



MENTORING PROGRAMME POLICY

Please read this policy before signing up via the website.

Any questions? Contact mentoring@gladd.co.uk.

Scope

GLADD encourages peer mentoring in our community. The spirit of this voluntary mentoring programme is to build professional relationships, facilitate reflection, share useful experiences and advice for career progression for people who have a similar background and/or faced similar challenges in their professional lives. The programme will be managed by the GLADD Executive Committee. All GLADD members are welcome to sign up.

Aims

- Improve networking & strength of community within the membership
- Provide support & guidance to members in areas including careers, professional development & LGBTQ+ issues
- Develop what GLADD offers to members, providing value for money and informing future initiatives & support.

We aim to match members according to various characteristics. We understand that some people may wish to be allocated by speciality or career path, whilst others would appreciate a pairing focussing on other traits such as health or disability status, gender identity or sexual orientation. We will make every effort to honour this where possible, but may not be able to accommodate preferences right away due to the availability of mentors and mentees.

Anticipated Benefits

For mentors:

- Opportunity to help & guide others in their career/studies/area of interest
- Sense of value and purpose within the community
- Development of management and leadership skills

For mentees:

- Objective safe source of support & guidance in their career/studies/area of interest
- Access to someone who understands their field & culture
- Sense of value and community

Communication

GLADD undertakes initial pairing and can assist in establishing communication, but the ongoing nature of the relationship is entirely down to individual mentors and mentees. Mentoring may be chiefly virtual (email, phone, Zoom, etc) or face-to-face if location is convenient and both mentor and mentee are comfortable. We would expect that initial contact is made within 2 weeks of pairing.

We anticipate that there will be a 12 month duration for each formal mentoring relationship, so that we have the opportunity to continue to match experienced mentors with new intakes of mentees. Should previous mentors and mentees wish to stay in touch however we would encourage this, although GLADD is not responsible for those ongoing relationships.

To ensure that mentors have sufficient time to engage in effective mentoring we suggest a limit of 3 mentees per mentor.

Whilst informal support and advice is part of mentorship, this scheme does not provide counselling or replace formal sources of psychological, professional or financial support. Instead, we can signpost you to appropriate sources of help – see

www.gladd.co.uk/support - and encourage you to utilise support available to you through your educational institution or workplace.

Training

Mentors are encouraged to undertake training to ensure a high quality and effective mentoring experience for all. It may be possible to provide this through the GLADD programme in future.

Health Education Kent, Surrey and Sussex have developed a free and excellent resource 'Medical Mentoring' on the e-Learning for Health website in partnership with the Faculty of ICM, which should take less than an hour. Other organisations such as the BMJ also provide resources, although these may only be available to subscribers.

<https://www.e-lfh.org.uk/programmes/medical-mentoring>

<https://new-learning.bmj.com/course/10065063>

The option will exist for mentors and mentees to take part in group meetings with other mentors or mentees if desired, to share good practice and support each other in establishing mentoring relationships.

Feedback

We will ask for feedback on participants' experiences of the programme at the end of their 12 month formal relationship, focusing on how we can improve the scheme for future members. We will be happy to issue certificates of participation for portfolio evidence on receipt of feedback.

Membership

The programme is only open to GLADD members. Associate Membership may be considered at the discretion of the Executive Committee to allow applicants deemed to have relevant experience or skills to participate in the programme.

Leaving

You are free to end your mentoring relationship at any time and for any reason. If you would like to do so, please let us know at mentoring@gladd.co.uk. If desired, we can attempt to re-pair you or remove you from our database.

Confidentiality

Your information will be held confidentially on our secure database and only accessed by appropriate members of the GLADD Executive Committee and Mentoring team for the purposes of co-ordination and pairing.

Mentors and mentees are bound by a duty of confidentiality and must not disclose any information to a third party. All matters discussed as part of the mentoring relationship are confidential, except where information is disclosed which is illegal, which raises concerns regarding health and wellbeing or that of others, or is related to fitness to practice and the person refuses to seek help. If there is a need to breach confidentiality the person will always be informed prior to this being done.

This commitment to confidentiality continues after the mentoring relationship has ended.

Conduct and Concerns

All GLADD members are expected to uphold standards of personal and professional behaviour as outlined by the General Medical Council and General Dental Council. GLADD reserves the right to end participation in the mentoring programme for any member found to be in breach of this expectation. Should you wish to raise a concern about your mentoring relationship or any aspect of the programme, please contact the mentoring team (mentoring@gladd.co.uk) or Executive Committee (secretary@gladd.co.uk). GLADD's Resolution Policy is available on the member area of the website www.gladd.co.uk/me.

