

BMA



BMA committee mentoring programme Information for mentees



British Medical Association
bma.org.uk

'Mentoring is about you finding ways to solve problems, and working on strategies to do this – it isn't just having a chat with someone more senior.'

*Jayan George,
welsh council*

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 experienced committee members, the programme is designed to support your development specifically within a medico-political environment.

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

All our mentors have significant medico-political experience and go through CPD (continued professional development) accredited training before we match them 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 the programme

The mentoring programme is available to any BMA committee member.

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.



How do I choose my mentor?

We maintain a central database of BMA trained mentors who have volunteered to be a part of the programme.

On application to the programme you will be asked to think about your development needs and what you wish to achieve from mentoring. We will use this information to select a mentor from the database, matching their strengths and experiences to your needs. The mentor may be outside of your specific committee or branch of practice.

You may also request a specific committee member to act as your mentor. This will be subject to that member's willingness to participate in the programme if they have not already volunteered and received the relevant training.

The BMA recognises the importance of pairing the right mentor with the right mentee. You may, at any point, ask to be 're-matched' if you feel the relationship is not meeting your needs. The matching process, along with applications and the mentor database, is strictly confidential.

'Having a mentor has really helped my organisation, chairing of meetings, and dealing with different people – both within the BMA, and outside of it.'

Twishaa Sheth,
deputy co-chair of
medical students
committee

What can I expect from my mentor?

Once a mentoring pair has been set up, the mentoring relationship itself is informal. It is between you and your mentor to decide where, when and how often to meet, as well as what you hope to gain from the process.

Your mentor will use their knowledge, experience and skills to help you achieve your goals and aspirations. You can expect your mentor to give you their support and time. Mentoring is dynamic in nature, and your mentoring relationship may change over time to reflect your different needs and aspirations.

How can I make the most of the mentoring relationship?

The mentoring relationship is driven by you – the mentee. To make the most of your mentor's time and resources, you must ensure that they understand your needs and what help you are seeking.

This might include skills you wish to develop, long-term medico-political career goals, or simply how the committee process works at the BMA.

'To see the BMA had an initiative that was designed to help people like me was great. I would encourage any committee member to sign up.'

*Mohammed Waduud,
medical academic
staff committee*

There are several ways that you can help to make the mentoring relationship work and maximise what you can take from it. Outlined below are some of the most important things to remember as a mentee.

- **Maintain trust**
Confidentiality is crucial to the success of the mentoring programme. You must be able to speak candidly and openly in total confidence with your mentor. It is also important that your mentor can trust you to be honest and open with them.
- **Good communication**
The mentee is responsible for driving the mentoring relationship. To best help yourself you must be able to effectively communicate your needs, as well as what is and isn't working in the relationship.
- **Respecting your mentor's commitment**
It is important to show not only that you respect your mentor, but that you appreciate the time and effort they contribute to the mentoring relationship. It is important, for example, that you demonstrate respect by remaining faithful to commitments, being receptive to your mentor's guidance or advice, and demonstrating accountability.

The BMA committee mentoring programme offers training for mentors and mentees, and you are encouraged to attend a CPD (continued professional development) accredited training session.

How can I apply?

For more information on the mentoring programme and to apply to be a mentee 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**