

Reverse Mentoring Newsletter

Issue 7

Dear colleagues,

I am extremely pleased to be writing this forward for this edition of our newsletter as we are coming up to the end of the current 3rd cohort Reverse Mentoring Programme. There is a lot to be celebrating and getting excited about, not least of all because of all the positive stories we are hearing about your Reverse Mentoring journeys. I am sure many of them will continue beyond this current programme and I hope some of you will come back and carry on to our next 4th cohort programme to be launched this year.



In this edition you will read a testimonial from one of our leaders from UHL who has been mentored by someone with an invisible disability. It's just so fantastic to know that the programme is benefiting our colleagues across the system, Mentees as well as Reverse Mentors.

During October we had our penultimate Peer Support Meeting where Farhana Patel, one of our brilliant clinical psychologists, spoke to us about the importance of psychological safety and her personal experiences of the programme. She linked this to the work that Leicestershire Partnership Trust are doing around anti-racism and the important part this is playing in all of our personal growth and education. We discussed whether we should rename the programme "Inclusive Mentoring" as the programme has potential for peer mentoring and the fact that those in leadership roles will still have considerable power because of their position in organisational hierarchy that the Reverse Mentoring model cannot entirely negate. Some really great points and something for us to consider. For the time being I'm going to stick with "Reverse Mentoring for Inclusion" for the next cohort programme as this is the language and branding everyone has come to know. However, I am not at all ruling out changing our future programmes to emphasise the importance of the lived experience element to the programme and that this can benefit everyone in our organisations, not just senior leadership. Watch this space.

MIDAS Awards

Some of you will know that our LLR Reverse Mentoring Programme has been shortlisted for the MIDAS Awards. MIDAS stands for Midlands Diversity And Inclusion Awards Scheme. There were 7 categories, and we were shortlisted in the "Inclusive ICS of the year" category. Keep your fingers crossed that we win. The Awards ceremony is taking place on Friday 18th November. If you would like to pop along then please do, it's free and open to all. If you need the link to join, then please email Amman ATTWAL who can let you have further details.

LLR Reverse Mentoring Celebratory Event 9th December 1:00 - 4:30pm at NSPCC

We are very pleased and excited that this year we will be holding our Celebratory Event face to face. We will have keynote speeches, handing our delegates from the 3rd cohort programme shiny certificates and running some evaluation workshops. We will also take the opportunity to launch our 4th cohort programme and tell you more about exciting and innovative EDI initiatives we are running across the system. Please do join us. We have invited leaders across the system as well as those on past programmes. It will be an incredible networking opportunity for you too. If you haven't been invited or want to know more, please see details below or speak to Amman Attwal.

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



Reverse Mentoring Celebration Event



9th December 2022 from 13.00pm -16.30pm
at the NSPCC National Training Centre, Conference Hall, 3 Gilmour Close, Leicester LE4 1EZ

Reverse Mentee - Article by Moira Dunbridge

It has long been known that teams, departments and Boards who are more diverse have better outcomes for patients and better experiences for staff. I was compelled by this and as a Board member wanted to better understand the power of reverse mentoring and how I could better influence equality, diversity and inclusion improvements across UHL. I was also challenged by this year's Black History Month slogan – 'time for change - actions not words.' By enrolling in a formal reverse mentoring programme, it signals to colleagues across the Trust that senior staff are genuinely seeking to understand the lived experience of colleagues and work collaboratively to address issues they face.



I joined the LLR reverse mentoring programme in June, received some initial helpful and informative training and was matched with an 'invisible disability' mentor. At our first meeting in July, we established ground rules and agreed where and how frequently we would meet. We both signed a mentoring contract which agreed positive dialogue between mentor and mentee. Our meetings have been monthly and hugely beneficial to me.

Reverse mentoring provides a safe environment which allows participants to consider different ways of thinking, whether that is about race, gender, sexual orientation or disabilities. My mentor seeks to be reflective and probing, even quite challenging but without judgement or finding fault. As a mentee, I am learning to listen with an open mind and accept the feedback offered. These sessions provide the opportunity to better understand my bias and unpack and explore some of that in a safe way. Trust is a crucial component of the mentor / mentee relationship – suspending any status or superiority and welcoming challenging comments. This is good allyship and encourages me to consider prejudices I may hold and how to be more diverse in thinking and experience.

Reflecting further on our points of discussion has made me review how I handle certain situations at work and to discuss with the team how we might do things differently. It has given me more focus and attention to how some staff feel marginalised and out-voiced and how inclusive and compassionate leaders should be alive and responsive to this. Allowing the team to have honest and courageous conversations and getting away from group-think has been important in our team development and my leadership.

I would thoroughly recommend the reverse mentoring programme; it is well organised, supportive and really helpful in allowing participants to think differently. The programme has helped me to observe colleagues' behaviours through a different lens as well as be more reflective of my words and actions. I believe that it has benefited my team, the organisation and most of all me, as it has challenged my thinking and assisted me on a journey of more cultural competency and compassionate leadership.

Moira Dunbridge
Director of Quality, Transformation and
Efficiency Improvement
University Hospitals Leicester



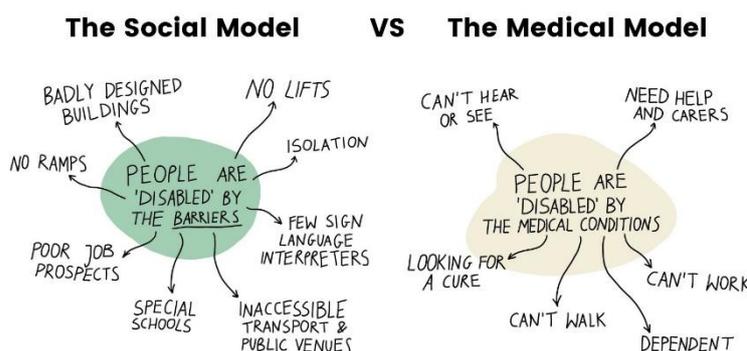
Social Model And Medical Model Of Disability

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



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

Further Information And Resources



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

[Reverse Mentoring For Inclusion Programme - LLR Academy](#)

Reverse Mentoring For Inclusion Next Cohort Dates

The closing date for applications is Friday 20th January 2023

Reverse Mentoring Training For Inclusion Dates For Mentors

(only one of these needs to be attended)



- 10th February 2023 from 09:00am - 13:00pm
- 16th February 2023 from 13:00pm - 17:00pm

Reverse Mentoring For Inclusion Briefing Dates For Mentees

(only one of these needs to be attended)



- 22nd February 2023 10:00am - 11:00am
- 28th February 2023 08:30 am - 09:30am

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



"Leadership is not about being in charge. Leadership is about taking care of those in your charge"



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