



Reverse Mentoring Newsletter

Issue 4

Dear all,

At the time of writing, it is fast approaching Xmas. It's been a tremendous year for our Reverse Mentoring for Inclusion programme, over 80 people have participated, and we had a brilliant celebratory event in November as part of our Lead, Connect and Care week. Many thanks to all of you who were able to attend.



We have launched our evaluation survey, so if you have been part of the 2021 programme and haven't completed it, please can you do so from the link below:

<http://ratenhs.uk/3MDf4g>

I am so pleased that we are launching our next 2022 cohort programme. I know that many of you will be coming back to participate again. A true sign of a successful initiative. I really believe that this work makes a massive contribution towards tackling and addressing many of our Equity and inclusion challenges. It really makes some serious inroads in to increasing the cultural competencies of our leaders. I'm so excited that we have now expanded the programme to include LGBTQ+ and welcoming some new people on to the programme.

I really hope that when you get a chance to read this newsletter you are looking forward to the Xmas break. Whether you celebrate it or not I sincerely hope you have a well-earned rest, some family time and a positive start to the New Year.

Thank you
Haseeb Ahmad
Head of Equality, Diversity and Inclusion
Leicestershire Partnership NHS Trust

Thank you from Bina!

Thanks to all colleagues that have supported and continue to support our Reverse Mentoring for Inclusion Programme throughout 2021. We value your energy, commitment and help with spreading the benefits of our programme through sharing your personal journey of discovery.



Congratulation to all colleagues that have completed the programme during 2021 and thank you for sharing your insights and experiences during our Celebration Event in November.

Personally, I have found being a Reverse Mentor improves connection to different cultures and has provided me with new insights to different partner organisations. I have also found this enables better inclusion through building inclusive relationships and having individual conversations about diversity.



We are really excited to launch our next cohort and hope that colleagues across health, social care, emergency services and our charities sign up and join us. Places are limited so please do not delay in getting in touch.

Looking forward to welcoming you on our Reverse Mentoring Programme in 2021.

Wishing you a happy and healthy festive period, filled with warm memories, and happiness. Thank you for supporting our Reverse Mentoring for Inclusion Programme.

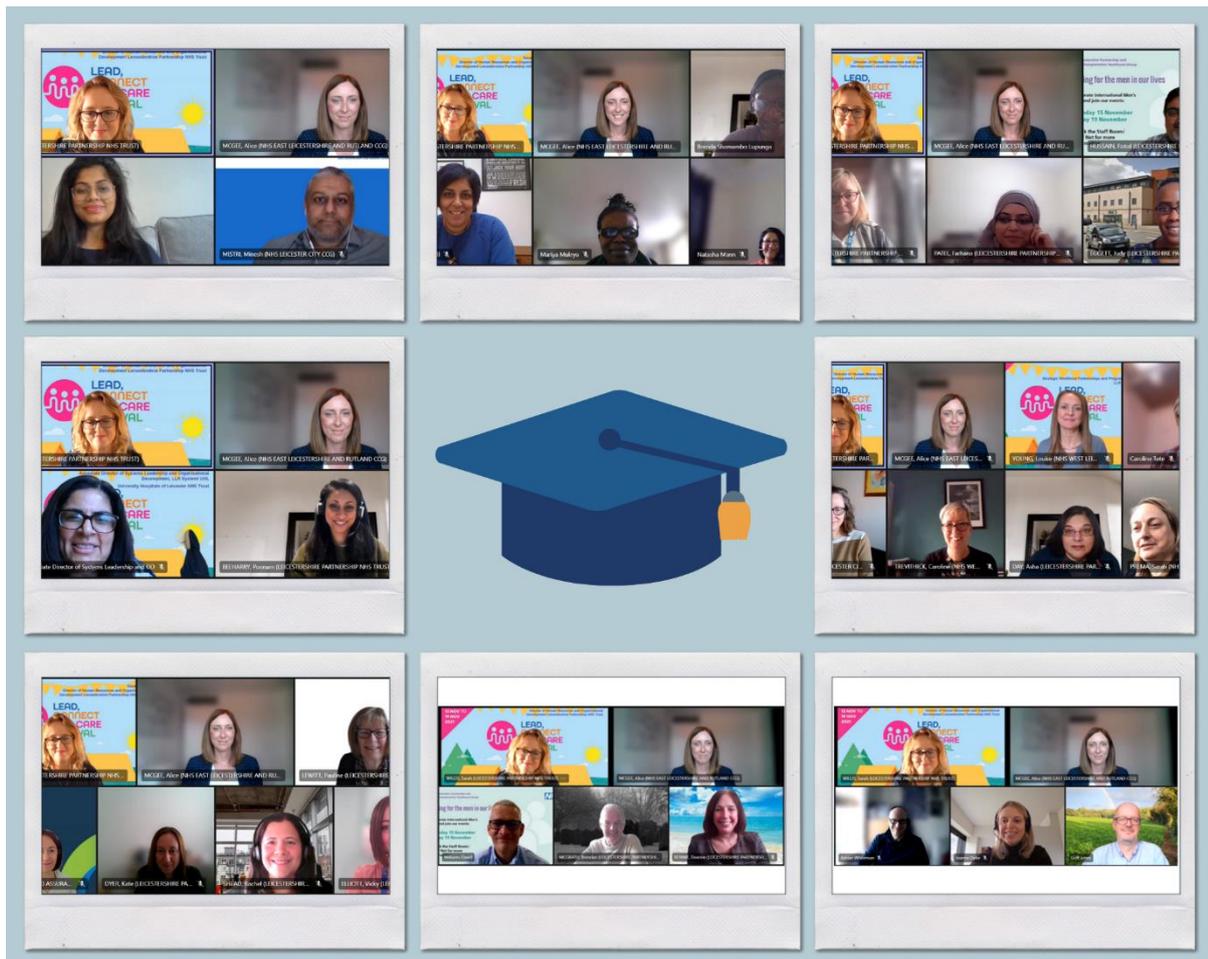
Bina Kotecha
Associate Director of Systems Leadership and
OD LLR System

