

APPLICATION FOR ETHICAL APPROVAL

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.

Delete the Guidance Notes at the end of the form BEFORE submitting your application

SECTION A: About You (Principal Researcher)

Full Name:		ALISHA WADY			
Tick all boxes which apply:		Member of staff:	☐	Honorary research fellow:	☐
Undergraduate Student	☒	Taught Postgraduate Student	☐	Postgraduate Research Student	☐
Faculty/School/Centre:		University of Wales Trinity Saint David			
Campus:		Swansea, SA1			
E-mail address:		1700769@student.uwtsd.ac.uk			
Contact Telephone Number:		+44 7902387318			
For students:					
Student Number:		1700769			
Programme of Study:		BA Hons Counselling & Psychology			
Director of Studies/Supervisor:		Dr Judith Marshall			

SECTION B: Approval for Research Activity

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	☐	NO	☒
				Date	
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		☐		
	Faculty Research Committee		☐		
	Other (write in)		☐		

SECTION C: Internal and External Ethical Guidance Materials

Please list the core ethical guidance documents that have been referred to during the completion of this form (including any discipline-specific codes of research ethics, and also any specific ethical guidance relating to the proposed methodology). Please tick to confirm that your research proposal adheres to these codes and guidelines.	
UWTSD Research Ethics & Integrity Code of Practice	☒
UWTSD Research Data Management Policy	☒
BPS Code of Ethics & Conduct (2009)	☒

SECTION D: External Collaborative Research Activity

Does the research activity involve collaborators outside of the University?		YES	☐	NO	☒
If Yes, please provide the name of the external organisation and name and contact details for the main contact person and confirmation this person has consented to their personal data being shared as part of this collaboration.					
Institution					
Contact person name					
Contact person e-mail address					
Has this individual consented to sharing their details on this form?		YES	☐	NO	☐
Are you in receipt of a KESS scholarship?		YES	☐	NO	☐
Is your research externally funded		YES	☐	NO	☐
Are you specifically employed to undertake this research in either a paid or voluntary capacity?	Voluntary	YES	☐	NO	☐
	Employed	YES	☐	NO	☐
Is the research being undertaken within an existing UWTSD Athrofa Professional Learning Partnership (APLP)	If YES then the permission question below does not need to be answered.	YES	☐	NO	☐
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

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				

SECTION E: Details of Research Activity

Indicative title:	PERCEPTIONS OF UNDERGRADUATE STUDENTS ON WORKPLACE BULLYING		
Proposed start date:	October 2019	Proposed end date:	March 2020
Introduction to the Research (maximum 300 words) Ensure that you write for a Non-Specialist Audience when outlining your response to the three points below: • Purpose of Research Activity • Proposed Research Question • Aims of Research Activity • Objectives of Research Activity Demonstrate, briefly, how Existing Research 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.			
Purpose of Research Activity The purpose of this study is to explore a student's knowledge on workplace bullying and how it can influence a person's physical and emotional health and well-being. As well as, investigating students' perceptions of the way workplace bullying within nursing, including the issue of gender is interpreted in news articles. Workplace bullying is generally defined as a "repeated, health-harming mistreatment of one or more persons by one or more perpetrators" (Workplace Bullying Institute, 2019). Empirical literature has been explored in relation to, gender workplace bullying (Keashly, 2012; Magley et al., 2010; Salin & Hoel, 2013; Hutchinson & Eveline, 2010) and how the nursing sector is portrayed (Lee et al., 2014; Owayolu et al., 2014; Clegg, 1989; Silva & Backhouse, 2003). (this box should expand as you type)			
Research Question 1. To investigate the beliefs and perceptions of university students regarding workplace bullying, specifically, within nursing contexts can influence a person's physical and emotional health and well-being. 2. To elicit participants' perceptions of news media output on bullying within nursing. 3. To determine what role, if any, participants believe gender plays with regard to workplace bullying within the nursing profession? (this box should expand as you type)			
Aims of Research Activity The aim of this study is, to explore these research questions throughout the study of gender workplace bullying and nursing: (1) students beliefs on workplace bullying, and how it may influence a person's physical, and emotional health and wellbeing; (2) students perceptions on how workplace bullying within nursing can be interpreted in news articles; (3) students thoughts on how gender workplace bullying is portrayed in news articles. (this box should expand as you type)			
Objectives of Research Activity			

The objective of this study is to view undergraduates perceptions on workplace bullying within gender and nursing through the news media, alongside some qualitative questioning in relation to the participants' beliefs on gender workplace bullying and nursing.

