Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

PG2 / E1 FORM

APPLICATION FOR ETHICAL APPROVAL

RESEARCH STUDENTS
This form is to be completed by the student within **SIX** months for full-time students and **TWELVE** months for part time students, after the commencement of the research degree or following progression to Part Two of your course.

Once complete, submit this form via the ***MyTSD Doctoral College Portal*** at (https://mytsd.uwtsd.ac.uk).

This document is also available in Welsh.

RESEARCH STAFF ONLY
All communications relating to this application during its processing must be in writing and emailed to pgresearch@uwtsd.ac.uk , with the title 'Ethical Approval' followed by your name.

STUDENTS ON UNDERGRADUATE OR TAUGHT MASTERS PROGRAMMES should submit this form (and receive the outcome) via systems explained to you by the supervisor/module leader.

In order for research to result in benefit and minimise risk of harm, it must be conducted ethically. A researcher may not be covered by the University's insurance if ethical approval has not been obtained prior to commencement.

The University follows the OECD Frascati manual definition of **research activity**: "creative work undertaken on a systematic basis in order to increase the stock of knowledge, including knowledge of man, culture and society, and the use of this stock of knowledge to devise new applications". As such this covers activities undertaken by members of staff, postgraduate research students, and both taught postgraduate and undergraduate students working on dissertations/projects.

The individual undertaking the research activity is known as the "principal researcher".

Ethical approval is not required for routine audits, performance reviews, quality assurance studies, testing within normal educational requirements, and literary or artistic criticism.

Please read the notes for guidance before completing ALL sections of the form.

This form must be completed and approved prior to undertaking any research activity. Please see Checklist for details of process for different categories of application.

SECTION A: About You (Principal Researcher)

1	Full Name:		Dagmara Wasilewska			
2	Tick all boxes that apply:		Member of staff:	☐	Honorary research fellow:	☐
	Undergraduate Student	V	Taught Postgraduate Student	☐	Postgraduate Research Student	☐

3	Institute/Academic Discipline/Centre:	IICL
4	Campus:	Birmingham
5	E-mail address:	2227923@student.uwtsd.ac.uk
6	Contact Telephone Number:	07761042167
	For students:	

7	Student Number:	2227923
8	Programme of Study:	BA Leadership and Management Skills for the Workplace
9	Director of Studies/Supervisor:	Dr Roopa Aruvanahalli Nagaraju

SECTION B: Approval for Research Activity

1	Has the research activity received approval in principle? (please check the Guidance Notes as to the appropriate approval process for different levels of research by different categories of individual)	**YES**	V	**NO**	☐
				Date	
2	If Yes, please indicate source of approval (and date where known): ***Approval in principle must be obtained from the relevant source prior to seeking ethical approval***	Research Degrees Committee	☐		
		Institute Research Committee	☐		
		Other (write in) As part of the undergraduate degree this research has been approved by the Project supervisor.	V	11.10.2025	

SECTION C: Internal and External Ethical Guidance Materials

1	**UWTSD Research Ethics & Integrity Code of Practice**	V
2	**UWTSD Research Data Management Policy**	V
3	*British Psychological Society (BPS) Code of Human Research Ethics (2021)*	☐
4	*CIPD Professional Code of Conduct (relevant to HR/leadership research)*	☐

SECTION D: External Collaborative Research Activity

If there are external collaborators then you should gain consent from the contact persons to share their personal data with the university. If there are no external collaborators then leave this section blank and continue to section E.

1	Institution					
2	Contact person name					
3	Contact person e-mail address					
4	Is your research externally funded?		**YES**	☐	**NO**	☐
5	Are you in receipt of a KESS scholarship?		**YES**	☐	**NO**	☐
6	Are you specifically employed to undertake this research in either a paid or voluntary capacity?	Voluntary	**YES**	☐	**NO**	☐
7		Employed	**YES**	☐	**NO**	☐
8	Is the research being undertaken within an existing UWTSD Athrofa	If YES then the permission question	**YES**	☐	**NO**	☐

	Professional Learning Partnership (APLP)?	below does not need to be answered.				
9	Has permission to undertake the research has been provided by the partner organisation?	(If YES attach copy) If NO the application cannot continue	**YES**	☐	**NO**	☐

Where research activity is carried out in collaboration with an external organisation

10	Does this organisation have its own ethics approval system?	**YES**	☐	**NO**	☐
	If Yes, please attach a copy of any final approval (or interim approval) from the organisation (this may be a copy of an email if appropriate).				

