**Supporting Interview Script**

**Opening the Interview**

“My name is JW, I’m a researcher from Lancaster University.”

“I’m here to ask you the recruiting, supporting and retaining of men in early years education.”

“I’d like to know about the things that work well but also the things that don’t work so well.”

“The interview will last about 45-60 minutes – is that o.k?”

“If you would like to stop the interview, for whatever reason, you don’t have to give a reason, just let me know.”

“If after the interview, you decide you would like to withdraw from the study, please contact me within four weeks. I will then destroy your data. After four weeks, it will not be possible to withdraw”.

“If you decide to withdraw you will not be penalised in any way”.

“Do you have any questions - you would like to ask about the project or about anything else?”

“Are you happy for me to record the interview?”

“Are you happy for me to start asking you questions?”

**Topic 1: Routes into ECE**

* Can you tell me about how men might become involved in EYE education?
* What are the different routes or pathways into this profession?
* What is the level of interest in this as a profession at this early stage?
* How does the level of interest compare with the actual take up of training (so how many potential recruits drop out at this early stage of interest?)?
* To what extent are men aware of opportunities in EYE?

**Topic 2: Perceived Benefits of Men in EYE**

* What do you consider to be the benefits of employing male early years practitioners?
* Who (which groups) benefits from this and how?
* What do you consider may be the impact of having male practitioners on children, staff and parents?

**Topic 3: Perceptions of Men in ECE**

* Can you tell me about men’s perceptions of early years education?
* How does this impact on their exploring this area further?
* How have information and training providers, and careers advice services sought to address this?

**Topic 4: Information & Advice**

* What information is available to men about opportunities in early years education?
* What information do men find interesting or motivating?
* What information concerns them or potentially demotivates them from exploring this further?
* To what extent do the careers advice and information challenge gender stereotypes in ECE training? Can you show me some examples of the above?

**Topic 5: Training**

* Can you tell me about the training available for ECE practitioners?
* Are there opportunities for potential recruits to gain experience of working in a nursery before joining a course?
* What are men’s experiences of this training?
* To what extent do men feel welcome on the training courses?
* How well does the training prepare men for working in a preschool centre?
* To what extent is gender awareness explored within the training programme?
* How could these courses be improved upon**?**

**Topic 6: Support for Men**

* Do male practitioners need any kind of special support (during training/during first job/ later employment)?
* Can you tell me about this?
* To what extent are training providers, careers advice services or pre-school centres providing adequate support?
* To what extent are male practitioners supported by colleagues or peers?
* Can you tell me about support or development for male practitioners who take up leadership roles in EYE?

**Topic 7: Men Who Leave EYE Education**

* Could you tell me about cases where male early years practitioners have left the profession?
* At which stage in their career did they leave the workforce?
* Can you tell me about what prompted or led to this decision?
* What has been the impact of this change on the individual/colleagues/workplace?

**Closing the Interview**

**“**Ok. That’s all the questions I have”

“Is there anything else that you would you to add?”

 Is there anything I didn’t ask you that you feel I should have done?”

“Do you have any questions?”

“Thank you for talking to me today.”

“O.k I’ll stop the recording now”.