



MENTEE EXPECTATIONS & COMMITMENTS

Who Can Become a Mentee?

The BAATN mentoring programme is intended to assist students of Black, African, Asian and Caribbean heritage who are still in the process of counselling or psychotherapy training.

You will need to have BAATN student membership and be self-motivated. Once paired with your mentor, it will be your responsibility to ‘manage’ the information you both discuss. What comes up for you may be challenging or even a little uncomfortable at times; however, you will see the benefits yourself as you and your mentor work constructively together.

The mentoring programme asks mentees to make a commitment of time to their personal development while working with their mentors. As mentors involved in this project are volunteers, we ask that mentees commit to a regular period of meetings to discuss their ongoing development and progress.

What Can Mentees Expect from the Service?

- All staff and mentors adhere to a code of ethics and code of conduct.
- Mentees are free to discuss with their mentor any issues that they feel are hindering their success in meeting the demands of their training course. For students from marginalised communities, this may include managing “race-based stress”¹, developing self-care strategies, recognising and addressing “the internal oppressor”² and developing “race-construct awareness”³.

¹ Race-specific workplace stress - Aileen Alleyne - <https://www.baatn.org.uk/bwl-knowledge-base/race-specific-workplace-stress-aileen-alleyne/>

² The internal oppressor and black* identity wounding - Aileen Alleyne - <https://www.baatn.org.uk/bwl-knowledge-base/the-internal-oppressor-and-black-identity-wounding-3/>

³ Race Construct Awareness – Eugene Ellis – reference “Transforming Race Conversations: A Healing Guide for Us All”

- You will be informed about an allocated support person who will be available to support you if, for some reason, you need to reflect on your relationship with your mentor.
- There will be mentee meetups via Zoom, to come together and share experiences. Dates for these meetings will be available from January 2025.

Roles and expectations

- The mentee is an individual who meets the above criteria and is interested in being mentored.
- An individual can either be a mentee or a mentor, but not both, within the same programme year.
- The mentee is required to sign the Mentee Empowerment agreement and team expectations document, which provides an overview of the purpose of the mentoring relationship, the support that mentees should expect to receive from their mentor and support member and guidance on how they should also engage in the process.
- The mentee is expected to dedicate a pre-agreed amount of time each fortnight/month to attend the meetings with the assigned mentor for their personal development. Failure to commit to the agreed time is likely to result in failure within the programme.
- The mentee is expected to complete the programme as described above or make necessary scope adjustments with their mentor.
- The mentee is expected to complete an evaluation survey at the halfway point and the end of the programme, where they will have the opportunity to express their views on the mentoring programme.

The mentoring team will:

- Liaise with mentors and mentees involved in the 'Each One Teach One' programme.
- Assist with matching mentees with mentors.
- Collect progress reports from the mentors. This information will form part of the programme's annual review and will go towards supporting future mentees.
- Mediate any dispute between the mentee and the mentor if neither party can resolve it on their own.
- Be committed to ensuring that all information disclosed to you remains confidential in line with our Privacy Policy.

E-mail the Programme Coordinator for queries and questions mentoring@baatn.org.uk