

**PART 3 - Total numbers of interviews**

Total No. of Participants	40
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Total number of Exe. Directors	4
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**PART 4 - Discussion groups**

Red City Case Study 1	No.	Anonymised Name	Job Title	Employment in local NHS and Council Authority (Yrs)	Male/Female	Owner	Stated position on employee-ownership	Clinician / Social Work	Staff Representatives	Board / Director	Date
AA	18		Joint therapy team group								Nov-14
1	a	Kimberly	Team Leader	15	Female	Yes	Supportive and vocal with opinions to the wider group	Yes	No	No	
2	b	Bridget	Team Leader	8	Female	Yes	Supportive but less articulate (please note real name used)	Yes	No	No	
3	c	Christopher	Team Leader	22	Male	No	Unsupportive and concerned about the lack of integration	Yes	No	No	
4	d	Emily	Therapist	3	Female	No	Non-owner but remained open to discussion about its positive and negative implications	Yes	No	No	
5	e	Melissa	Therapist	9	Female	No	Unsupportive and also concerned about the lack of integration	Yes	No	No	
6	f	Lola	Therapist	11	Female	Yes	Supportive of ownership particularly compared to the NHS	Yes	No	No	
7	g	Patrick	Therapist	21	Male	No	Unsupportive and vocal about concerns	Yes	No	No	
8	h	Malick	Therapist	3	Male	Yes	Supportive of ownership particularly compared to the private sector	Yes	No	No	
9	i	Heather	Therapist	15	Female	Yes	An owner but not strongly supportive and did not participate in wider discussion	Yes	No	No	
10	j	Nicole	Therapist	19	Female	Yes	An owner but not committed	Yes	No	No	

<b>Total No. of Participants</b>	<b>10</b>				7 female & 3 male	6 (60%) owners and 4 (40%) non-owners		10 Clinicians	0 Staff representatives	0 Executive Directors
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Blue County Case Study 2	No.		Job Title		Male/Female	Owner		Clinician / Social Work	Staff Representatives	Board / Director	Date
BB	11		Group of Healthcare Assistants								Oct-16
1	a	Paula	Healthcare Assistants	8	Female	No	Non-owner and very unsupportive	Yes	No	No	
2	b	Georgina	Healthcare Assistants	4	Female	Yes	Owner who did not generally engage and therefore non-committal	Yes	No	No	
3	c	Catherine	Healthcare Assistants	10	Female	Yes	Owner and supportive	Yes	No	No	

<b>Total No. of Participants</b>	<b>3</b>				3 female	2 owners and 1 non-owners		3 clinicians/social workers	0 Staff representatives	0 Executive Directors
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**PART 5 - Total for Employee-owned case studies interviewed and involved in discussion groups**

<b>Total No. of Participants</b>	<b>40</b>				28 female & 12 male	27 (68%) owners and 13 (32%) non-owners		30 out of 40 clinicians/social workers	3 Staff representatives	3 Executive Directors & 1 Staff-Rep Board Member
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