

# Reverse Mentoring Newsletter

## Issue 6

Dear all,

A warm welcome to our Reverse Mentoring Newsletter. Also, a heartfelt welcome to colleague that have joined cohort 3 of our Reverse Mentoring Programme either as mentors or mentees. We hope you are enjoying our programme and benefitting from connecting with each other and sharing your vast learning, knowledge and experience. We look forward to hearing more about this at our future celebration event.



I personally participated in the previous cohort as a mentor and found this hugely rewarding as this increased my knowledge and understanding of the social care sector, having spent most of my career, working within the NHS. Working with my mentee we collectively focussed on promoting diversity and service/business development, working together towards creating an inclusive culture through sharing our perspectives and experiences.

Building on our reverse mentoring work, we are proud to have recently introduced Cultural Competency. This focuses on our ability to understand and interact effectively with people from other cultures. Developing our own and collective cultural competency enables us to value and interact effectively with individuals of all backgrounds through a lens of diversity, inclusion, and belonging.

Stay connected and keep shining bright! Wishing you a happy and health summer.

**Bina Kotecha**

**Associate Director of Systems Leadership and Organisational Development  
LLR Integrated Care System**

*The African proverb -Chinua Achebe “until the lions have their own historians, the history of the hunt will always glorify the hunter”*

### **Reverse Mentoring - First Peer Support Meeting**

Going into our first peer support meeting, it was interesting to see the mix of where mentors were at with our mentees, with some of us having met with our mentees and some just about to go into their first session. Some felt most confident about how they'd structured the mentoring how they had set out the contract, future sessions, and goals. Others felt they had a built a good foundation for the mentor/mentee relationship, which can be tricky to navigate at times. Everyone having the time to speak about their experiences and share thoughts was appreciated, and we also had a topic of discussion for the session to give more insights into some of the theory behind reverse mentoring.

### **Social Model And Medical Model Of Disability**

Haseeb and Amman talked to us about the social model of disability and how it's connected with the principles of reverse mentoring. The social model of disability came into prominence in



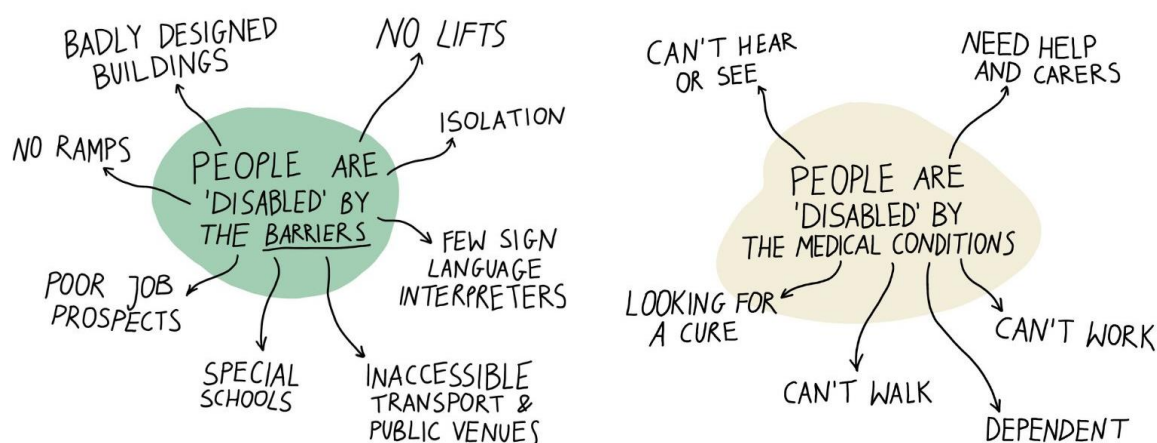
the 1970's, in contrast to the medical model which was prevalent beforehand (and is often still the dominant way of thinking).

Attitudes towards disability affect the way people think and behave towards disabled people. They also impact on outcomes for disabled people in the way they are treated and able to participate in society. The attitudes disabled people experience inevitably affect the way disabled people interact with others.

There are two main models in terms of disability how disability is considered:

- The social model
- The medical model

## The Social Model VS The Medical Model



*Social vs medical model, Image from Disability Advice Service Lambeth*

[Please click here to read full article.](#)

### Check Out The 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

## Peer Support Meeting Schedule



- 17<sup>th</sup> August 2022 from 09.30am -11.15am
- 12<sup>th</sup> September 2022 from 09.30am -11.15am
- 18<sup>th</sup> October 2022 from 10.00am -11.45am
- 16<sup>th</sup> November 2022 from 10.00am -11.45am



## Mentees Midway Reflections Session



9<sup>th</sup> August 2022 from 14.00am -15.30pm



## Further Information And Resources



Please visit LLR Academy website on the link provided below for further information and Resources:

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

## 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.ahmad4@nhs.net](mailto:haseeb.ahmad4@nhs.net) or [amman.attwal@nhs.net](mailto:amman.attwal@nhs.net)



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