

Reverse Mentoring for Inclusion Programme

Newsletter 10 – May 2024

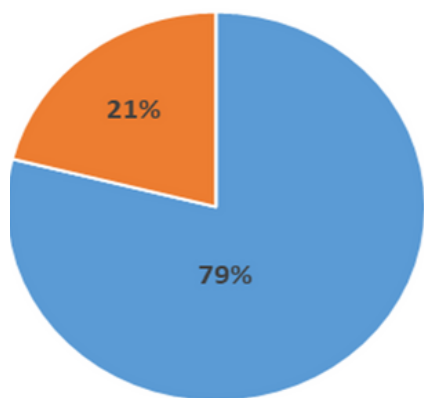
Welcome, 2024 Cohort

It's great to have kicked off the fifth cohort of our Reverse Mentoring for Inclusion Programme (RMfIP) and able to match 38 pairs, making this one of our biggest intakes to date, i.e., since the Programme was launched locally in 2018.

About the Programme

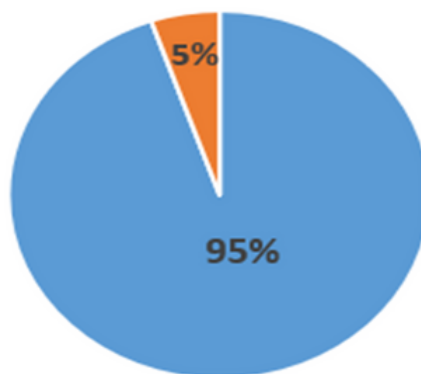
The Programme aims to deliver some of the inclusion, leadership and culture changes much needed across our health & social care system across the Leicester, Leicestershire & Rutland. and it's success is down to the amazing Reverse Mentors and Mentees on the Programme sharing their lived experiences with one another in a psychologically safe way.

The learning and culture change these have been engendering has been very effective and supported by the fantastic feedback we get from our annual evaluation.



■ Agree or Strongly Agree

79% Agreed or Strongly Agreed that "the Reverse Mentoring Programme had a major impact on my learning and development either in respect of sharing my lived experience or listening to that of my reverse mentor."



■ Agree or strongly Agree

95% of colleagues who responded to the evaluation questionnaire would recommend the Programme.

Some colleagues who participated in the Programme also said:

- "It provided a space to talk about things in depth that I could not do with friends and family with the same protected characteristic. [It worked well] Having a very open and generous mentor. [I am] Planning how to support CYP exploring their sexuality and gender identity - not an easy thing to do."
- "I hope I am much more understanding now rather than being simply tolerant."
- "I used the knowledge gained to run a session for my whole team on white privilege and we drew up an action plan of areas that we could improve in as a team. The session was very well received. Cultural/racial awareness has definitely improved in the team with regard to celebrating a wider range of festivals, food choices at events and learning from each other."
- We have had a more proactive approach to recruitment and now have a more diverse team - 100% White British 5 years ago - 3/10 from different ethnic backgrounds now."

Information on the Programme

Further details about the Programme is accessible via <https://leicesterleicestershireandrutlandhwp.uk/staff-room/llr-academy/reverse-mentoring-for-inclusion/>. if you are interested in participating in a future cohort of the Programme, please email the RMfIP Team via LLR.Academy@nhs.net.

Reflection Session for Reverse Mentees

A mid-way reflective session for Reverse Mentees is scheduled for 10 July 2024.



Peer Support Meetings for Reverse Mentors

2024 cohort's first Peer Support meeting for Reverse Mentors was held on 25 April. This was a chance for all of our Reverse Mentors to meet each other and for the RMfIP Programme Team to 'check in' with them to see how they are faring. It also provides an opportunity for colleagues to share any concerns or ideas on how to make Reverse Mentoring for Inclusion work well. The meetings are convened virtually.

Outlined below are a few things our Mentors thought would be good to have in future:

- MS Teams channel for Reverse Mentors to reach out to each other in between Peer Support meetings. A channel has since been created, and the Mentors made aware.
- Budding Scheme to connect Mentors with past experience with those new to the Programme.

It was great to see so many Reverse Mentors in attendance, many of whom were very excited about their future Reverse Mentoring meetings with their Mentees.



The next Peer Support meeting for Mentors is scheduled for 24 May.