

Teacher turnover in Scotland. What factors influence teachers' decision to downscale or leave the profession?

Participant Information Sheet

You are being invited to take part in a research study. Before you decide, it is important for you to understand why the research is being done and what it will involve. Please take time to read the following information carefully and discuss it with others if you wish. Please ask me if there is anything that is not clear or if you would like more information. Take time to decide whether or not you wish to take part.

What is the purpose of this study?

The purpose of this study is to develop a deeper understanding of why some teachers choose to reduce their work commitments (i.e., 'downscale' from a full-time to a fractional contract, or demit a promoted post) and why former teachers have left the profession. We are interested in what motivates individuals to make a career move and what they are doing now. The project will provide new insights into how teachers move from thinking of leaving to taking steps to withdraw. The research will be conducted between February and June 2025.

Why have I been chosen?

You are invited to take part in this study because you have been employed as a primary or secondary teacher in Scotland, who in the last 18 months has voluntarily: (i) moved to a *reduced role* in teaching; (ii) *resigned* (i.e. currently working their notice period); or (iii) has *left* the teaching profession in Scotland.

Do I have to take part?

It is up to you to decide whether to take part. If you do decide to take part, you will be given this information sheet to keep and be asked to sign a consent form. You are still free to withdraw at any time without giving a reason.

What will happen to me if I take part?

You will participate in a one-to-one online interview with a member of the research team to be held via Microsoft Teams at a convenient date and time of your choosing between February and May 2025. The interview will focus on the reasons for your career move. The interview will not exceed sixty minutes and will be recorded.

What are the possible disadvantages and risks of taking part?

No individuals or schools will be named in any outputs from this research. Sharing perspectives on reasons for leaving may evoke negative memories. You can decline to answer questions, pause or end the interview at any time. At the end of the interview, the research team will share a debrief sheet with sources of wellbeing support.

What are the possible benefits of taking part?

There are no direct advantages or rewards arising from participation. You will have an opportunity to share your experiences as a teacher and your reasons for changing your

employment.

Data Protection Privacy Notice

Your personal data will be processed for the purposes outlined in this notice. The legal basis that would be used to process your personal data will be the provision of your consent.

Because we are interested in your employment as a teacher, we will collect personal information including school phase, role, length of experience, and gender, as well as your contact details.

Your personal data will be processed so long as it is required for the research project. We will anonymise or pseudonymise the personal data you provide by 27/06/2025. All de-identified data will be retained for five years (28 June 2030).

The information you provide will be kept securely. All electronic data will be stored on a password-protected computer backed-up to a secure University server. Access to personal data that could disclose your identity will be restricted to the named researchers. We may use de-identified data (i.e., the information you provide) for related research projects in the future without further consultation. In keeping with principles of openness and transparency, we will seek to deposit the research data from this project with the Zenodo repository to enable other researchers to scrutinise and reuse the data generated.

If you are concerned about how your personal data is being processed, please contact UWS in the first instance at dataprotection@uws.ac.uk. If you remain unsatisfied, you may wish to contact the Information Commissioner's Office (ICO). Contact details, and details of data subject rights, are available on the ICO website at: <https://ico.org.uk/for-organisations/data-protection-reform/overview-of-the-gdpr/individuals-rights/>

What will happen to the results of the research study?

The team will share the findings with the wider education community by authoring an article for publication in an education research journal and conference presentations.

Who has reviewed the study?

This research has been reviewed by the Education and Social Sciences (ESS) Ethics Committee – Number: 2024-23391-18393.

Contact for further information:

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THANK YOU FOR CONSIDERING PARTICIPATING IN THIS PROJECT

Research Team

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