



BMA

BMA committee mentoring programme

Information for mentors



British Medical Association
bma.org.uk

'Mentoring is to support and encourage people to manage their own learning in order that they maximise their potential, develop their skills, improve their performance and become the person they want to be.'
Parsloe 1992

What is the BMA committee mentoring programme?

Our committee mentoring programme is aimed at helping newer and inexperienced committee members to become more confident in their BMA roles.

Through pairing you with newer committee members, the programme is designed to support their development specifically within a medico-political environment.

Mentors can offer support and guidance, encouraging their mentee to manage their own learning and development, and to set and achieve personal goals.

All our mentors have significant medico-political experience and go through CPD (continued professional development) accredited training before being matched with prospective mentees.

Mentoring can have a number of positive effects on:

- career development, performance and satisfaction
- access to opportunities
- development of knowledge and confidence.

Who can apply to be a mentor?

Any BMA committee member (past or present) can apply to be a mentor. Mentoring is undertaken on a purely voluntary basis.

What is mentoring?

Mentoring is a partnership and a process. Mentors offer support and guidance to mentees, encouraging them to manage their own learning and development, and to set and achieve their personal goals within the medico-political setting. In successful mentoring relationships mentees are proactive and take the lead in working towards their goals.

What will be required of me as a mentor?

As a mentor, you will play an important role in supporting new committee members, and in helping develop future leaders of the BMA. Each mentoring relationship varies, but mentoring can generally be understood as a supportive relationship and process. The mentee will benefit from your experience and knowledge, as you will provide guidance and encouragement, and challenge them to achieve their potential. You should aim to be independent and objective, and be prepared to provide constructive feedback on how you feel the mentee is progressing. As a mentor you are not a supervisor or a manager.

The mentoring relationship is informal and flexible; it is between you and your mentee to decide on details such as when, where and how often to meet or what they hope to gain from the process. How you support your mentee will depend on your mentee's developmental needs and medico-political aspirations, and how you agree to go about providing the support to achieve these aims. You should encourage the mentee to take the lead in steering the direction of the mentoring relationship and in setting and working towards personal goals.

Mentoring is dynamic in nature. It is likely that your mentoring relationship will change over time, reflecting the developing needs and aspirations of the mentee.

The role requires a commitment of time and energy. Mentors also gain from the mentoring experience, including further training and networking opportunities.

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Do I need any training to be a mentor?

Even if you do not have any specific mentoring training or previous experience as a mentor, mentees will still benefit from your experience and knowledge.

We offer CPD accredited mentoring training sessions for mentors and mentees. The cost of training, including travel and childcare costs are covered.

The BMA recognises the importance of pairing an appropriate mentor with the correct mentee.

How will I be matched to a prospective mentee?

When you volunteer to be a mentor, you will be asked to provide some basic information about yourself, including a brief biography, and to select what you feel are your 'key skills and experience'. All of your information will be kept confidential.

Upon receiving an application from a potential mentee, we will undertake a 'matching' process, which involves matching the mentee's needs to the key skills of a mentor.

The programme is BMA wide, and the centralisation of the database allows the option of matching a mentor from outside of the mentee's specific committee membership. This will help to avoid any potential conflicts of interest, and foster an open and trusting mentoring relationship.

A mentee may also request a specific committee member to act as their mentor. This will be subject to that committee member's willingness to participate in the programme.

We recognise the importance of pairing an appropriate mentor with the correct mentee. You are encouraged to contact us should you have concerns about the relationship with your mentee.

How can I apply?

For more information on the mentoring programme and to apply to be a mentor please contact the corporate EDI (equality, diversity and inclusion) team via:

Email: mentoring@bma.org.uk

Contact: **Yasemin Dil**

Head of corporate activity and EDI

Corporate development

Tel: **020 7383 6410**