

Reverse/Reciprocal Mentoring Programme

Utilising diversity and inclusion to create sustainable change



All NHS organisations are working towards the common goal of improving Equality, Diversity and Inclusion within their workforce.

Understanding potential bias or barriers to inclusion, as well as identifying actions to make improvements, are key to creating a fairer and more inclusive NHS. Reverse/reciprocal mentoring turns the traditional mentoring model on its head – senior colleagues are mentored by junior staff to create mutual understanding, challenge established hierarchies and foster a culture where all experiences, skills and ideas are recognised.

Arden & GEM's reverse mentoring service enables leaders to understand the challenges staff from diverse backgrounds face in the workplace. This reflection and systematic leadership development intervention is designed to create transformational and sustainable change where diversity and inclusion become a strength for your organisation and its workforce.

Our Reverse Mentoring Programme

Utilising our established reverse mentoring model, we will work with your in-house human resources, EDI and internal communications teams to deliver a tailored programme of organisational development.

We will work collaboratively with you to determine your challenges or objectives and then build reverse mentoring programmes that deliver valuable insight in areas including recruitment and retention, career progression, empowerment, bullying and harassment. Utilising our extensive experience and expertise, we support all participants throughout the process with coaching and structured activities that maximise the benefits available from reverse/reciprocal mentoring.

Delivered over a six-month period, our support includes:



Programme Outcomes:

Forming an integral part of your people plan, our Reverse/Reciprocal Mentoring Programme benefits both the individuals involved and your wider organisation. Mentors become empowered to communicate with senior leaders - who in turn are enabled to promote and foster a learning environment which supports sustainable change in diversity and inclusion in the workplace.

Key deliverables of the programme include:



Developing a broad and deep understanding of the structural and cultural barriers that maintain workplace inequalities



Creating an ability to share insights and knowledge through the "eyes of minority groups" and develop an understanding of different perspectives and 'lived' experience



Gaining valuable insight to 'normalise' conversations around protected characteristics



Gaining an awareness of intersectionality and examining progression barriers through multiple lenses



Developing an awareness of the potential interplay of overlapping identities



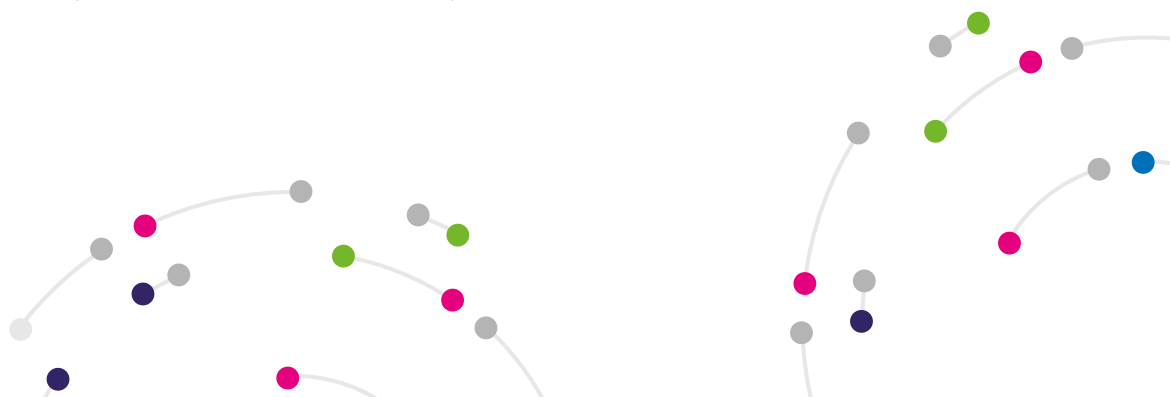
Enabling a platform where the mentor is able to talk about their experiences openly



Enabling both parties to 'step outside' their comfort zone in a safe and confidential way and challenge each to try new ways of thinking



Providing mentors with a greater understanding of the attributes and skills needed for senior positions, as well as access to professional networks.





We would welcome the opportunity to discuss how our Reverse/ Reciprocal Mentoring Programme can support your organisation to deliver its Equality, Diversity and Inclusion objectives.

For more information please get in touch at:

 www.ardengemcsu.nhs.uk

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