

# LGBTQ+ Mentoring Scheme





## **The Trust's LGBTQ+ Mentoring Scheme – what you need to know!**

The Trust is about to launch its first ever LGBTQ+ Mentoring scheme. You are invited to take part and be one of the first colleagues to experience the benefits of a carefully designed mentoring scheme.

### **What is mentoring (and why does it matter)?**

'Mentoring' is a relationship between two people – the mentor and the mentee. Mentees get involved because they want to learn new skills, progress their careers or explore how to be more fully 'present' in their current roles. Mentors will have specific skills and knowledge/experience which they are trained to share appropriately and respectfully with their mentees.

The mentoring relationship lasts for a year, with mentors and mentees meeting at least once a month.

Mentoring has been shown to be extremely successful in helping people to build skills, personally develop and build self-confidence, network and support their career progression. The LGBTQ+ Mentoring Scheme is also a chance to explore being our 'authentic selves' as LGBTQ+ in the workplace.





## **Some of the benefits of being part of the Mentoring Scheme**

- Research has shown that mentees have increased a band/ grade or secured a promotion more often compared to staff not included in a scheme
- Mentees often experience increased self-awareness, motivation and self-confidence
- Mentoring also benefits the mentor, eg. hearing more about the experience of LGBTQ+ staff in the workplace
- Mentoring has a positive impact on mentors and mentees, and being part of a mentoring scheme can support staff retention and satisfaction.

## **Want to become a Mentor or Mentee?**

If you are LGBTQ+ and would like to be mentored ('mentee'), or if you could be a mentor (LGBTQ+ staff and Allies), we're very keen to hear from you!

Simply fill in your details (on the other side of this form) and you'll receive the 'start-up' application form and information from a member of the team.

For more information or to get the application forms please use either the link below or complete and return the form overleaf. Deadline for completed applications is 12th March 2019.

<https://nww.bsuh.nhs.uk/working-here/lgbtq-lesbian-gay-bisexual-and-transgender-network/>





## Please send me information on becoming a Mentor or Mentee

Name: \_\_\_\_\_

Department: \_\_\_\_\_

Email Address: \_\_\_\_\_

I would like to:

Receive mentoring

Be a mentor

I have been involved in mentoring previously  
(at BSUH or another organisation)

Yes

No

Any other comments?

Once completed, drop this form back today to Nicole Eisele on her stall or send it back to Nick Groves (LGBTQ+ Network Convenor, 3Ts Redevelopment Team, South Tennis Court Building, St Mary's Hall) in the internal post, and we'll be in touch about our first ever BSUH LGBTQ+ Mentoring cohort and next steps!