(this box should expand as you type)

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.

The proposed study will be a qualitative, thematic analysis which will involve individual semi-structured interviews with printed stimulus materials. The study will be investigating undergraduate students' beliefs on gender workplace bullying; workplace bullying within nursing, and how it can influence ones physical and emotional health and well-being, using news articles. A qualitative, semi-structured interview will allow students to provide detailed answers in relation to the interview questions and provide their thoughts on workplace bullying. This approach will also allow students to stay in the topic of news media.

These semi-structured interviews will be face to face in an interview room. Participants will be given various news articles and questions, based upon gendered workplace bullying and nursing within the UK. These participants will be collected through the EMS system. Individuals who are willing to take part in this study will be provided with a consent form. This will include information on the study itself and that, it will be used to measure a students' perceptions on gender workplace bullying and nursing, and how it can influence a person's physical and emotional health and well-being. the consent form will be filled out before starting the study.

Before starting the study, participants will be given an explanation on what the study will entail and what will be needed from the participant (e.g. answering the interview questions) as well as a demographic information sheet. This will include the participants age and gender. Once this has been given, questions from the participants will be answered and informed that they may leave the study or stop at any time, if they begin to feel discomfort. Also, the researcher will point out that the interview will be audio recorded to capture the in-depth views the participant will provide. The students will be given 5 minutes to read through the 10 news articles spread across the table. If needed, more time will be provided.

The qualitative interview will begin by asking the participant a series of questions, which should take between 30 to 60 minutes to complete. The objective of the study is to collect at least 8 to 10 participants, due to the participants in-depth views on workplace bullying. This size of participant group will provide a wide variety of views on the study.

These interviews will be analysis using thematic analysis (Braun, Clarke, Hayfield & Terry, 2019). Thematic analysis will allow the interviewer to interpret the students' talk to consider shared, and individual, beliefs regarding workplace bullying and how this is portrayed by news media sources.

on gender workplace bullying and nursing. This will help to identify the physical and emotional effects of workplace bullying, as well as the participants knowledge on gender workplace bullying and nursing.

(this box should expand as you type)

Location of research activity

Identify all locations where research activity will take place.

Psychology Laboratories within the University.

(this box should expand as you type)

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.

N/A

(this box should expand as you type)

Use of documentation not in the public domain: Are any documents **NOT** publicly available?

NO

☒

YES

☐

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 prevailing data protection law of the country in question and England and Wales.

(this box should expand as you type)

SECTION F: Scope of Research Activity

Will the research activity include:	YES	NO
Use of a questionnaire or similar research instrument?	☐	☒
Use of interviews?	☒	☐
Use of diaries?	☐	☒
Participant observation with their knowledge?	☐	☒
Participant observation without their knowledge?	☐	☒
Use of video or audio recording?	☒	☐
Access to personal or confidential information without the participants' specific consent?	☐	☒
Administration of any questions, test stimuli, presentation that may be experienced as physically, mentally or emotionally harmful / offensive?	☒	☐
Performance of any acts which may cause embarrassment or affect self-esteem?	☐	☒
Investigation of participants involved in illegal activities?	☐	☒
Use of procedures that involve deception?	☐	☒
Administration of any substance, agent or placebo?	☐	☒
Working with live vertebrate animals?	☐	☒
Other primary data collection methods, please explain in this box For example, 'focus groups'. Please indicate the type of data collection method(s) in this box and tick the accompany box.	☐	☒
Details of any other primary data collection method: Test stimuli: News media items (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

Who are the intended participants:	YES	NO
Students or staff at the University?	☒	☐
Adults (over the age of 18 and competent to give consent)?	☒	☐
Vulnerable adults?	☐	☒
Children and Young People under the age of 8? (Consent from Parent, Carer or Guardian will be required)	☐	☒
Prisoners?	☐	☒
Young offenders?	☐	☒
Those who could be considered to have a particularly dependent relationship with the investigator or a gatekeeper?	☐	☒
People engaged in illegal activities?	☐	☒
Others (please identify specifically any group who may be unable to give consent) please indicate here and tick the appropriate box.	☐	☒
Other – please indicate here: (this box should expand as you type)		

