Social Work Staff Interviews (Indicative Questions)

Before beginning the interview or turning on any recording devices, please discuss the information sheet and consent form with the participant. Give them the opportunity to ask any questions. When the participant is ready, ask them to sign the consent form. Only once this has been signed can the interview begin and recording devices be used.

Explain we use the government term ‘ethnic minority’, is the interviewee OK with this or do they have a preferred term that they would like us to use.

1) Can you tell me about your **background and career** so far?

* Did you have a different career before social work?
* How long have you been a social worker?
* How long have you worked at this trust?
* Do you have any additional roles or responsibilities?

2) I wanted to start by asking you to think back to your **student placement**. Can you tell me about this experience?

* When was is? Where was is? What did you do?

3) Do you think that your placement prepared you for working as a social worker?

* Why/Why not?
* What could have been done to improve the placement?

4) This research is about ethnic minority staff and student experiences in the trust. Do you think, or are you aware of any specific challenges that ethnic minority **students on placement** face that 'white' students possibly do not?

* Can you explain why/why not?
* Can you think of any particular examples?
* What challenges or barriers are there for ethnic minority students on placement at the trust?

5) Is there anything else that you would like to tell me about your experience on placement at the trust?

6) Do you think that ethnic minority **staff at this trust** face different challenges than their 'white' colleagues?

* Can you explain why/why not?
* Can you think of any particular examples?
* What challenges or barriers are there for ethnic minority staff?

7) Thinking about your own **personal experience**, can you think of any particularly **good or positive** practice or experiences in relation to how the trust supports ethnic minority staff?

* Why did you feel that this was good/positive?

8) Thinking about your own **personal experience**, can you think of any particularly **poor or negative** practice or experiences in relation to how the trust supports ethnic minority staff?

* Why did you feel that this was poor/negative?

9) Do you think that the trust could do anything to **improve the experience** for ethnic minority staff?

* If so, what would that be?

10) Is there anything else that you would like to tell me about the experience of ethnic minority social workers at the trust?

Social Work Student Interviews (Indicative Questions)

Before beginning the interview or turning on any recording devices, please discuss the information sheet and consent form with the participant. Give them the opportunity to ask any questions. When the participant is ready, ask them to sign the consent form. Only once this has been signed can the interview begin and recording devices be used.

1) Can you tell me about your **background and career** so far?

* Did you have a different career before becoming a social work student?
* How long have you been a social work student?
* Do you have any additional roles, responsibilities or employment?

2) Can you tell me about your placement at the trust?

* When was is? Where was is? What did you do?

3) Do you think that your placement has prepared you for working as a social worker?

* Why/Why not?
* What could have been done to improve the placement?

4) Can you tell me about any **positive experiences** that you may have had while working on placement at the trust?

* Why did you feel that this was positive?

5) Can you tell me about any **negative experiences** that you may have had while working on placement at the trust?

* Why did you feel that this was negative?

6) This research is about ethnic minority staff and student experiences in the trust. Do you think, or are you aware of any specific challenges that ethnic minority **students on placement** face that 'white' students possibly do not?

* Can you explain why/why not?
* Can you think of any particular examples?
* What challenges or barriers are there for ethnic minority students on placement?
* Did you have similar/different experience in your first placement?

7) Thinking about your own **personal experience**, can you think of any particularly **good or positive** practice or experiences in relation to how the trust supports ethnic minority students?

* Why did you feel that this was good/positive?

8) Thinking about your own **personal experience**, can you think of any particularly **poor or negative** practice or experiences in relation to how the trust supports ethnic minority students?

* Why did you feel that this was poor/negative?

9) Do you think that the trust could do anything to **improve the experience** for ethnic minority staff?

* If so, what would that be?

10) Is there anything else that you would like to tell me about the experience of ethnic minority social work students at the trust?