



MENTOR EXPECTATIONS & COMMITMENTS

Volunteer Expectations and Commitments

If you're thinking of becoming a mentor for BAATN, that's great! Without you, this service would cease to exist, and we are counting on you to share your wealth of practical, emotional and lived experiences with Black, African, Asian and Caribbean heritage trainee therapists following in your footsteps.

Key points:

- Mentees can 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.
- You will need to sign and agree to our Mentors Code of Conduct and the Support team expectations document to become a mentor on the EOTO Mentoring Programme.
- You will be volunteering in the EOTO mentoring programme that will run for seven months within the academic year from January to July.
- We have found that the mentoring experience works best if mentors are also active Psychological Therapist Members. Mentors will receive an honorarium of £150 per mentee as a gesture to recognise the activities that have been provided and to cover any out-of-pocket expenses.
- You will be asked to provide monthly or fortnightly 1hr meetings via Zoom/Skype/Phone or face-to-face at an appropriate venue/space of your choice

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”

- A contract will need to be signed between you and your mentee to agree on various parts of the working agreement, including what level of support, if any, you are offering in-between sessions and in what form; email/phone etc.
- New mentors will be invited to attend an online group information session
- Monthly group supervision as well as a mentor's peer support group will be available via Zoom - Dates for these meetings will be available from January 2025.
- You will have access to a programme support person, who is an experienced therapist who can help mediate any disputes or difficulties that arise.
- An individual can either be a mentee or a mentor, but not both, within the same programme year.

We're looking for mentors to:

- Help address issues arising from the academic training the mentee is receiving
- Offer managing or coping suggestions arising from issues related to colour, ethnicity, faith, sexuality, etc.
- Reflect the mentee's concerns to provide them with clarity and understanding
- Be a listening ear.
- Provide practical and measurable support by way of action points.
- To be available for your mentee on a regular basis. The frequency of this is to be discussed and agreed with the mentee.

Mentors need to be:

- Qualified to Diploma level or above and full registration with an accrediting professional body; for example, BACP, UKCP, BPS, HCPC, BPC, BAPT, BAPT etc.
- Committed to the programme and accepting of the mentee's contributions
- Able to dedicate at least a quarter of the mentee's time per week/month/session to proactive support.
- Responsible for going through and agreeing on the 'EOTO Mentoring Contract' with the mentee.
- Responsible for submitting brief feedback at the halfway and completion points of the programme.
- Provide an appropriate venue if meeting face-to-face. This could be in a private or public space.

The mentoring team will:

- Liaise with mentors and mentees involved in the 'Each One Teach One' programme.
- Assist with matching mentees with mentors.

- Collect feedback 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 mentee and mentor if neither party can resolve 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