

Research – What’s involved?

The aims of the research are to understand:

- Micro, Small and Medium Enterprises’ (**MSME**’s) perceptions of the barriers and benefits of implementing the flexibility required to accommodate carers¹ in the workplace
- the context and environment in which you operate
- the best ways to support carers, over 50, into employment

We’d like you to take part in the research to learn about your experience as an MSME. The interview will take between 45 minutes to an hour and will consist of a discussion covering the following topics:

- Awareness of carers and their barriers within the workplace
- Flexible working (pros and cons)
- Practicalities of employing carers

This interview is not about making good or bad judgements on MSME working practices but about understanding the reasons why barriers exist. From the data collected, analysis will be undertaken to better understand the challenges of accommodating carers in the workplace, identify current best practice and develop possible solutions. Learning will be shared with GMCA and other interested parties for consideration by policy-makers.

With your permission, interviews will be audio recorded in order to accurately capture what is said. The recordings will be transcribed, but your name and that of your organisation will **not** be included in the transcriptions. The recording will be deleted following transcription and the transcription will be kept on a password-protected computer. Access to the interview transcript will be limited to Nisha Frizzell and colleagues with whom she might collaborate as part of the research process. Data pertaining to your company will only be included in published research with your consent and will be anonymised. Transcriptions will be kept securely until the end of the programme. Direct quotes may be used in final reports but will be anonymised.

Your participation is completely voluntary, and you may withdraw from the study at any time without penalty. You may also skip any question during the interview if you do not wish to discuss a particular topic.

If you have any questions or concerns about this research, please contact Ellie Nixon on ellie.nixon@gmcvo.org.uk or 0161 2771048.

¹ Someone of any age who looks after/supports, a family member, friend or neighbour in need of help because of long-term physical or mental ill-health, disability or problems related to old age and are unpaid. This includes parents caring for a disabled child and young carers under the age of 18 with caring responsibilities to an adult.