SECTION E: Details of Research Activity

1	Indicative title:	The impact of Leadership Styles on Employee Engagement: A Case Study of Magna Exteriors, Banbury		
2	Proposed start date:	06.10.2025	Proposed end date:	21.11.2025
	Introduction to the Research (maximum 300 words per section) **Ensure that you write for a <u>Non-Specialist Audience</u> when outlining your response to the points below:** *Purpose of Research Activity* *Proposed Research Question* *Aims of Research Activity* *Objectives of Research Activity* Demonstrate, briefly, how **<u>Existing Research</u>** has informed the proposed activity and explain *What the research activity will add to the body of knowledge* *How it addresses an area of importance.*			
3	**Purpose of Research Activity** This research investigates how different leadership styles influence employee engagement at Magna Exteriors Banbury, automotive manufacturing/production company. Leadership is recognised as a critical factor in shaping workplace culture, employee motivation and organisational performance. Previous studies show that leadership is not only about directing tasks but also about building trust, fostering communication and creating an environment where employees feel valued. Employee engagement, defined as vigour, dedication and absorption, is strongly associated with productivity and resilience. However, in manufacturing contexts engagement can be vulnerable to repetitive work, safety pressures and external shocks such as cyberattacks or inflation. This study aims to identify which leadership styles are most effective in sustaining engagement within Magna, providing insights for both academic knowledge and practical leadership development.			
4	**Research Question** How do different leadership styles affect employee engagement at Magna Exteriors Banbury?			
5	**Aims of Research Activity** To investigate the relationship between leadership styles and employee engagement at Magna Exteriors Banbury, with a view to identifying effective practices and offering practical recommendations.			
6	**Objectives of Research Activity** ● To critically review literature on leadership styles and employee engagement. ● To examine which leadership styles are currently practiced at Magna Exteriors Banbury.			

	• To explore employees' perceptions of leadership effectiveness and its impact on engagement. • To analyse the relationship between leadership styles and engagement. • To propose recommendations for leadership practices that could improve engagement at Magna.
	Proposed methods (maximum 600 words) Provide a brief summary of all the methods that **may** be used in the research activity, making it clear what specific techniques may be used. If methods other than those listed in this section are deemed appropriate later, additional ethical approval for those methods will be needed. You do not need to justify the methods here, but should instead describe how you intend to collect the data necessary for you to complete your project.
7	The study will use a quantitative survey method. Employees will be asked to complete an anonymous questionnaire containing structured, closed questions. The survey will include recognised measures of leadership and engagement. Data will be collected on paper in a closed box, then in an Excel file under the password. All participation will be voluntary and participants will be able to withdraw at any time. No names or personal identifiers will be collected. Data will be analysed using statistical methods to examine correlations between leadership styles and employee engagement. The study involves no deception, sensitive data, or vulnerable groups.
	Location of research activity Identify all locations where research activity will take place.
8	Magna Exteriors, Banbury (employee surveys), University and home (back ground research and write up work)
	Research activity outside of the UK If research activity will take place overseas, you are responsible for ensuring that local ethical considerations are complied with and that the relevant permissions are sought. Specify any local guidelines (e.g. from local professional associations/learned societies/universities) that exist and whether these involve any ethical stipulations beyond those usual in the UK (provide details of any licenses or permissions required). Also specify whether there are any specific ethical issues raised by the local context in which the research activity is taking place, for example, particular cultural and/or legal sensitivities or vulnerabilities of participants. If you live in the country where you will do the research then please state this.
9	NO

10	Use of documentation not in the public domain: Are any documents **NOT** publicly available?	**NO**	V
		YES	☐
11	If Yes, please provide details here of how you will gain access to specific documentation that is not in the public domain and that this is in accordance with the current data protection law of the country in question and that of England and Wales.		

