

Well-being Investments in Schools and Employers (WISE) Study

Interviewee Information Sheet

Summary: We would like to invite you to participate in an interview where we are exploring how and why workplaces invest in mental health and well-being activities. In this study, we are investigating how workplaces invest in mental health and well-being for their employees. We want to try and understand how and why organisations allocate money, space, and staff time to promote mental health and well-being. We will be studying a number of organisations and interviewing a range of employees to understand the processes used in the allocation of resources. Please read this information sheet to help you decide whether you want to take part. You can contact us if you have any questions or would like further information by using the details provided at the end.

About the research: Our research is funded by the Wellcome Trust, one of the world's leading charitable health funders.

Why is this research important? In recent years workplaces have had more responsibility around looking after and promoting the mental health and well-being of their employees. This research is important because to improve decision-making in organisations that are relatively low investors in mental health, we must first understand how decisions are made in high investors. Thus, the results from this study will inform how to best support the decision-making of organisations when it comes to allocating resources to mental health and well-being.

Who has reviewed the study? This study has received ethical consideration by the University of Birmingham ERN_22-1459.

Why have I been invited to participate? Your organisation has been recruited as it has the characteristics which we are looking for in a case study. They have agreed to be a part of our study and suggested we interview you alongside some of your colleagues.

What will happen if I take part? If you agree to take part in our study we will invite you to take part in an interview with one of our researchers at a time suitable for you. If possible, we would like the interview to take place face-to-face on the workplace premises. If face-to-face is not possible, the interview will take place online (via Zoom) or on the telephone. Interviews are anticipated to last between 30 minutes and 1 hour, although we can be flexible. There will also be an opportunity to take part in follow-up interviews in the future for other parts of our project. These look at (1) how decision-makers react to different forms of evidence related to well-being and mental health (2) how attitudes to investing resources in mental well-being in workplaces are distributed amongst different stakeholders. These follow-up interviews will take place at a time and place convenient for you. It could be face-to-face, online or on the telephone. These follow-up interviews are also anticipated to last between 30 minutes and 1 hour.

What will I be asked about? We will ask you about some of the following topics: your role and experiences in engaging in mental health decision-making, the types of mental well-being programmes and policies available across the organisation, decision making structure and what influences it, as well as the types of evidence collected and used to inform decision-making.

What types of documents will you request? Documents may include any agendas or minutes from meetings that discussed mental health decision-making, budgets allocating resources to well-being activities, evidence collected by your organisation, or any other form of evidence used in the decision-making process. We may also ask for other types of business information such as mission or values statements.

What will be done with my interview data and any documents I provide? We will use the data gathered in the interviews to build and test theories about the decision-making process. This data will be combined with takeaways from document analysis as well as participant observations to 'triangulate' or confirm the data. In short, through using data gleaned from different sources we will try to piece together and understand how decisions are made. The interview will be audio recorded and stored on a password-secured memory stick. Then, the data will be typed-up (transcribed) by a professional company. We will anonymise personal details or identifiers in any presentations or publications.

What are the possible benefits of participating? By participating in our study, you will be supporting important research funded by the Wellcome Trust that is designed to improve understanding of mental well-being investment in workplaces. Your organisation will benefit from a tailored short report and a dissemination workshop where we will share the findings from the overall study. This research will also support one of the researchers complete their PhD degree in Applied Health Research.

Do I have to take part? It is your decision whether you take part. You can withdraw from the study at any time, without giving a reason. During the interview, you can choose to not provide an answer to any questions you would prefer not to. After taking part in the interview, if you want to withdraw, please let us know within 28 days so we can destroy the audio recording (and transcripts). If you let us know after this time, then it is likely your data will already have been included in our study.

Can I get more information about taking part? If you have questions that you would like to ask or to let us know that you are interested in taking part in the study, please contact Luke Henstock: lxh168@student.bham.ac.uk or Camille Allard: c.allard@bham.ac.uk.

Thank you for reading this information sheet.