

## Information Sheet for Participants

### Understanding the impact of the International Recruitment Fund for adult social care

*We would like to invite you to take part in a research study. This sheet provides you with information about this research to help you decide if you would like to participate.*

#### **What is the purpose of the project?**

The Government has committed to several ways of supporting international recruitment of workers into adult social care in the UK to help ease workforce pressures. In February 2022, the role of care workers was added to the shortage occupation list which means that people from other countries can apply for the Health and Care Visa and work with a licensed care provider in the UK.

In February 2023, the International Recruitment Fund for adult social care was introduced. The aim of the fund is to help local areas with international recruitment and improve ethical recruitment and employment practice. Local authorities have formed partnerships in England and secured funding to design and deliver plans at a regional level. The fund can be used to recruit care workers and other staff working in adult social care including nurses, occupational therapists and social workers.

Our research is exploring the impact of these changes to immigration on adult social care from different perspectives, to offer independent and timely feedback for government departments and agencies. In the first phase we explored the impact of changes to the Health and Care Visa described above. The current study aims to understand the impact of the International Recruitment Fund. We will:

1. identify characteristics of the partnerships and their plans for how the fund is to be spent in their region;
2. explore the views and experiences of different international recruitment stakeholders and whether these have changed following the introduction of the International Recruitment Fund. The stakeholders include internationally recruited workers, social care employers and individuals working in local authority partnerships, and brokerage services;
3. gather the views and experiences of organisations representing people with care and support needs and their carers, and other sector experts on international recruitment in adult social care.

**Why have I been invited to take part?** You or your organisation represent one of the stakeholder groups who may be affected by the changes to international recruitment so we would like talk to you.

**What will happen if I take part?** You will be invited to take part in an interview which would last about 45 minutes and be recorded with your consent. The researcher will ask you about your views and experiences of international recruitment broadly and since the launch of the International Recruitment Fund, to identify what works well and less well, any gaps in support and how these might be overcome.

**Do I have to take part?** Taking part is voluntary. If you decide to take part, you will be asked to sign a consent form.

**Incentives and risk** Care workers will be offered a £20 shopping voucher for their time. There are no incentives to other stakeholders for taking part. We foresee no risks.

**Benefits** Other than the vouchers for Care workers, there are no direct benefits to taking part in the study. We will provide all participants with a summary of the study's main findings and recommendations on request.

**Data handling and confidentiality** Study data will be processed in accordance with the General Data Protection Regulation 2016 (GDPR). Data will be treated as strictly confidential and contributions will be anonymously reported in reports, articles and other outputs.

Interview transcripts will be anonymised and stored separately from contact details of participants. Transcripts may be transcribed using a third-party service; anyone undertaking this work will have signed a confidentiality agreement. All study data will be treated as strictly confidential and will only be used by the research team. Data will be transferred and shared securely at all times using secure file transfer services. Data will be stored on password protected files on password protected computers of the research team only. Once the study is completed, anonymised data will be kept for seven years, and then destroyed.

**Data Protection Statement** If you would like more information about how your data will be processed in accordance with GDPR please visit the link below: <https://www.kcl.ac.uk/research/support/research-ethics/kings-college-london-statement-on-use-of-personal-data-in-research>

**What if I change my mind about taking part?** You are free to withdraw your interview up to a week after taking part, after which time data analysis may have started. If you choose to withdraw from the project in this timeframe, we will not retain the information you had given.

**Who is organising and funding this research?** The study is being organised by a team from King's College London University, led by Kalpa Kharicha. The research is being funded by National Institute for Health Research (NIHR) Policy Research Programme (Policy Research Unit in Health and Social Care Workforce: Ref. PR-PRU-1217-21002). King's College London Ethics Committee has approved this study under the Minimal Risk criteria (Reference number: XXXXX).

**What will happen to the results of the project?** The project's findings will inform policy developments on adult social care workforce and immigration systems. The findings will be shared in publicly available reports and via academic and practice publications and presentations.

**Who should I contact if I want to take part for further information?** If you have any questions or require more information about this project, please contact:

**Kalpa Kharicha:** Email: [kalpa.kharicha@kcl.ac.uk](mailto:kalpa.kharicha@kcl.ac.uk) Tel: 020 7848 1782

**What if there is a problem?** If this study has harmed you in any way, or if you wish to make a complaint about the conduct of this study, please contact Bobby Duffy, The Policy Institute, King's College London at [bobby.duffy@kcl.ac.uk](mailto:bobby.duffy@kcl.ac.uk)

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