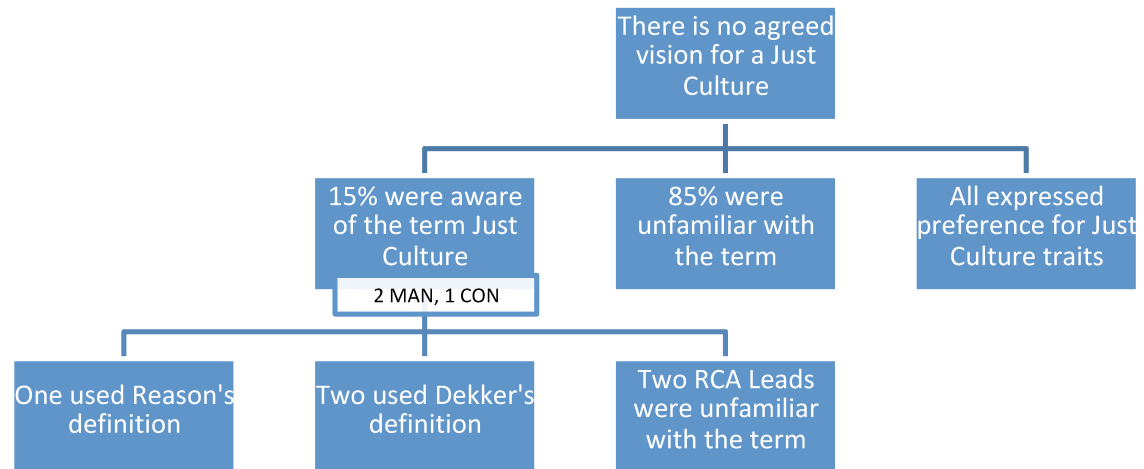
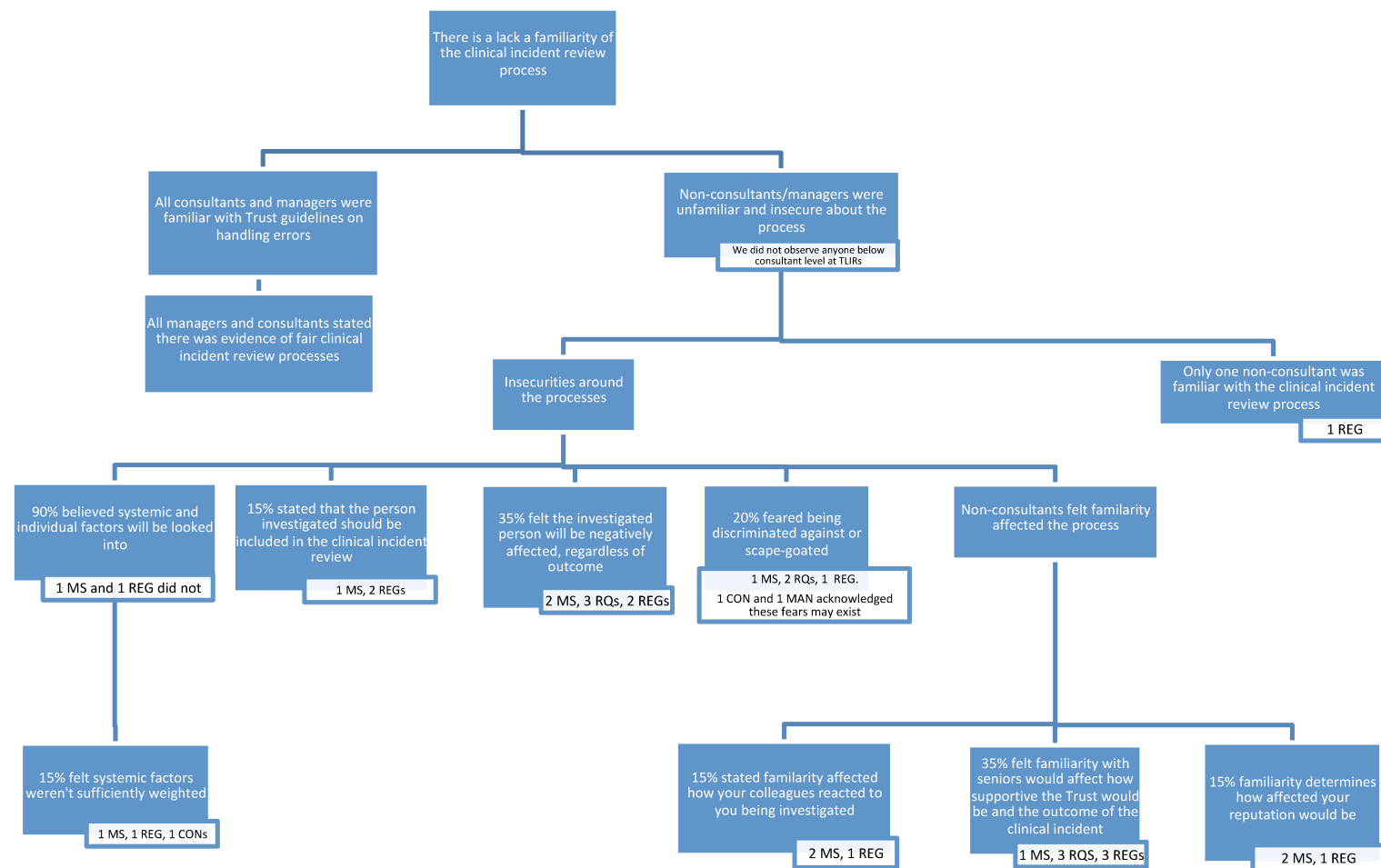


Supplementary File 2: Thematic analysis**Theme 1: Just Culture: What is it?**

Theme 2: Investigations: Staff insecurities



Theme 3: Learning Culture

