

SOP – SCH Buddy Mentoring programme

What is the Buddy Mentoring programme:

- Informal style of mentorship, aimed at providing support and a listening ear to the mentee.
- The mentor can share advice and support with regards to the day-to-day struggles of working in a busy tertiary centre and find ways to keep trainees motivated so they have a successful and positive experience out of their placement.
- The mentor can share with the mentee strategies to cope with a highly stressful environment.
- Aim for minimum 2 meetings per 6 months. You can meet as often as both parties like. This can be coupled with on the shop floor support (if possible).

Who would benefit from entering the programme:

- Any non-consultant doctor (whether trainee or SAS) currently working at Sheffield Children's hospital who wishes to be paired with a mentor.
- The scheme is particularly useful for new ST1s, those new to the region, new to NHS or resident doctors ST3/4 stepping up to tier 2 rotas.
- Any (ST4 equivalent and above) who wishes to provide 1:1 support to a junior trainee while developing their leadership, management and educational skills.

What not to expect from this programme:

- This is not a counselling session. It is fine to discuss personal matters if the mentee shares that they are struggling with their mental or physical wellbeing and you feel it beyond your scope, please direct them to the resources shared with you or find the escalation flow chart. Get in touch with the team if unsure.
- This is not a clinical assessment or supervision meeting. You can use it to discuss clinical work and experience if you find this valuable, however the nature of mentoring should not involve assessments as it is intended to be a safe space.
- Mentorship is not career coaching. Discussing career goals and strategies are absolutely fine, but coaching schemes exist and this should not be the sole focus.

Benefits to being a mentor:

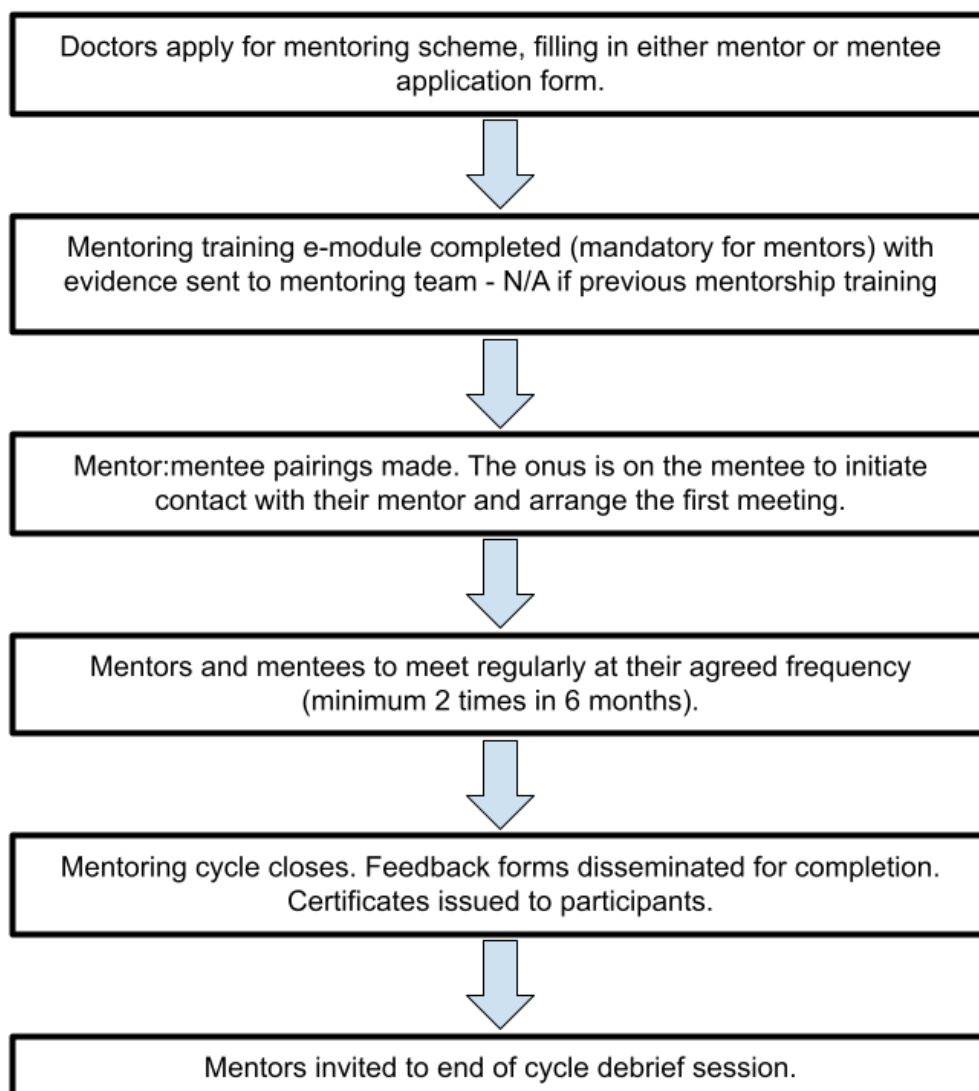
- Satisfaction from seeing your mentee develop
- An opportunity to share your knowledge and experience
- Developing communication, educational and leadership skills

- Enhancing own work performance
- A different perspective on your own practice
- Improved team morale and satisfaction in junior colleagues
- Confirmation of the value of your own knowledge and experience
- Learning from mutual experience

Benefits to being a mentee:

- Space to debrief
- Supportive environment to explore successes and failures
- Boost confidence and morale
- Learning from mutual experience
- Improve knowledge and skills

MENTORING SCHEME TIMELINE



FAQs (under development):

1. Do I have to meet my mentor/mentee in my own time?

How and when you meet is up to you to offer flexibility. For example: This can be a coffee catch up before a shift, a lunch meetup, post-work off-site, virtually via Teams or taking a break to meet during your normal working day. We have support from the consultant body at SCH that you can be released from clinical duties to meet for 30 minutes, provided you aren't on-call and you have given your rota coordinator notice. Please let us know if you are facing challenges with this.

2. Who sets the agenda/topic of discussion?

What you discuss in your sessions is your choice. You do not need to set a formal agenda unless you find this useful. We suggest the mentee thinks ahead of their sessions about some topics they would like to discuss with their mentor. This is to help the mentee get the maximum benefit out of their sessions.

3. My mentor/mentee is not engaging with me. What do I do?

Please contact us at scn-tr.schbuddymentoring@nhs.net so we can explore this further. Please inform us of any difficulties as soon as possible so we can assist you.

4. I want a different mentor/mentee, is this possible?

As part of the mentoring contract both parties agree to a no-blame dissolution. Please get in touch. We will try our best to assign you a new mentor/mentee but this may not always be possible.

5. Why do I need to complete training?

Evidence shows that mentoring is more effective when mentors have received training. This improves the quality of mentoring delivered and improves engagement. It is even more successful when both mentor and mentee receive training.

The current training is to complete this e-learning module which takes approx 30 minutes:
<https://portal.e-lfh.org.uk/Component/Details/512575>

Training is a mandatory requirement for mentors, optional for mentees but highly recommended. We are exploring possibilities for in-person training, watch this space!