

Exploring Mentoring

Margaret Brunton,

Policy Manager SPPA

Sylvia McKay,

Policy Committee Member, NDNA

Why Mentoring in the Sector?

Learning & Practice

- lead arrangements for the support, **mentoring** and supervision of students on work placements.

Delivery

.....CP Standard 4.10

- nominate a **specific named** person in the workplace who will fulfil these functions for the learner.....**Delivering the CP Standard 2e**

- undertake **mentoring** of the learner

.....**Delivering the CP Standard 3b**

What is Mentoring?

Mentoring is open to a wide range of interpretations. The underlying philosophy is self-managed learning, empowerment and maximising the potential of individuals.

The Coalition of Umbrella Organisations (CCUO)

.....has adopted the following definition:

“A mentor in Childhood Practice successfully develops a professional and challenging relationship to empower their mentee to enhance knowledge, skills and abilities enabling them, irrespective of their workplace, to be confident and effective contributors within the sector.”

Who is this guidance for?

This guidance is designed to be adapted by employers, managers and staff who work in childhood practice and the wider social services. It is based on proven, research-based good practice and its aim is to promote good practice in mentoring programmes.

How can the guidance be used?

This guidance is not designed to be read from cover to cover. You can dip into it at any stage of the design, development and implementation of a mentoring model.

Key features

1. Benefits of mentoring
2. Formal Approach
3. Framework
 - a. Key ingredients
 - b. Designing it
 - c. Co-ordinating it
4. Training, Induction & raising awareness
5. Criteria for selecting &/or matching mentors & mentees
6. The process & Relationship Cycle
7. The Importance of the 1st meeting
8. Monitoring and evaluation

Questions?

1. What do you think about the definition of Mentoring in Childhood Practice and how does your experience match it?
2. How do you think that the guidance can help your organisation make mentoring more effective for you?