

Reverse Mentoring Newsletter

Issue 5

Dear all,

I'm delighted to be writing this introduction and welcome in our 5th edition of our Reverse Mentoring newsletter, for you, our reverse mentors and mentees. You can find back copies of our newsletters on the LLR Academy webpages.

On writing we have managed to match around 29 reverse mentor pairs. This is a great achievement. Our very first cohort was around 21 pairs across the LLR system, and this grew to 40 pairs in our very successful 2nd cohort. We've therefore reached around 170 colleagues across health and social care over the 3 programmes which is incredible. Incredible considering, we are the only system wide programme of its kind in the UK. But that's not all...we are strengthening our approach to inclusion by introducing a number of exciting inclusive culture initiatives including our Cultural competency Programme. In this edition we have some information for you to get more involved as one of our Cultural Competency Enablers, and if not you perhaps you know someone who might be interested in applying. Please feel free to pass on the information.



Don't forget, as we pointed out in your training, we will continue to support you throughout your Reverse Mentoring journey. We want to hear about the challenges you face, how you overcame these and some positive stories about the learning that you are gaining. I really look forward to the first cohort 3 peer support meeting in July when I hope to be catching up with our reverse Mentors.

Lastly, please do feel free to contribute to our newsletter. We would love to hear from you. Tell us of any ideas you have or tools you have used. We welcome anything you would like to contribute. It could be a poignant poem or story. It could be an article you have read and shared with your mentee. No matter how small or big we want your input please.

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

EXCITING OPPORTUNITY TO BE A CULTURAL COMPETENCY ENABLER !!!

Do you want to become a Cultural Competency Enabler?

We are looking to recruit you to volunteer as a Cultural Competency Enabler – Are you Ready to support the change we want to see?

To support development of our cultural competence we have developed an exciting and innovative new approach to developing the foundations of our inclusive culture. Working in partnership across Leicester, Leicestershire and Rutland Integrated Care System (LLR ICS), NHS England/Improvement Midlands and the Midlands Leadership and Lifelong Learning Team, we have designed and developed our pilot Cultural Competence Development Programme.

To support the activity required as part of the diagnostic and beyond we are looking to develop a team of 40 Cultural Competency Enablers across LLR ICS, NHSEI Midlands and the Midlands Leadership and Life Long Learning Team that will help to facilitate our cultural development.



Cultural Competency Enablers (across the LLR ICS, NHSE/I, and the Leadership Academy) will participate in a Development Programme to explore their own cultural understanding, identify, hone and promote culturally competent behaviours, perspectives, tools, and knowledge.

Cultural Competency Enablers will be role models and champions who strive to make a difference. They will have a unique role in supporting and facilitating increased cultural competence, making it possible for staff to improve awareness, progress their understanding and build skills to be more culturally competent.

As a Cultural Competency Enabler, you will learn how to debrief Cultural Competency 360 Assessments to enable individual, team, and organisational learning. You will be given the tools to help share best practice, engage in opportunities to share learning. You will help to facilitate and create psychologically safe developmental environments to support open dialogue with teams, partners, and collaborators across NHSEI Midlands and the LLR system.

Culturally Competent organisations are not achieved through top-down directives. It requires a widespread organisational commitment - people willing to step in and lead the charge for change.

If this sounds like an interesting and exciting opportunity that you would like to be involved in and volunteer for, please take a look at the application criteria and guidance pack accessed from our website at: <https://llracademy.org/cultural-competency-enabler-programme/>

Applications open on Monday 16th May and will close on Sunday 12th June. The application form can be downloaded from our website at: <https://llracademy.org/cultural-competency-enabler-programme/>
We are looking to recruit into two cohorts that will commence in July 2022:

Cohort 1: 13 July

Cohort 2: 14 July

For any further information about becoming a Cultural Competency Enabler please visit our website (as above), email LLRAcademy@uhl-tr.nhs.uk or join us at one of our Cultural Competency webinars on:

Wednesday 8th June 2022 12:00-13:00 [Click here to join the meeting](#)

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



11th July 2022 from 10.30am - 12.15pm
17th August 2022 from 09.30am -11.15am
12th September 2022 from 09.30am -11.15am
18th October 2022 from 10.00am -11.45am
16th November 2022 from 10.00am -11.45am



Mentees Midway Reflections Session



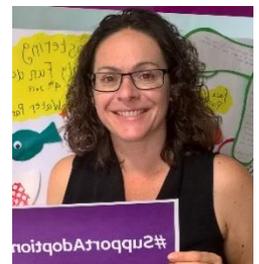
9th August 2022 from 14.00am -15.30pm



Reverse Mentoring Testimonial By Mentee Nicci Collins

Hello, my name is Nicci Collins, I put myself forward for the reverse mentoring programme last year 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



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 or amman.attwal@nhs.net



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