	Does your research relate to one or more of the seven aims of the Well-being of Future Generations (Wales) Act 2015?	**YES**	**NO**
12	A prosperous Wales	☐	V
13	A resilient Wales	☐	V

14	A healthier Wales	☐	V
15	A more equal Wales	☐	V
16	A Wales of cohesive communities	☐	V
17	A Wales of vibrant culture and thriving Welsh language	☐	V
18	A globally responsible Wales	☐	V
19	If YES to any of the above, please give details:		
	(this box should expand as you type)		

SECTION F: Scope of Research Activity

	Will the research activity include:	**YES**	**NO**
1	Use of a questionnaire or similar research instrument?	V	☐
2	Use of interviews?	☐	V
3	Use of focus groups?	☐	V
4	Use of participant diaries?	☐	V
5	Use of video or audio recording?	☐	V
6	Use of computer-generated log files?	☐	V
7	Participant observation with their knowledge?	☐	V
8	Participant observation without their knowledge?	☐	V
9	Access to personal or confidential information without the participants' specific consent?	☐	V
10	Administration of any questions, test stimuli, presentation that may be experienced as physically, mentally or emotionally harmful / offensive?	☐	V
11	Performance of any acts which may cause embarrassment or affect self-esteem?	☐	V
12	Investigation of participants involved in illegal activities?	☐	V
13	Use of procedures that involve deception?	☐	V
14	Administration of any substance, agent or placebo?	☐	V
15	Working with live vertebrate animals?	☐	V
16	Procedures that may have a negative impact on the environment?	☐	V
17	Other primary data collection methods. Please indicate the type of data collection method(s) below.	☐	V
	Details of any other primary data collection method: (this box should expand as you type)		

If NO to every question, then the research activity is (ethically) low risk and **may** be exempt from **some** of the following sections (please refer to Guidance Notes).

If YES to any question, then no research activity should be undertaken until full ethical approval has been obtained.

SECTION G: Intended Participants

If there are no participants then do not complete this section, but go directly to section H.

	Who are the intended participants:	**YES**	**NO**
1	Students or staff at the University?	☐	V
2	Adults (over the age of 18 and competent to give consent)?	V	☐
3	Vulnerable adults?	☐	V
4	Children and Young People under the age of 18? (Consent from Parent, Carer or Guardian will be required)	☐	V
5	Prisoners?	☐	V
6	Young offenders?	☐	V
7	Those who could be considered to have a particularly dependent relationship with the investigator or a gatekeeper?	☐	V
8	People engaged in illegal activities?	☐	V
9	Others. Please indicate the participants below, and specifically any group who may be unable to give consent.	☐	V
	Details of any other participant groups:		

	Participant numbers and source Provide an estimate of the expected number of participants. How will you identify participants and how will they be recruited?	
10	How many participants are expected?	80-100
11	Who will the participants be?	Employees of Magna Exteriors, Banbury
12	How will you identify the participants?	HR invitation / line manager

	Information for participants:	**YES**	**NO**	**N/A**
13	Will you describe the main research procedures to participants in advance, so that they are informed about what to expect?	V	☐	☐
14	Will you tell participants that their participation is voluntary?	V	☐	☐
15	Will you obtain written consent for participation?	V	☐	☐
16	Will you explain to participants that refusal to participate in the research will not affect their treatment or education (if relevant)?	V	☐	☐
17	If the research is observational, will you ask participants for their consent to being observed?	V	☐	☐

18	Will you tell participants that they may withdraw from the research at any time and for any reason?	V	☐	☐
19	With questionnaires, will you give participants the option of omitting questions they do not want to answer?	V	☐	☐
20	Will you tell participants that their data will be treated with full confidentiality and that, if published, it will not be identifiable as theirs?	V	☐	☐
21	Will you debrief participants at the end of their participation, in a way appropriate to the type of research undertaken?	V	☐	☐
22	If NO to any of above questions, please give an explanation			
	(this box should expand as you type)			

	Information for participants:	**YES**	**NO**	**N/A**
24	Will participants be paid?	☐	V	☐
25	Is specialist electrical or other equipment to be used with participants?	☐	V	☐
26	Are there any financial or other interests to the investigator or University arising from this study?	☐	V	☐
27	Will the research activity involve deliberately misleading participants in any way, or the partial or full concealment of the specific study aims?	☐	V	☐
28	If YES to any question, please provide full details			
	(this box should expand as you type)			