Participant numbers and source	
Provide an estimate of the expected number of participants. How will you identify participants and how will they be recruited?	
How many participants are expected?	8 to 10 participants. (this box should expand as you type)
Who will the participants be?	Undergraduate students in university. (this box should expand as you type)
How will you identify the participants?	Using EMS systems. (this box should expand as you type)

Information for participants:	YES	NO	N/A
Will you describe the main research procedures to participants in advance, so that they are informed about what to expect?	☒	☐	☐
Will you tell participants that their participation is voluntary?	☒	☐	☐
Will you obtain written consent for participation?	☒	☐	☐
Will you explain to participants that refusal to participate in the research will not affect their treatment or education (if relevant)?	☒	☐	☐
If the research is observational, will you ask participants for their consent to being observed?	☒	☐	☐
Will you tell participants that they may withdraw from the research at any time and for any reason?	☒	☐	☐
With questionnaires, will you give participants the option of omitting questions they do not want to answer?	☒	☐	☐
Will you tell participants that their data will be treated with full confidentiality and that, if published, it will not be identifiable as theirs?	☒	☐	☐
Will you debrief participants at the end of their participation, in a way appropriate to the type of research undertaken?	☒	☐	☐
If NO to any of above questions, please give an explanation			
<i>(this box should expand as you type)</i>			

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

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.

Full risk assessment completed and appended?

Yes

☐

No

☒

Risks to participants

For example: emotional distress, financial disclosure, physical harm, transfer of personal data, sensitive organisational information

Risk to Participant:

Consent must be given before beginning the study.

Confidentiality/Anonymity

Right to Withdraw

Emotional Distress - Some questions and news articles may be seen as distressing towards participants who may relate to workplace bullying

(this box should expand as you type)

How will you mitigate the Risk to Participant

A consent form will be given prior to the study to ensure the participant understands what the study will entail and what the participant will be doing throughout the interview.

Any personal information that is given to the researcher will be transcribed anonymously to protect the interviewee's identity.

Data will be transferred from the digital recorder to a password-protected file on a computer. The recording on the digital recorder will then be wiped. The computer recording and the transcribed interviews will be destroyed following the confirmation of the dissertation grade.

All participants will be informed of their right to withdraw. If someone begins to feel upset or discomfort, they will have the right to withdraw from the study and discuss about their data being removed from the overall study.

Reassure participants that if they begin to feel distressed, audio recording will stop and the researchers will talk to the participant to ensure that they are ok. The researcher will remain with the participant until they feel well enough to leave.

(this box should expand as you type)

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

N/A

(this box should expand as you type)

Risks to investigator

For example: personal safety, physical harm, emotional distress, risk of accusation of harm/impropriety, conflict of interest

Risk to Investigator: Potential for risk of complaint. <i>(this box should expand as you type)</i>	<i>How will you mitigate the Risk to Investigator:</i> The researcher will use the BPS code of ethics to ensure that she follows the correct procedures throughout the study. Participants will be treated with respect throughout. All interviews will be recorded with the participant's consent. <i>(this box should expand as you type)</i>
University/institutional risks For example: adverse publicity, financial loss, data protection	
Risk to University: A potential risk to the University is that a complaint could affect the <i>(this box should expand as you type)</i>	<i>How will you mitigate the Risk to University:</i> The UWTSD Code of Conduct and the BPS ethical guidelines will be followed to minimize any possible risk to the University. <i>(this box should expand as you type)</i>

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
Does your research require you to hold a current DBS Certificate?	☐	☐	☒

SECTION I: Feedback, Consent and Confidentiality

Feedback

What de-briefing and feedback will be provided to participants, how will this be done and when?

A debrief form will be provided to all participants after completion. This will include details on what the study has entailed, and all contact needed for the participants. This will have the researchers university email addresses and if any concerns may arise throughout the study, the supervisors university email address will also be included on the debrief form.

(this box should expand as you type)

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 recruited through the universities EMS system, where undergraduate students will view this study and discover that it is for a third-year psychology dissertation and students are required for the interview process. The consent form will explain what will happen throughout the study and follow the correct ethical guidelines (BPS Code of Human Research Ethics, 2014). This study is voluntary, and all participants have the right to withdraw at any time. The consent form will be provided before the study begins and will be signed and given back to the researcher, as informed consent. It is stated that the interview will be audio recorded and this recording will be deleted within 24 hours after the interview is transcribed onto a secure computer.

(this box should expand as you type)

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.

