



			Reported in document Y/N/Not applicable	Page(s) in document	Comment
<b>INTRODUCTION</b>					
3	Rationale for evaluation	Explain the purpose of the evaluation and the implications for its focus and design	Yes	Pg 4	
4	Programme theory	Describe the initial programme theory (or theories) that underpin the programme, policy or initiative	Yes	Pg 4	The six literature-derived theories are in Fig 1
5	Evaluation questions, objectives and focus	State the evaluation question(s) and specify the objectives for the evaluation. Describe whether and how the programme theory was used to define the scope and focus of the evaluation	Yes-	Pg 4/5	Reference is made to previous publication and ongoing aim and RQs of this work identified.
6	Ethical approval	State whether the realist evaluation required and has gained ethical approval from the relevant authorities, providing details as	Yes	Pg 8	

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		appropriate. If ethical approval was deemed unnecessary, explain why			
<b>METHODS</b>					
7	Rationale for using realist evaluation	Explain why a realist evaluation approach was chosen and (if relevant) adapted	Yes	Pg 5	
8	Environment surrounding the evaluation	Describe the environment in which the evaluation took place	Yes	Pg 5/6	
9	Describe the programme policy, initiative or product evaluated	Provide relevant details on the programme, policy or initiative evaluated	Yes	Pg 4	
10	Describe and justify the evaluation design	A description and justification of the evaluation design should be included, at least in summary form or as an appendix, in the document which presents the main findings. If this is not done, the omission should be justified and a reference or link to the evaluation design given. It may also be useful to publish or make freely available any original evaluation design document or protocol, where they exist	Yes	P 5	

TITLE			Reported in document Y/N/Unclear/ Not applicable	Page(s) in document	Comment
11	Data collection methods	Describe and justify the data collection methods – which ones were used, why and how they fed into developing, supporting, refuting or refining programme theory	Yes	Pg 7/8	
		Provide details of the steps taken to enhance the trustworthiness of data collection and documentation	Yes	Pg 7/8	Quantitative and qualitative phases outlined.  Process of first level analysis, second level analysis and theory refinement and confirmation described.

TITLE			Reported in document Y/N/Unclear/ Not applicable	Page(s) in document	Comment
12	Recruitment process and sampling strategy	Describe how respondents to the evaluation were recruited or engaged and how the sample contributed to the development, support, refutation or refinement of programme theory	Yes	Pg 6	Included inclusion/exclusion criteria in Fig 3.
13	Data analysis	Describe in detail how data were analysed. This section should include information on the constructs that were identified, the process of analysis, how the programme theory was further developed, supported, refuted and refined, and (where relevant) how analysis changed as the evaluation unfolded	Yes	Pg 7/8  Pg 8-16	Pg 7/8 describes the process.  Pg 8-16 gives a clear step-by-step process of data analysis ending with the composite theory.

TITLE			Reported in document Y/N/Unclear/ Not applicable	Page(s) in document	Comment
<b>RESULTS</b>					
14	Details of participants	Report (if applicable) who took part in the evaluation, the details of the data they provided and how the data was used to develop, support, refute or refine programme theory	Yes - See Table 1	Pg 9	
15	Main findings	Present the key findings, linking them to contexts, mechanisms and outcome configurations. Show how they were used to further develop, test or refine the programme theory	Yes	Pg 15-17	Theory confirmation is situated in pg 15. Figs 4 and 5 give insights into the three sub-theories and final composite theory.
<b>DISCUSSION</b>					
16	Summary of findings	Summarise the main findings with attention to the evaluation questions, purpose of the evaluation, programme theory and intended audience	Yes	Pg 16-19	Healthful leadership practices identified.

TITLE			Reported in document Y/N/Unclear/ Not applicable	Page(s) in document	Comment
17	Strengths, limitations and future directions	<p>Discuss both the strengths of the evaluation and its limitations. These should include (but need not be limited to): (1) consideration of all the steps in the evaluation processes; and (2) comment on the adequacy, trustworthiness and value of the explanatory insights which emerged</p> <p>In many evaluations, there will be an expectation to provide guidance on future directions for the programme, policy or initiative, its implementation and/or design. The particular implications arising from the realist nature of the findings should be reflected in these discussions</p>	Yes	Pg 19	

TITLE			Reported in document Y/N/Unclear/ Not applicable	Page(s) in document	Comment
18	Comparison with existing literature	Where appropriate, compare and contrast the evaluation's findings with the existing literature on similar programmes, policies or initiatives	Yes	Discussion section Pg 16-19	
19	Conclusion and recommendations	List the main conclusions that are justified by the analyses of the data. If appropriate, offer recommendations consistent with a realist approach	Yes	P 20	
20	Funding and conflict of interest	State the funding source (if any) for the evaluation, the role played by the funder (if any) and any conflicts of interests of the evaluators	Yes	Title Page	

Adapted from table 1 in:

Wong G, Westhorp G, Manzano A, *et al.* RAMESES II reporting standards for realist evaluations. *BMC Med* 2016; 14:96.