SECTION H: Anticipated Risks

	Outline any anticipated risks that may adversely affect any of the participants, the researchers and/or the University, and the steps that will be taken to address them. If you have completed a full risk assessment (for example as required by a laboratory, or external research collaborator) you may append that to this form.		
1	**Full risk assessment completed and appended?**	**Yes**	☐
		No	V
2	**Risks to participants** For example: sector-specific health & safety, emotional distress, financial disclosure, physical harm, transfer of personal data, sensitive organisational information		
	Risk to participants: None. All the participation will be voluntary and no personal data will be collected. The survey will be fully kept confidential. The questionnaire will be anonymous, no names or departments collected. Participants informed that their responses cannot be linked to them personally. *(this box should expand as you type)*	*How you will mitigate the risk to participants:* *(this box should expand as you type)*	
3	If research activity may include sensitive, embarrassing or upsetting topics (e.g. sexual activity, drug use) or issues likely to disclose information requiring further action (e.g. criminal activity), give details of the procedures to deal with these issues, including any support/advice (e.g. helpline numbers) to be offered to participants. Note that where applicable, consent procedures should		

	make it clear that if something potentially or actually illegal is discovered in the course of a project, it may need to be disclosed to the proper authorities	
	(this box should expand as you type)	
4	**Risks to the investigator** For example: personal health & safety, physical harm, emotional distress, risk of accusation of harm/impropriety, conflict of interest	
	Risk to the investigator: None, Clear communication with HR and support from supervisor has set clear process to carry out this research and there is no known risk to the investigator. *(this box should expand as you type)*	*How you will mitigate the risk to the investigator:* *(this box should expand as you type)*
5	**University/institutional risks** For example: adverse publicity, financial loss, data protection	
	Risk to the University: None *(this box should expand as you type)*	*How you will mitigate the risk to the University:* *(this box should expand as you type)*
6	**Environmental risks** For example: accidental spillage of pollutants, damage to local ecosystems	
	Risk to the environment: None *(this box should expand as you type)*	*How you will mitigate the risk to environment:* *(this box should expand as you type)*

	Disclosure and Barring Service			
	If the research activity involves children or vulnerable adults, a Disclosure and Barring Service (DBS) certificate must be obtained before any contact with such participants.	**YES**	**NO**	**N/A**
7	Does your research require you to hold a current DBS Certificate?	☐	V	☐
8	If YES, please give the certificate number. If the certificate number is not available please write “Pending”; in this case any ethical approval will be subject to providing the appropriate certificate number.			

SECTION I: Feedback, Consent and Confidentiality

1	**Feedback** What de-briefing and feedback will be provided to participants, how will this be done and when?
	Brief summary of the research will be added to the questioneer. *(this box should expand as you type)*
2	**Informed consent** Describe the arrangements to inform potential participants, before providing consent, of what is involved in participating. Describe the arrangements for participants to provide full consent before data collection begins. If gaining consent in this way is inappropriate, explain how consent will be obtained and recorded in accordance with prevailing data protection legislation.
	Participants will be informed of purpose, anonymity and voluntary nature before starting the survey.

3	**Confidentiality / Anonymity** Set out how anonymity of participants and confidentiality will be ensured in any outputs. If anonymity is not being offered, explain why this is the case.
	No personal identifiable data will be collected. Data will be stored securely and reported only in an aggregated form. *(this box should expand as you type)*

SECTION J: Data Protection and Storage

	Does the research activity involve personal data (as defined by the General Data Protection Regulation 2016 "GDPR" and the Data Protection Act 2018 "DPA")?	**YES**	**NO**
1	***"Personal data"*** *means any information relating to an identified or identifiable natural person ('data subject'). An identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person. Any video or audio recordings of participants is considered to be personal data.*	☐	V
	If YES, provide a description of the data and explain why this data needs to be collected:		
2	*(this box should expand as you type)*		
	Does it involve special category data (as defined by the GDPR)?	**YES**	**NO**
3	***"Special category data"*** *means sensitive personal data consisting of information as to the data subjects' –* *(a) racial or ethnic origin,* *(b) political opinions,* *(c) religious beliefs or other beliefs of a similar nature,* *(d) membership of a trade union (within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992),* *(e) physical or mental health or condition,* *(f) sexual life,* *(g) genetics,* *(h) biometric data (as used for ID purposes),*	☐	V
	If YES, provide a description of the special category data and explain why this data needs to be collected:		
4	*(this box should expand as you type)*		