During the face to face interview, all information provided by the participant will be kept confidential. All consent forms filled out will be kept with the researcher's supervisor, in a locked room. These consent forms will then be shredded once the dissertation project is completed. As all these interviews will be audio recorded, all personal information that may be discussed during this, will be turned into anonymous information when transcribing. These recordings will then be deleted once transcribing has been completed, mainly takes 24 hours. An information demographic sheet will also be presented, as well as the consent form. These include personal data from the participants, which are kept safely in a locked room and are destroyed once the dissertation has been submitted. All data collection will be kept in this locked room where only the researcher and supervisor will have access. Transcription of these interviews will be done within 48 hours of completion, and anonymity will be used to protect the confidentiality of all undergraduate students. This will also come under the Data Protection Act 1998.

(this box should expand as you type)

SECTION J: Data Protection and Storage

In completing this section refer to the University's Research Data Management Policy and the extensive resources on the University's Research Data Management web pages (<http://uwtsd.ac.uk/library/research-data-management/>).

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
"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.	X	☐
If YES, provide a description of the data and explain why this data needs to be collected:		
All participants' names will be available when the consent forms are signed. This will need to be included at this stage to ensure that informed consent is provided. These forms will be kept in a secure file which will be locked in the supervisors' office. When transcribing the information and writing up the results section, each participant's data will be anonymised and will have a unique identification number assigned to them, which will be used throughout the dissertation. <i>(this box should expand as you type)</i>		
Does it involve special category data (as defined by the GDPR)?	YES	NO
"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),	☐	X
If YES, provide a description of the special category data and explain why this data needs to be collected:		
<i>(this box should expand as you type)</i>		
Will the research activity involve storing personal data and/or special category data on one of the following:	YES	NO
Manual files (i.e. in paper form)?	☒	☐
University computers?	☐	☒
Private company computers?	☐	☒
Home or other personal computers?	☐	☒
Laptop computers/ CDs/ Portable disk-drives/ memory sticks?	☒	☐
"Cloud" storage or websites?	☐	☒
Other – specify:	☐	☒
For all stored data, explain the measures in place to ensure the security of the data collected, data confidentiality, including details of password protection, encryption, anonymisation and pseudonymisation:		

Anonymisation will be used when transcribing the audio recordings. Once all the information has been transcribed, the audio recording will be removed from the data so the participants confidentiality will be kept. <i>(this box should expand as you type)</i>		
All Data Storage		
Will the research activity involve any of the following activities:	YES	NO
Electronic transfer of data in any form?	☒	☐
Sharing of data with others at the University?	☐	☒
Sharing of data with other organisations?	☐	☒
Export of data outside the European Union or importing of data from outside the UK?	☐	☒
Use of personal addresses, postcodes, faxes, emails or telephone numbers?	☐	☒
Publication of data that might allow identification of individuals?	☐	☒
Use of data management system?	☐	☒
Data archiving?	☐	☒
If YES to any question, please provide full details, explaining how this will be conducted in accordance with the GDPR and DPA (and/or any international equivalent):		
All data will be audio recorded and transcribed onto a paper form. When the data is transcribed, any information that can break confidentiality will be made anonymous to protect their identities. <i>(this box should expand as you type)</i>		
List all who will have access to the data generated by the research activity:		
Alisha Wady and Dr. Judith Marshall <i>(this box should expand as you type)</i>		
List who will have control of, and act as custodian(s) for, data generated by the research activity:		
Dr. Judith Marshall <i>(this box should expand as you type)</i>		
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.		
- Audio recordings will be on a digital recorder until they are fully transcribed using anonymity. Once these are completed, the recordings will be deleted. - Demographic information sheet will include the participants age and gender. These will be stored in a safe folder in university and will be removed and shredded once all the information has been added to the final dissertation project. <i>(this box should expand as you type)</i>		
Please indicate if your data will be stored in the UWTSD Research Data Repository (see https://researchdata.uwtsd.ac.uk/). If so please explain. <i>(Most relevant to academic staff)</i>		
No. <i>(this box should expand as you type)</i>		
Confirm that you have read the UWTSD guidance on data management (see https://www.uwtsd.ac.uk/library/research-data-management/)	YES	☒
	NO	☐
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	☒
	NO	☐

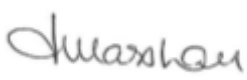
SECTION K: Declaration

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](#)

Signature of applicant:	A.WADY	Date: 28/10/19
--------------------------------	--------	-----------------------

For STUDENT Submissions:

Director of Studies/Supervisor:		Date: 25/11/19
Signature:		

For STAFF Submissions:

Head of School/Assistant Dean:		Date:
Signature:		

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

☒	I have read the guidance notes supplied before completing the form.
☒	I have completed ALL RELEVANT sections of the form in full.
☒	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 (and have NOT completed Section H of this form) (where appropriate) ONLY TICK IF YOU HAVE ATTACHED A FULL RISK ASSESSMENT
☒	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.
☒	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 Head of School.
☒	I have deleted the guidance notes before submitting the PG2 for consideration

RESEARCH STUDENTS AND 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.

