



Cardiff  
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University

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## **THRIVE: Transforming How We Recognise, Include, and Value Everyone in Education and Work**

### **PARTICIPANT INFORMATION SHEET**

We are members of the UK Young Academy. We are conducting a research project to understand the experiences of neurodivergent employees in the workplace. We would like to invite you to take part in our research study. Before you decide whether or not to take part, it is important for you to understand why the research is being done and what it will involve. Please therefore take time to read the following information carefully.

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

The aim of this study is to better understand the experiences of neurodivergent employees in the workplace. We're interested in the challenges and opportunities of making workplaces more accessible to neurodivergent individuals. We will use the insights from this study to raise awareness of the challenges faced by neurodivergent individuals and to develop resources for employers.

#### **Who is conducting this study?**

This study is being conducted by several researchers who are members of the UK Young Academy (<https://ukyoungacademy.org/>), an organisation bringing together leading early-career academics and professionals in the UK. For more information on this project, please see: [THRIVE | UK Young Academy](#). The lead at Cardiff Metropolitan University is **Dr Mirain Rhys**. The UK Young Academy is funding this project.

#### **Why have I been invited to participate?**

You have been asked to participate as a neurodivergent employee working in the United Kingdom. You are welcome to participate in the study if you have a formal diagnosis of one or more neurodivergent conditions, or if you self-identify as being neurodivergent.

You must be over 18 years of age to participate in this study.

#### **Do I have to take part?**

Taking part in the project is entirely voluntary and you will be asked to complete and sign a Participant Consent Form prior to your involvement.

You have the right to withdraw from the project at any time during the data collection period of the project. Once the data collection is complete, you will have up to two weeks from when you participate in the project to decide if you want to withdraw. After this period of two weeks, data analysis will begin, which makes withdrawal impossible. We are able to permanently delete the identifiable data we collected from you at any point in time.

If you would like to withdraw from the project during data collection or in the two weeks post data collection OR you would like for any identifiable data we have collected from you to be permanently deleted, please email [mrhys@cardiffmet.ac.uk](mailto:mrhys@cardiffmet.ac.uk) who will send you a withdrawal form.

## **What will participation involve?**

You will be asked to complete a short survey which aims to capture your experiences. The survey will include a selection of questions, such as multiple choice, rank, and short answer questions where you will be able to type in your response.

The survey will take around 5-10 minutes to complete, with some optional questions for you to answer if you have time.

At the end of the survey, you will be asked to indicate if you are happy to participate in an interview, to allow us to gather deeper insights into the workplace experiences of neurodivergent employees. We may not be able to interview everyone who is interested in taking part, due to resource constraints. We will aim to interview a broad range of people from different backgrounds.

## **Are there any risks associated with taking part?**

There are no significant risks associated with participating in this study. Your data will remain completely confidential for the entirety of the project, and will be anonymised once data collection is complete.

If you feel as though any of the questions from the survey or interview have caused you distress, please consider getting in touch with the following organisations for support:

- [Society for Neurodiversity](#)
- [The Brain Charity](#)
- [Daisy Chain](#)

The Principal Investigator will be happy to answer any queries about what the study involves, and their details are at the bottom of this information sheet.

## **Are there any benefits associated with taking part?**

Your involvement in the project will provide the project team with insight into the current challenges and opportunities facing neurodivergent employees in the UK. Our aim is to create innovative resources for both employers and neurodivergent employees as a support mechanism for the future, based on the evidence collected from this project.

## **What will happen to the results of the research project?**

The results of the project will form a project research report for the UK Young Academy, who are funding this project.

Data from the project will be used to develop neurodiversity resources for workplaces.

Data from the project will appear in academic publications.

## **How will my data and my privacy be protected?**

Confidentiality will be maintained throughout the study. We will only collect data which is required for completion of the study and you will be assigned an alphanumeric code. Your data will be anonymised once you submit your answers.

Your data will be stored on a password-protected online cloud storage account that is managed by the UK Young Academy. Only the project team and authorised members (e.g., administrators) of the UK Young Academy will have access to the data.

Anonymised data will be stored in perpetuity. All other personal data will be stored for 5 years, in line with UK GDPR guidelines. This data will be stored on a password-protected online cloud storage account that is managed by the UK Young Academy. Only the project team and the UK Young Academy administrative team will have access to the data.

### **Who is involved in the project?**

This project is being funded by the UK Young Academy, which operates under the aegis of the Royal Society.

The project team include:

The principal investigator: Dr Saloni Krishnan, UCL  
and the research team are:

Dr Mirain Rhys - Cardiff Metropolitan University  
Dr Kinga Morsanyi - Loughborough University  
Dr Sophie Meekings - York University  
Dr Sean Adams - Glasgow University  
Dr Alice Bowen - Manchester University  
Abigail Agyei-Jones - Dept. of Health and Social Care  
Professor Rebecca Killick - Lancaster University  
Katrina Bradley - Numerasee  
Dr Cathy Manning - University of Birmingham  
Dhruti Shah - Have You Thought About

The project has been approved by the ethics committee in the School of Sport and Health Sciences, Cardiff Metropolitan University - Reference Number STA9738

### **If I have any questions, who should I contact for further information?**

Dr Saloni Krishnan - [s.krishnan@ucl.ac.uk](mailto:s.krishnan@ucl.ac.uk)

Dr Mirain Rhys - [mrhys@cardiffmet.ac.uk](mailto:mrhys@cardiffmet.ac.uk)

**Thank you for taking the time to read this information sheet.**