



## The LLR Academy Reverse Mentoring For Inclusion Programme

We are delighted to launch the fifth cohort of our Award Winning Reverse Mentoring For Inclusion Programme for 2024.

The closing date for applications will be **Friday 26<sup>th</sup> January 2024**.

There has been a great deal of interest across LLR with the success of the first four programmes that have been delivered since 2018.

We now have sufficient evidence to say with confidence that our LLR Health and Wellbeing Partnership programme, Reverse Mentoring For Inclusion helps to deliver some of the inclusion, leadership and culture changes we need within the Health and social care system. There is no doubt that our own LLR wide programme has been having a massive impact with over 200 participants to date. In fact we won the MIDAS Award in 2022 for the success of the programme and its proven outcomes. Please see the testimonials below as proof of the success of our programmes. The last programme had 46 participants and we want to get even bigger with the next programme.

The 2023/24 programme sets out to address race, disability and LGBTQ+ issues, however, we do encourage our reverse mentors to share all of their lived experience across a range of equality characteristics that they may have, for example, a colleague may be female, have a disability and be from a minority ethnic background. This is a truly great opportunity for colleagues to share their lived experience with those in leadership roles. By doing so preconceptions can be challenged as well as tackling unconscious bias. The result is more informed, empathetic, compassionate and kind leaders who make a difference to their colleagues and communities. Reverse Mentors in turn get the opportunity to share their lived experience, network with leadership and make an impact to creating inclusive cultures.

Applications are now open for staff across the health and social care system who want to be Inclusive reverse mentors and mentees.

Training is scheduled for February/March 2024. The programme will commence in April/May 2024 and will run for 6 months. The closing date for applications is **Friday 26<sup>th</sup> January 2024**.

### What is Reverse Mentoring For Inclusion?

Reverse Mentoring For Inclusion turns traditional mentoring on its head. The reverse mentor is a more junior colleague who would mentor a more senior colleague. For example, a colleague at a lower band or grade within an organisation and from an under-represented groups such as Black, Asian or Minority Ethnic, disabled or LGBTQ+ reverse mentors a colleague who is an Executive Director (or senior leader) from a different background to themselves. The reverse mentor would accompany that Director to meetings, observe behaviours and provide constructive feedback regarding issues and points that are observed from that junior member of staff's personal



experiences. These may be born out of their lived experiences as an employee from an under-represented group such as those mentioned above. They will provide an insight into the difficulties and barriers they may have faced, with opportunities to explore how the more senior colleague could learn from and adapt their future leadership approach to ensure they are more inclusive and appreciative of the diversity of their workforce.

### **Who is it for?**

We are looking for a good cross section of staff willing to be either reverse mentors or mentees. Reverse mentors would ordinarily be junior members of staff, however, this would be more junior than the person being mentored. The mentee could be any member of staff wishing to be reverse mentored. As long as the mentee is more senior to the person being mentored, anyone is welcome to apply.

An “Inclusive” Reverse mentor must be eager to support colleagues from across the LLR system. You must be able to help the Reverse mentee discover their strengths and weaknesses in order to focus them on their own personal development specifically linked to inclusion.

As a mentee you must be committed to the principles of reverse mentoring. Be willing to listen and understand the role of the reverse mentor.

In order to be accepted onto the programme you will need to meet the person specification and be prepared to become an active Reverse Mentor or Mentee for the LLR system in 2023/24.

### **What is the time commitment needed to be involved?**

- You will need to participate in a maximum of 4 hours training if you are a mentor or 1 hour if you are a mentee.
- You will need to meet with your mentor or mentee 6 times for an hour over six months (6 hours)
- You will be able to get involved in peer support meetings if you are a reverse mentor to share experiences and ideas with other mentors (1 hour per month which is voluntary)
- You will need to participate in one reflective learning session and an evaluation session (a total of 2 hours) if you are a mentee.

**You can access a video via the link below to find out more about the Reverse Mentoring For Inclusion Programme**

[Reverse Mentoring For Inclusion Programme - YouTube](#)

### **What do I need to do to apply?**

In order to apply please download the information pack from the link below and use the application form which applies to you. There are separate application forms for mentees and mentors (those from a Black, Asian and Minority Ethnic background, disabilities and/or LGBTQ+ who will be mentoring senior colleagues)

There is no need for you to complete an application form if you have already been a Reverse mentor on a previous programme. Some of you have already told us that you want to be part of the fifth



cohort. All other interested colleagues can drop an expression of interest email to Amman Attwal on the email ID [amman.attwal@nhs.net](mailto:amman.attwal@nhs.net) or email [lpt.edi@nhs.net](mailto:lpt.edi@nhs.net)

**Applicant information packs can be downloaded from the link provided:**

[Reverse Mentoring Applicant Information Pack](#)

**Apply for the programme using the link provided below or by scanning the QR code.**

**If you require support with form filling, please contact [lpt.edi@nhs.net](mailto:lpt.edi@nhs.net) or [amman.attwal@nhs.net](mailto:amman.attwal@nhs.net) :**

[Reverse Mentoring Application Form](#)



For further information on the Reverse Mentoring For Inclusion Programme, please visit the LLR Academy website on the link provided below:

<https://leicesterleicestershireandrutlandhwp.uk/staff-room/llr-academy/reverse-mentoring-for-inclusion/>

## **Testimonials**

**The following testimonials were taken from the 2019/20 programme:**

### **Testimonial 1**

I have enjoyed the reverse mentoring process. At times it was difficult as I had to show my own vulnerabilities when sharing my own lived experiences. However, my mentee's reaction was authentic, compassionate, and emotional at times. This was just the outcome I had hoped for.

Would I recommend reverse mentoring, absolutely it's a journey of discovery and can only lead to greater connection and understanding. Which I sincerely hope reflects in the way we care for our patients.

### **Testimonial 2**

I put myself forward for the reverse mentoring programme because I was so shocked by George Floyd's death and the groundswell protest in the USA. It made me wonder what the life experiences of British BAME are and I am more than a little embarrassed to say, I didn't know.



Reverse Mentoring experience has been an emotional rollercoaster for me. It was a truth, or rather many truths, that the mentor gently, but tenaciously steered me towards. I can only thank her for giving her time to help me on this journey.

### **Testimonial 3**

I have completed my reverse mentoring sessions and my mentee has been brilliant. His journey has been eye-opening and today he gave a presentation to his managers about the programme highlighting what he had learned from the course. We're keeping in touch even though the programme has now finished.

I've also learned so much about how willing people are to change their views and undertake the growth needed to develop their understanding of underrepresented groups, with the right tools and support.

I would love to be considered for the next round of mentoring as it was great to have a mentee and I would take a lot of satisfaction being part of someone's journey once again.

### **Testimonial 4 has been taken from the 2020/21 programme:**

#### **Testimonial 4**

I would thoroughly recommend the reverse mentoring programme; it is well organised, supportive and really helpful in allowing participants to think differently. The programme has helped me to observe colleagues' behaviours through a different lens as well as be more reflective of my words and actions. I believe that it has benefited my team, the organisation and most of all me, as it has challenged my thinking and assisted me on a journey of more cultural competency and compassionate leadership.

### **The following testimonials were taken from the 2021/22 programme:**

#### **Testimonial 5**

The opportunity to develop a relationship with a member of staff with a protected characteristic and have a safe space to explore and reflect on their lived experience and my role as a senior leader in allyship.

#### **Testimonial 6**

I was fortunate to be matched with a mentee who was open-minded and willing/interested in learning how to ensure she was considering EDI issues in all aspects of her (senior) role.