You will be informed of the outcome of your claim by email; therefore it is important that you check your University and personal email accounts regularly.

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.

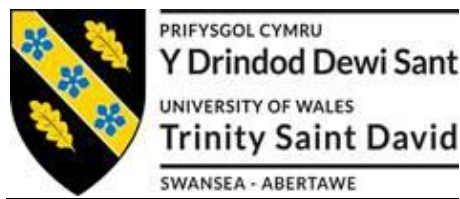
This form is available electronically from the Academic Office web pages:

<http://www.uwtsd.ac.uk/academic-office/>

Application Process

All staff research projects and all research students must submit the Ethical Approval Form to the **University Ethics Committee** via the Academic Office (pgresearch@uwtsd.ac.uk). Staff research directly in relation to personal study for taught undergraduate or Masters programmes should be submitted via the Faculty procedures explained below.

Taught masters and taught undergraduate research Ethical Approval Forms are considered **within Faculties**. Faculties will provide details of the specific processes for this. Where the Ethical issues within any single ethical application are of particular concern the Faculty will refer these to the University Ethics Committee. Any student activity that involves the collection of primary data needs to undergo Ethical approval, this includes assignment work as well as dissertations.



School of Psychology
SA1 Campus
Swansea

Study Consent Form

I understand that this research study is being carried out by a 3rd year Psychology Student for the purpose of a dissertation assessment, and that taking part in this study will contribute to the exploration of thoughts and perceptions of bullying in the workplace, specifically within the nursing profession. The main focus will be the effects of bullying on people's sense of well-being. A second focus is how people perceive information within the news media.

The interview will take approximately 30 minutes to complete.

I understand that participation in this study is entirely voluntary and I am free to withdraw participation at any time without giving a reason. I am aware that if I have concerns about the study, I can discuss these concerns with the researcher or academic supervisor at any time during or after the study.

I understand that the information provided by me will be held confidentially, with a pseudonym in place of my name. These data will be stored indefinitely in accordance with the Data Protection Act.

I also understand that at the end of the study I will be provided with a debrief form and the opportunity to discuss any issues with the researcher.

I, _____ (NAME) consent to participate in the study conducted by *Alisha Wady*, School of Psychology, University of Wales Trinity Saint David, Swansea under the supervision of Judith Marshall.

Participant Signature: _____

Date: _____

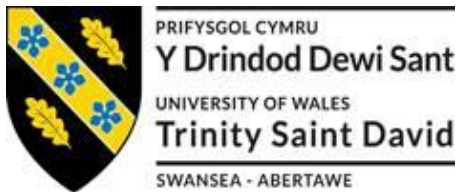
Name and signature of researcher taking consent

Demographic Information Sheet

1. AGE:

18 to 24 ☐ 25 to 39 ☐ 40 to 60 ☐ 60+ ☐

2. GENDER IDENTIFICATION: _____



School of Psychology
SA1 Campus
Swansea

Study Debrief Sheet

Perceptions of Undergraduate Students on Workplace Bullying

Thank you for taking part in this study.

The aim of this study was to explore peoples thoughts and perceptions of bullying in the workplace, and how bullying within nursing can affect people's well-being. Specifically, it was to look at how people interpret bullying within the news media.

If you wish to withdraw your data from the study you must tell the researcher now. After this point, all of your data will remain in a pseudonym and we will trace it back to you. Please tell the researcher within 48 hours.

If taking part in this study has raised any questions please speak to the researcher Alisha Wady on 1700769@student.uwtsd.ac.uk, or contact the academic supervisor Dr. Judith Marshall on Judith.marshall@uwtsd.ac.uk.

Thank you once again for taking time to participate in this study.

Alisha Wady

BA Counselling Studies and Psychology

University of Wales Trinity Saint David, Swansea