**Y&H SuppoRTT Peer Mentoring Scheme**

**Definition of Peer Mentoring**

Peer mentoring provides a safe non-judgemental space offering time and opportunity to discuss a mentee’s needs and priorities on returning to work, where they will feel valued and heard, with practical support where needed.

Mentoring will be led by the mentee’s agenda and be bespoke to their needs.

Mentoring is holistic and recognises that mentees are whole people with full lives, and as such mentee’s can discuss anything relevant to themselves.

The mentor and mentee will agree in advance arrangements for sessions and time/communication boundaries, eg duration and frequency of sessions, best mode of contact.

**Ground Rules for Peer Mentors and Mentees**

1. The Y&H SuppoRTT Peer Mentoring scheme exists to support returning trainees.
2. Peer Mentoring is available to any trainee returning to training after a break, at any stage of their training.
3. Mentees are offered 4 sessions and it is advised that these are completed within a six-month window. Duration and frequency of sessions, and best mode of contact will be discussed and agreed at the first session.
4. More than 4 sessions may be available on discussion with the SuppoRTT admin team.
5. Peer Mentoring is offered according the mentor’s availability, via an online platform, or in a suitable F2F meeting place (one where a confidential conversation can be held).
6. The meeting place is a mutually convenient one and is typically more helpful if located away from the workplace. As Peer Mentoring sessions are considered a professionally activity, social venues should be avoided.
7. All Peer Mentors will abide by the ethical framework. Mentees are also expected to adhere to the principles laid out in this Code and should read this section carefully.
8. Either Peer Mentor or Mentee is entitled to withdraw from the process via the Peer Mentoring administrator should unforeseen sensitivities arise.

**Peer Mentor Agreement**

1. Peer Mentors will attend both sessions of the SuppoRTT Y&H Peer Mentoring course.
2. Peer Mentors will be added to the Y&H SuppoRTT Peer Mentoring scheme on submission of a short biography to the SuppoRTT admin team. Peer Mentors undertake to maintain communication with the team, advising if their contact details change.
3. Peer Mentors will attend supervision sessions to access appropriate support for themselves and identify mentoring development needs.
4. Peer Mentors will respond to mentee requests within 5 working days. The Peer Mentoring Scheme is not an emergency service. If a Peer Mentor cannot offer Peer Mentoring they should let the Mentee know so they can choose an alternative mentor.
5. If a Peer Mentor has no capacity to Peer Mentor for a period of time (e.g. annual or other leave/altered clinical commitments) they should let the SuppoRTT admin team know so they can be removed temporarily from the register.
6. Peer Mentors will agree with their Mentee the day, time, duration and frequency of sessions, and the best mode of contact.
7. Peer Mentors will let their Mentee know in advance if they can no longer attend a session.

**Mentee Agreement**

1. Participating in the Peer Mentoring scheme as a Mentee implies a commitment to the process – punctuality and attendance at each arranged meeting is expected. Mentees will let their Peer Mentor know in advance if they can no longer attend a session.
2. At the conclusion of each meeting, the Mentee and Peer Mentor will review their position and decide whether to arrange further meetings.
3. Peer Mentees will inform the SuppoRTT admin team via support.yh@hee.nhs.uk should they have any concerns about their Peer Mentoring experience.

**Ethical Framework for Peer Mentors and Mentees**

While the Peer Mentoring agenda is the Mentee’s the Peer Mentor must keep in mind at all times the healthcare context in which the Mentee is working and the implications for patient care of any changes the Mentee wishes to make.

Competence

1. Peer Mentors should attend and contribute to supervision sessions, and continue to develop their mentoring skills through both reflection and supervision.
2. Peer Mentors should recognise the limits of their competence and work within them, suggesting alternative sources of support for the Mentee where these would be more appropriate.

Professionalism

1. Peer Mentors should treat Mentees as whole people with lives outside their working environment, with respect for their individuality and their diversity of cultures, beliefs, sexuality and lifestyles.
2. Peer Mentors must respect the Mentee’s right to confidentiality, within the constraints set by the law and by the Duties of a Doctor.
3. Peer Mentors should be responsive to the Mentee in the language they use and the way they manage the relationship and the process. They should ensure that the expectations of the Mentee are clear and understood.
4. Peer Mentors should respect the resourcefulness of the Mentee and their ability to find their own solutions.
5. Peer Mentors should not encourage dependency and should work to bring the relationship to a conclusion by mutual consent.
6. Peer Mentors must treat all Mentees equally and not discriminate unfairly against any groups.
7. Peer Mentors must never exploit or abuse the Mentee’s trust or vulnerability.

Integrity

1. Peer Mentors and Mentee’s must be honest and open and act with integrity.
2. Peer Mentors must act without delay if they have good reason to believe that their Mentee may be putting themselves or their patients at risk.

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