

Reference Number: FOI/2020/243
From: Press/Media
Date: 04 September 2020
Subject: Reverse Monitoring

Q1 Do you carry out reverse mentoring at your trust?

A1 Due to be piloted in October 2020 (Reciprocal Mentoring)

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 Open to all staff – fully inclusive

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

- a) Designed internally, utilising shared resources from other NHS Organisations
- b) Pilot due to commence in October. Staff will receive mentor development session then will meet up with Senior leaders, feedback and evaluation will be undertaken.
- c) Will be finalised following feedback from pilot
- d) Open to all levels during pilot, further development will follow
- e) Will evaluate via feedback mechanisms from all participants. Will use existing metrics e.g. staff survey

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

A4 Not applicable – programme not in place at this time

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

A5 This is a new initiative.