

Information sheet

Participant Information Sheet for Research Project The Organisational and Individual Benefits of Mature Students: A Quantitative HR Research Study of Human Capital Development and Knowledge Transfer.

Dear participant,

I, Teresa Alvarez, am currently carrying out a piece of research entitled The Organisational and Individual benefits of Mature Students under the supervision of Dr Charlie Smith .

I am investigating Mature students in UK Higher education. I aim to determine impact on an individual's career by being or having been a mature student. The study will look at UK Mature Students in Higher education over the Age of 21 with it forming a dissertation paper to be submitted in September 2026. This study forms part of my qualification for an MSC in Human Resource Management.

This information sheet provides you with information about the study and your rights as a participant.

What does taking part in the research involve?

You will need to be either a current mature student or studied previously as a Mature Student in the UK. There is an online Questionnaire via Qualtrics to complete .

You will be asked about the effect of HE study on you as a mature student, what knowledge or skills you were able to acquire and what HR and Manager support you did (or did not) receive as a Mature Student.

Do I have to take part?

Naturally, there is no obligation to take part in the study.

I hope you have read this far as you have actively chosen to take part after receiving a link from me, a colleague or friend or through my networks such as linked in. If you do take part you will be given this information sheet to keep and give consent to take part.

Any reports will only contain anonymised or aggregated data. If you wish to withdraw from the study at any time, please contact the researcher on the details below.

Will my taking part in this study be kept confidential?

All information collected will be kept securely on a password protected computer and will only be accessible by me, Teresa Alvarez. However, this research forms part of my studies at the University of Essex and therefore may be subject to scrutiny by other University staff only for the purposes in determining the outcome of my degree.

You will not be asked to provide your name, but you will be asked to provide some demographic information for analysis purposes. Data collected through this questionnaire will be aggregated and you will not be individually identifiable in any reports or publications from this research.

Are there any possible disadvantages or risk of taking part?

No, there won't be, there are only advantages as you will be contributing to, HE research.

What are the possible benefits of taking part?

By contributing to the questionnaire, it is hoped that the final study will help to further our understanding of mature students in the workplace, if HR and Line management supports mature students and the impact of HE study on the individual, work life balance and career progression.

What is the legal basis for using the data and who is the Data Controller?

The legal basis for processing the data collected from this project is informed consent. The Data Controller for his project is the University of Essex, and the contact is the University Information Assurance Manager (dpo@essex.ac.uk).

What should I do if I want to take part?

Please complete the Qualtrics online questionnaire.
The Deadline is : 15th August 2026

What will happen to the results of the research study?

Any results will be anonymised and are solely submitted in part fulfilment of my MSC degree programme. They will not be identifiable but will be used in my dissertation paper. This will be held electronically. If you wish to receive a copy of the final paper, please email me: talvarez@essex.ac.uk.

Who has reviewed the study?

I have applied for ethical approval to undertake this study. My application was reviewed and approved by the Social Sciences Ethics Sub-Committee at the University of Essex.

What happens if something goes wrong?

If you are harmed by taking part in this research project, there are no special compensation arrangements. Regardless of this, if you wish to complain, or have any concerns about any aspect of the way you have been treated during this study then you should immediately inform the student and/or their supervisor (details below). If you are not satisfied with the response, you may contact the Essex Business School Research Ethics Officer, Dr Casper Hoedemaekers (choedem@essex.ac.uk) or Mantalena Sotiriadou (ms21994@essex.ac.uk) who will advise you further.

Name of the Researcher/Research Team Members

We would be very grateful for your participation in this study. If you need to contact us in future, please contact me Teresa Alvarez, talvarez@essex.ac.uk or Dr Charlie Smith, Charlie.smith@essex.ac.uk. You can also contact us in writing at: EBS, University of Essex, Colchester CO4 3SQ.

You are very welcome to contact me on talvarez@essex.ac.uk to ask any questions.

Yours,

Teresa Alvarez

Ethical Approval number : ETH2526-1106