Reverse Mentoring Celebration Event November 2021

We held a celebration event in November 2021 to celebrate successful completion of our 2nd cohort of reverse mentoring programme.



See pictures from the event below:





Cohort 3 Reverse Mentoring

We are absolutely delighted to launch our third cohort reverse mentoring programme for 2021/22. There has been a great deal of interest across LLR with the success of the first two programmes run during 2019/2020 and 2020/21. There is growing evidence nationally that done properly this approach helps to deliver some of the inclusion, leadership and culture change needed within the NHS. There is no doubt that our own LLR wide programme has been having a massive impact. Please see the testimonials below as proof of the success of our programmes. The last programme had 82 participants and we want to get even bigger with the next programme.

The 2021/22 programme sets out to address race, disability and LGBTQ+ issues, however, we do encourage our reverse mentors to share their lived experience across a range of equality characteristics that they may have, for example, a colleague may be female, have a disability and be from a minority ethnic background. This is a truly great opportunity for junior colleagues to share their lived experience with senior managers with a view to challenging preconceptions and tackling unconscious bias.

Applications are now open for staff across the health and social care system who want to be mentors and mentees. The closing date for applications is **Friday 14th January 2022**. The programme will commence in March 2022, and it will run for 6 months.

If you've already been with us in the 2nd cohort and would like to participate in the 3rd cohort too, you do not need to reapply or go through the training again, unless you want a refresher. If you are interested, please do let Amman Attwal know via email amman.attwal@nhs.net

Further information on Reverse Mentoring

Please visit LLR Academy website on the link provided below:

<https://www.llracademy.org/reverse-mentoring-scheme/>

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](#)
- <https://llracademy.org/reverse-mentoring-scheme/>



- <https://www.stonewall.org.uk/>
- <https://www.mentalhealthatwork.org.uk/toolkit/lgbtqi-inclusivity-in-your-organisation/>
- [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.

3rd Cohort Programme Schedule

Training date for Reverse mentors:

- 31st January 2022 from 13.00pm -16.00pm

Training dates for Reverse Mentees (only one of these needs to be attended)

- 8th February 2022 from 10.00am - 11.00am **or**
- 15th February 2022 from 09.30am -10.30am

Share you 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.ahmad4@nhs.net or amman.attwal@nhs.net

