the study please see **Where can I get more information?** Section below.

What data will be collected?

Data will be collected electronically via Qualtrics or Implicitly®. It consists of special category data (i.e. ethnicity, gender identity, age), occupational data (i.e. years qualified, interview experience, previous training in unconscious bias, geographical region), pre-post IAT test results, interview scoring, and any feedback you provide on the training.

Will my participation be confidential?

Your participation and the information we collect about you during the course of the research will be kept strictly confidential. Collection of personally identifying information has been purposefully limited to protect your anonymity. This includes the use of allocated pseudonyms and removal of email addresses from IAT data prior to transfer to the research team. **It will not be possible to identify you, your workplace or your affiliated University/Universities within the data.**

Only members of the research team and responsible members of the University of Southampton may be given access to data about you for monitoring purposes and/or to carry out an audit of the study to ensure that the research is complying with applicable regulations. Individuals from regulatory authorities (people who check that we are carrying out the study correctly) may require access to your data. All of these people have a duty to keep your information, as a research participant, strictly confidential.

All data collected will be stored on an encrypted, password-protected, University of Southampton issued computer within the researchers University one-drive and backed up to a secure server. The only exception will be IAT data, collected by a third party, Implicitly®. Data from your IAT results, including any personal information, will be stored on a secure server in Germany and is subject to European Union data protection laws. The web site has been penetration tested by Sec-2, part of the Claranet network. Only Dr Pete Jones at Shire Professional will see both test IAT results and any email addresses used. He will remove any email addresses before passing the test results with the unique reference number to the principal researcher. Dr Jones will send the anonymised data under secure password to the principal researcher. On receipt of this data it will be treated in line with all other study data.

Should you choose to enter the prize draw, your email address will be collected and stored separately to study data. Email addresses will be deleted on completion of the prize draw and distribution of prizes.

Do I have to take part?

No, it is entirely up to you to decide whether or not to take part. If you decide you want to take part, you will need to indicate consent using the tick box at the end of this page.

What happens if I change my mind?

You have the right to change your mind and withdraw at any time without giving a reason and without your participant rights being affected. You can withdraw during the study by discontinuing your progression through the study materials. You do not need to inform the research team. Given that data will be anonymised, should you wish to withdraw your data, you would need to contact the lead researcher (details below) and provide your randomly generated 6-digit participant ID so that your data can be located and removed.

What will happen to the results of the research?

Your personal details will remain strictly confidential. Research findings made available in any reports or publications will not include information that can directly identify you without your specific consent.

Statistical analysis of the data will be conducted at group level using SPSS and no individual results will be reported. In the interests of open science, anonymised data sets will be deposited to the University of Southampton's data repository (e-prints) on completion of the project, this would make the **anonymised** data publicly available. This would also allow for the data to be used in future research and learning.

Following analysis, results of the study will be written up in an empirical paper submitted to the University of Southampton as part of the researchers award for the Doctorate of Clinical Psychology, research findings are likely to be disseminated in various ways including poster presentations, PowerPoint presentations and submitted to academic journals for publication.

Anonymised IAT test data, composed only of the tests score, is retained by Implicitly® and used only to generate group reports by sector (e.g. Academia, Policing, Engineering, Financial Services). No personal data is retained or used by Implicitly.

Where can I get more information?

Should you have any questions about this research you can use the following research team contacts:

- 1) Sarah-Jane Cockburn (Lead Researcher | Trainee Clinical Psychologist)
S-J.Cockburn@soton.ac.uk
University of Southampton University of Southampton, Building 44, Highfield Campus, Southampton, SO17 1BJ
- 2) Dr Melanie Hodgkinson (Main Research Supervisor | Clinical Psychologist | Admissions Tutor)
m.j.hodgkinson@soton.ac.uk
University of Southampton University of Southampton, Building 44, Highfield Campus, Southampton, SO17 1BJ
- 3) Dr David Beattie (Research Supervisor | Personal Academic Tutor)
D.Beattie@soton.ac.uk
University of Southampton University of Southampton, Building 44, Highfield Campus, Southampton, SO17 1BJ
- 4) Dr Pete Jones (Chartered Psychologist | Implicitly® Developer)
Pete@shirepro.co.uk
Shire Professional, The Grooms' Quarters, Ivy Lodge Lane, Gally Knight Estate, Letwell, Near Worksop, Nottinghamshire, S81 8DG

What happens if there is a problem?

If you have a concern about any aspect of this study, you should speak to the researchers (details above) who will do their best to answer your questions.

If you remain unhappy or have a complaint about any aspect of this study, please contact the University of Southampton Head of Research Ethics and Clinical Governance (023 8059 5058, rgoinfo@soton.ac.uk).

Data Protection Privacy Notice

The University of Southampton 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. This means that when you agree to take part in a research study, we will use information about you in the ways needed, and for the purposes specified, to conduct and complete the research project. Under data protection law, 'Personal data' means any information that relates to and is capable of identifying a living individual. The

University's data protection policy governing the use of personal data by the University can be found on its website (<https://www.southampton.ac.uk/legalservices/what-we-do/data-protection-and-foi.page>).

This Participant Information Sheet tells you what data will be collected for this project and whether this includes any personal data. Please ask the research team if you have any questions or are unclear what data is being collected about you.

Our privacy notice for research participants provides more information on how the University of Southampton collects and uses your personal data when you take part in one of our research projects and can be found at <http://www.southampton.ac.uk/assets/sharepoint/intranet/ls/Public/Research%20and%20Integrity%20Privacy%20Notice/Privacy%20Notice%20for%20Research%20Participants.pdf>

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 University of Southampton is required by law to disclose it.

Data protection law requires us to have a valid legal reason ('lawful basis') to process and use your Personal data. The lawful basis for processing personal information in this research study is for the performance of a task carried out in the public interest. Personal data collected for research will not be used for any other purpose.

For the purposes of data protection law, the University of Southampton is the 'Data Controller' for this study, which means that we are responsible for looking after your information and using it properly. The University of Southampton will keep identifiable information about you for 10 years after the study has finished after which time any link between you and your information will be removed.

Implicitly® will keep identifiable information about you from this study for a maximum of 120 days after you complete testing. After 90 days a process of data deletion begins which is complete by the 120th day. Data is not recoverable at this point.

To safeguard your rights, we will use the minimum personal data necessary to achieve our research study objectives. Your data protection rights – such as to access, change, or transfer such information - may be limited, however, in order for the research output to be reliable and accurate. The University will not do anything with your personal data that you would not reasonably expect.

If you have any questions about how your personal data is used, or wish to exercise any of your rights, please consult the University's data protection webpage (<https://www.southampton.ac.uk/legalservices/what-we-do/data-protection-and-foi.page>) where you can make a request using our online form. If you need further assistance, please contact the University's Data Protection Officer (data.protection@soton.ac.uk).

Thank you for taking the time to read the information sheet and considering taking part in the research. If you wish to proceed, please indicate your consent below.

☐ Please tick (check) this box to indicate that you have read and understood information on this form, are aged 18 or over and agree to take part in this survey.

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