

Freedom of Information Request

Reference Number: EPUT.FOI.20.1646
Date Received: 4th September 2020

Information Requested:

Although reverse mentoring is not mandatory it is discussed in NHS England's document: A Model Employer: Increasing black and minority ethnic representation at senior levels across the NHS. <https://www.england.nhs.uk/wp-content/uploads/2019/01/wres-leadership-strategy.pdf>

The document looks at improving representation at senior levels and uses reverse mentoring as an example (page 12).

1. Do you carry out reverse mentoring at your trust?
Yes
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.
 - a. Age – No
 - b. gender reassignment – No
 - c. disability - Yes (next cohort)
 - d. race including colour, nationality, ethnic or national origin - Yes
 - e. religion or belief - Yes (next cohort)
 - f. sex sexual orientation – Yes (next cohort)

The next cohort has been opened up to all our equality networks

3. Please describe your reverse mentoring programme:
 - a. Have you designed the programme yourself or have you brought in an outside expert?
The Trust brought in an external consultant to deliver the training and have spoken to other Trusts with broader experience
 - b. Please give a brief description of your programme.
Mentors and mentees each receive a half day's training. With the first cohort there was a shared lunch where the mentors and mentees met each other and then the mentors were asked to give three preferences of mentees they felt they would work well with. We then paired up mentors and mentees – this worked very well and there were few cases where we had to make a different pairing. The mentors were advised to make the first meeting in a location of their choice. They were also advised to set up monthly meetings and to give their mentees some 'homework'. This might be an article to read, someone to talk to, a visit to their team etc. At the end of the 6 months we held an

evaluation exercise and had a celebration event where mentors /mentee pairs shared their learning

- c. How long does your reverse mentoring last (eg, 6 months)?
6 months
 - d. What job levels are paired on the programme?
The first cohort was Chief Executive, Executive Directors and Directors with Band 5/6s
 - e. How do you evaluate the reverse mentoring?
As above. A written evaluation but the primary way was through feedback at the celebration event
4. Have you continued with reverse mentoring during COVID-19? How have you done this?
No – The Trust had a second cohort planned for March but this was postponed. It will now start with a virtual workshop in October
 5. For how many years have you been running the reverse mentoring programme?
1 cohort so far
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Publication Scheme:

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