	Will data from the research activity (collected data, drafts of the thesis, or materials for publication) be stored in any of the following ways?	**YES**	**NO**
5	Manual files (i.e. in paper form)?	V	☐
6	University computers?	☐	V
7	Private company computers?	☐	V
8	Home or other personal computers?	☐	V
9	Laptop computers/ CDs/ Portable disk-drives/ memory sticks?	☐	V
10	"Cloud" storage or websites?	☐	V

11	Other – specify:	☐	V
12	For all stored data, explain the measures in place to ensure the security of the data collected, data confidentiality, including details of backup procedures, password protection, encryption, anonymisation and pseudonymisation:		
	Paper survey questionnaire will be given to the paticipants at workplace during their break. The completed survey papers will be kept with the researcher and will not be left unattended at any pointed of time. Once the data will be transferred to the computer, the papers will be kept in a sealed box untill the project results will be confirmed by the University and then will be safely and confidentially destroyed. *(this box should expand as you type)*		

	Data Protection		
	Will the research activity involve any of the following activities:	**YES**	**NO**
13	Electronic transfer of data in any form?	☐	V
14	Sharing of data with others at the University outside of the immediate research team?	☐	V
15	Sharing of data with other organisations?	☐	V
16	Export of data outside the UK or importing of data from outside the UK?	☐	V
17	Use of personal addresses, postcodes, faxes, emails or telephone numbers?	☐	V
18	Publication of data that might allow identification of individuals?	☐	V
19	Use of data management system?	☐	V
20	Data archiving?	☐	V
21	If YES to any question, please provide full details, explaining how this will be conducted in accordance with the GDPR and Data Protection Act (2018) (and any international equivalents, where appropriate):		
	(this box should expand as you type)		
22	List all who will have access to the data generated by the research activity:		
	Researcher and Supervisor. *(this box should expand as you type)*		
23	List who will have control of, and act as custodian(s) for, data generated by the research activity:		
	Researcher. *(this box should expand as you type)*		
24	Give details of data storage arrangements, including security measures in place to protect the data, where data will be stored, how long for, and in what form. Will data be archived – if so how and if not why not.		
	Data stored until project completion, then destroyed. *(this box should expand as you type)*		
25	Please indicate if your data will be stored in the UWTSD Research Data Repository (see https://researchdata.uwtsd.ac.uk/). If so please explain. (*Most relevant to academic staff)*		

	(this box should expand as you type)		
26	Confirm that you have read the UWTSD guidance on data management (see https://www.uwtsd.ac.uk/library/research-data-management/)	**YES**	V
27	Confirm that you are aware that you need to keep all data until after your research has completed or the end of your funding	**YES**	V

SECTION K: Declaration

	The information which I have provided is correct and complete to the best of my knowledge. I have attempted to identify any risks and issues related to the research activity and acknowledge my obligations and the rights of the participants. In submitting this application I hereby confirm that I undertake to ensure that the above named research activity will meet the University's Research Ethics and Integrity Code of Practice which is published on the website: https://www.uwtsd.ac.uk/research/research-ethics/		
1	**Signature of applicant:**	Hasilenska	**Date:** 11.10.2025

For STUDENT Submissions:

2	Director of Studies/Supervisor:	Dr. Roopa Aruvanahalli Nagaraju	**Date:12/10/2025**
3	Signature:	Roopa Aruvanahalli Nagaraju	

For STAFF Submissions:

4	Academic Director/ Assistant Dean:		**Date:**
5	Signature:		

Checklist: Please complete the checklist below to ensure that you have completed the form according to the guidelines and attached any required documentation:

V	I have read the guidance notes supplied before completing the form.
V	I have completed **ALL RELEVANT** sections of the form in full.
V	I confirm that the research activity has received approval in principle
☐	I have attached a copy of final/interim approval from external organisation (**where appropriate**)
☐	I have attached a full risk assessment (where appropriate) *ONLY TICK IF YOU HAVE **ATTACHED A FULL RISK ASSESSMENT***
V	I understand that it is my responsibility to ensure that the above named research activity will meet the University's Research Ethics and Integrity Code of Practice.
V	I understand that before commencing data collection all documents aimed at respondents (including information sheets, consent forms, questionnaires, interview schedules etc.) must be confirmed by the DoS/Supervisor, module tutor or Academic Director.

RESEARCH STUDENTS ONLY
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