



Reverse Mentoring Newsletter

Issue 3

Dear reverse mentors (and mentees),

Welcome to our 3rd reverse mentoring newsletter. This issue sees the current programme at its near completion. On writing this introduction we just had our last Peer Support Meeting this morning (21st September 2021). I was filled with genuine pride and a great sense of accomplishment after hearing Dr Rebecca Perry's incredible story of her lived experience as a woman with a disability, it really connected with me. Becky (as I know her) went on to explain how she took the opportunity to explore her personal experience with her mentee, whose son was training to become a doctor. It was clear that her story touched many other people on the call who thanked her for being so open and such a strong human being.



We also heard from a couple of other people who have clearly been making fantastic inroads through reverse mentoring whereby their mentees are integrating their learning in to their own strategies and actions on inclusivity. It is abundantly clear that our reverse mentoring programme is making a difference. One of the articles in this newsletter further consolidates this point if anyone is asking the question "where are the outcomes of reverse mentoring." Where reverse mentoring is one of a number of Equality, diversity and inclusion initiatives supported by an organisation's Executive Team, the outcomes are very obvious. In a world where we have to show the fruits of our labour I really feel that for us the harvest is rich and plentiful. So much so that I was so delighted to hear a number of colleagues say that they want to come back and reverse mentor on our next programme, which we hope to get underway later this year.

Lastly I want to thank each and every one of you for all of your hard work and dedication to this programme. Without you what we have achieved would not have been possible.

Thank you
Haseeb Ahmad
Head of Equality, Diversity and Inclusion

"If you are always trying to be normal, you will never know how amazing you can be."

Reverse Mentee Cathy Ellis

Hello, my name is Cathy and I have been mentored by Kim Dawson for the last 6 months.

Wow! what an inspiration Kim has been to me. We have talked openly about Kim's experience of disability and what it means for her in everyday working and home life. We have talked about high profile disabled athletes and public figures and what has driven their success to overcome the challenges they faced.

We have also talked about NHS disabled leaders and I am privileged to have Faisal Hussain, a full time wheelchair user, as my Deputy Chair in LPT.

As well as increasing my awareness of disability and reasonable adjustments in the workplace, Kim has included me in the MAPLE (Mental And Physical Life Experience) staff network discussions and given me the opportunity to work alongside her on our WDES action plan. I have used this insight to ensure that our Board discussions are more inclusive of all protected characteristics, including disability.

I would definitely recommend the Reverse Mentoring programme to LLR colleagues and would encourage them to join next time!



Cathy Ellis
LPT Chair

Reverse Mentor Kim Dawson

Hello, my name is Kim I have worked for LPT for ten years. In 2018 my life was turned upside down when I suffered a spinal cord infraction. Leaving me with a significant spinal cord injury and quadriplegic. Although to many you don't see my disability, I have whole myriad of hidden disabilities. Click here to read the full article <https://www.leicspart.nhs.uk/wp-content/uploads/2021/09/Kim-Dawson.docx>



Kim Dawson (Ambulant Quadriplegic)
Clinical Coding Manager

Reverse Mentee Nicci Collins

Hello, my name is Nicci Collins, 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.



I heard myself saying things like, 'it's not so bad here' (as in the UK). Even as I said these things to myself, I knew, I had no proof that this was the case) Click here to read the full article <https://www.leicspart.nhs.uk/wp-content/uploads/2021/09/Nicci-Collins.docx>

Nicci Collins
Deputy Assistant Director
Leicestershire County Council

Reverse Mentoring Celebration Event

At the last Peer Support Session held in September, we asked everyone what their preference would be in respect of holding a celebratory event. The Reverse Mentoring cohort's consensus was to have a face to face celebration but unfortunately due to the ongoing concerns around the Pandemic and being mindful of everyone's safety, we will be holding the event virtually.



As soon as we know what the arrangements are, we will send you an invite .

Cohort 3 Reverse Mentoring Coming Soon!!! We Need your Help

As many of you will be aware we are pretty much wrapped up for this second cohort programme. For the majority of participants it's been a successful journey. The great news is that we will be now running a third programme which will hopefully be launched at the end of the year and commence in 2022. But, we still need your help. At the last Peer Support Meeting we had a number of colleagues wanting to continue to be reverse mentors on the next programme. Thanks for those of you who did put your names forward. For everyone else please do consider helping out on the next programme – you are truly making a difference in changing the cultures of our organisations.

As you've already been through the training you don't need to attend again, unless you want a refresher. If you are interested please do let Amman Attwal know via email Amman.Attwal@leicspart.nhs.uk

Check Out The New Resources !

- [What is Intersectionality ?](#)
- [Kimberle Crenshaw-Intersectionality Explained](#)
- [Can White People Recognise Racism? | Good Morning Britain](#)
- [Bystander Effect](#)
- [Bystander Effect is Complicated Ted Talk by Ken Brown](#)
- [Reverse mentoring resources and links](#)
- [BAMED - Advice for being an ally](#)

- [White Privilege - Unpacking the Invisible](#)
- [Check yourself - The White Privilege Test](#)
- [White Privilege video](#)
- [The LLR Academy website](#)
- [Tips to make reverse mentorship work, from executive coach and personal development advocate Patrice Gordon](#)

Using Reflective Models For Reverse Mentoring

Reflective Models, sometimes known as frameworks for reflection, encourage a structured process to guide the act of reflection. There is no right model.

Many people find that they learn best from experience. However, if they don't reflect on their experience, and if they don't consciously think about how they could do better next time, it's hard for them to learn anything at all.

[Please click on the link to explore various reflective models](#), hopefully it will aid in your reverse mentoring journey.

Share your feedback with us or contribute to this newsletter



To share your feedback about the reverse mentoring programme or if you would like to contribute to our future newsletters please contact: Haseeb.Ahmad@leicspart.nhs.uk or Amman.Attwal@leicspart.nhs.uk

“there is no greater agony than bearing an untold story inside you.”

Our leadership behaviours are:



Valuing one another



Recognising and valuing people's differences



Working together



Taking personal responsibility



Always learning and improving