

Ref: FOIA Reference 2020/21-213

**Royal Stoke University Hospital
Data, Security and Protection**
Newcastle Road
Stoke-on-Trent
Staffordshire
ST4 6QG

Date: 10th September 2020

Email foi@uhnm.nhs.uk

Dear

I am writing in response to your email dated 4th September 2020 requesting information under the Freedom of Information Act (2000) regarding mentoring

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

Q1 I am enquiring into reverse mentoring at your Trust.

It is for a piece to help share best practice about reverse mentoring at trusts and boards across the UK.

Although reverse mentoring is not mandatory it is discussed in NHS England's document: A Model Employer: Increasing black and minority ethnic representation at senior levels across the NHS. <https://www.england.nhs.uk/wp-content/uploads/2019/01/wres-leadership-strategy.pdf>

The document looks at improving representation at senior levels and uses reverse mentoring as an example (page 12).

However, I am looking at all protected characterises with regards to reverse mentoring.

Questions:

1. Do you carry out reverse mentoring at your Trust?

A1 We are about to launch our first cohort of reverse mentoring at UHNM. This is with our BAME Staff Network Members. We do intend to extend further cohorts to other staff from protected groups.

Q2 Please choose from the following protected characteristics that you include in your reverse mentoring programme. Please include any other if it is not on the list provided.

- a. age**
- b. gender reassignment**
- c. disability**
- d. race including colour, nationality, ethnic or national origin**
- e. religion or belief**
- f. sex**

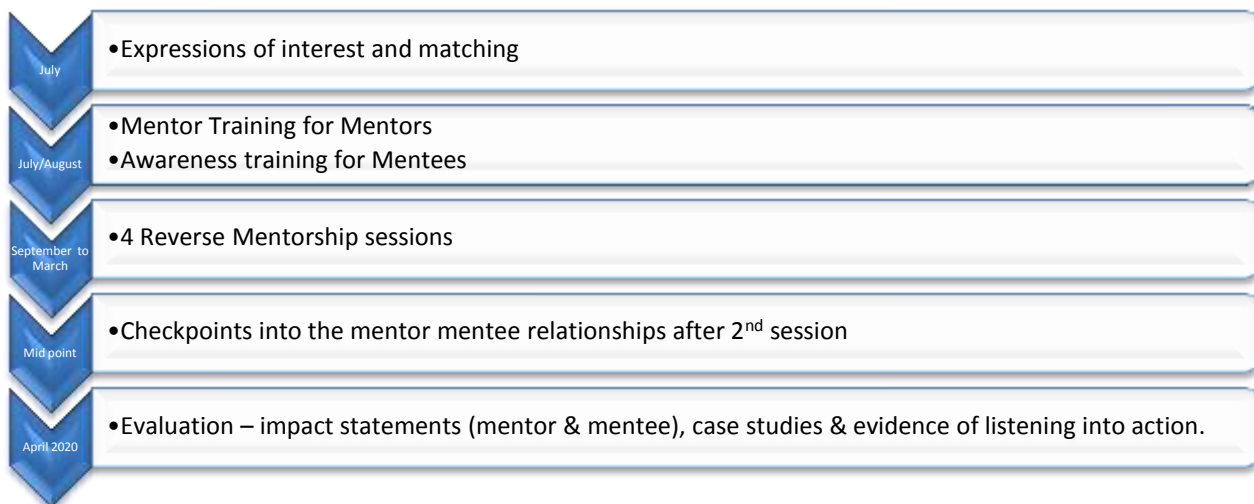
g. sexual orientation

A2 As referenced above, our first reverse mentoring cohort is with members of our Black, Asian and Minority Ethnic Staff Network. The intention is to extend the programme to other protected groups outlined in Q2

Q3 Please describe your reverse mentoring programme:

- a. Have you designed the programme yourself or have you brought in an outside expert?
- b. Please give a brief description of your programme.
- c. How long does your reverse mentoring last (eg, 6 months)?
- d. What job levels are paired on the programme?
- e. How do you evaluate the reverse mentoring?

A3 Our Reverse Mentorship programme is designed by UHNM, and delivered internally. The programme outline is:



This first cohort of mentors are matched with our Trust Board and Divisional Associate Director and Divisional Chairs. The 27 members of the BAME Staff Network that expressed interest in participating in the programme are from a range of professional groups that are clinical and non-clinical, predominately from nursing, AHP, medical and administrative professions.

Q4 Have you continued with reverse mentoring during COVID-19? How have you done this?

A4 Face to face Mentor training was scheduled for March/April 2020, due to Covid-19 this was paused and the training was reworked into an interactive Teams delivered package which was run in July and August. We also provided Mentee training via Microsoft teams.

Q5 For how many years have you been running the reverse mentoring programme?

A5 This is our first year of running a Reverse Mentoring programme

*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

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An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

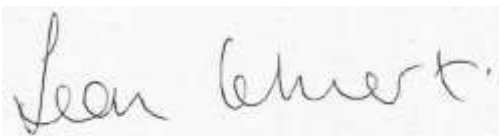
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via www.ico.org.uk.

If following review of the responses I can be of any further assistance please contact my secretary on 01782 671612.

Yours,



Jean Lehnert
Data, Security & Protection Manager