



## Privacy Notice for Research Participants

**Title:** *Is there a relationship between Psychological Safety, Constructive Deviance and Personality?*

**Researcher:** *Jeremy Francis*

This Privacy Notice provides information about how the University of Leicester collects and uses your personal information when you take part in this research projects.

Please also refer to the Participant Information Sheet given to you for further details about the research project, what information will be collected about you, and how it will be used.

**The University of Leicester** will usually be the *Data Controller* of any data that you supply for this research. This means that we are responsible for looking after your information and using it properly. This means that the University will make the decisions on how your data is used and for what reasons. The exception to this is joint research projects, if this is applicable you will be informed on the Participant Information Sheet as to the other partner institution(s) who will also have responsibilities for looking after your information. You can access more information on this via the University's Information Assurance Services:

Information Assurance Services  
University of Leicester  
University Road  
Leicester  
LE1 7RH  
T: +44 (0)116 229 7945  
E: [ias@le.ac.uk](mailto:ias@le.ac.uk)  
W: <https://www2.le.ac.uk/offices/ias>

### **Why do we need your data?**

Your data will be used for the purposes of studying the research question above, to determine if there is any relationship between and among the concepts identified.

### **University of Leicester's legal basis for collecting this data is:**

Processing is necessary for the performance of a task in the public interest such as research.

**If the university asks you for sensitive data such as; your racial or ethnic origin, political opinions, religious or philosophical beliefs, trade-union membership, data concerning health or sexual life, genetic/biometric data or criminal records, the University of Leicester will use these data because:**

### **What type of data will the University of Leicester use?**

Electronic Data via questionnaires.

### **Who will the University of Leicester share your data with?**

Other than the researcher who will be analysing the data, the company Zircon Management Consulting Ltd. will have access to the data you provide for the Psychological Safety questionnaire, as it is being administered via their platform. This data will be kept for up to 18 months as per GDPR guidelines, and only for normal data purposes. The data will be anonymized, so that individuals cannot be identified.

All study data will be kept securely on the researcher's computer (with facial recognition and PIN access), and on the University's servers, via the researcher's university account.

### **Will the University of Leicester transfer my data outside of the UK?**

*The researcher will be accessing the data from Trinidad & Tobago where data protection laws differ to the UK. We will ensure that the right safeguards are in place to ensure that the data is handled safely and confidentially.*

### **What rights do I have regarding my data held by the University of Leicester?**

Your normal rights under the Data Protection Act and the General Data Protection Regulation apply. However, we need to manage your records in specific ways for the research project to be reliable. This means that we will not always be able to let you see or change the data we hold about you.

You can stop being part of the research project at any time, without giving a reason.

### **Where did the University of Leicester source my data from?**

The data will be sourced from the participants themselves.

### **Are there any consequences of not providing the requested data?**

There are no consequences of not providing data for this research. It is purely voluntary.

### **Will there be any automated decision making using my data?**

There will be no use of automated decision making in scope of UK Data Protection and Privacy legislation.

### **How long will the University of Leicester keep my data?**

In line with the law, we will only keep your data for as long as we need to so that we can fulfil our research objectives.

We will keep your personal data, (in this case your email address) until we have completed all the actions that require us to hold them, for example sending you a copy of the results of the study if you have requested this, and then the data will be destroyed. This will take no longer than 18 months from when the study ends.

We will keep pseudoanonymised research data we have generated for up to 18 months, this is due to the possibility of future research, or conference/poster presentations.



### Who can I contact if I have concerns?

In the event of any questions about the research project, please contact the researchers in the first instance.

Jeremy Francis (Student/researcher) - [jibf1@student.le.ac.uk](mailto:jibf1@student.le.ac.uk)

Catherine Steele (Supervisor) - [cs589@le.ac.uk](mailto:cs589@le.ac.uk)

If you have any concerns about the way in which the research project has been conducted, please contact the **Chair of the University Research Ethics Committee** at [ethics@leicester.ac.uk](mailto:ethics@leicester.ac.uk).

The University of Leicester Data Protection Officer is:

Data Protection Officer  
University of Leicester,  
University Road, Leicester, LE1 7RH  
0116 229 7640  
[DPO@le.ac.uk](mailto:DPO@le.ac.uk)

For further details about information security, please contact the [Information Assurance Services](#) team.