

Our Ref: 218/2020
September 2020

Re: Your request made under the Freedom of Information Act 2000

1) Do you carry out reverse mentoring at your trust?

We are currently planning and implementing Reciprocal Mentoring programme.

2) Please choose from the following protected characteristics that you include in your reverse mentoring programme. Please include any other if it is not on the list provided.

Race including colour, nationality, ethnic or national origin

3) Please describe your reverse mentoring programme:

The programme will be delivered by the Leadership and OD team with support from an outside expert.

It will be a 12 month programme

There will be a training and information sharing session on programme set up and positioning within the organisation

There will be communications and marketing of the programme

There will be a session on aims and objectives of the programme

There will be a recruitment process

There will be training and support for the mentors and mentees

It will be formally evaluated through qualitative and quantitative data

There is no restriction on roles and grades

4) Have you continued with reverse mentoring during COVID-19? How have you done this?

Not started yet

5) For how many years have you been running the reverse mentoring programme?

N/A