

## UK Public Health Network Mentoring Scheme

The UK Public Health Network is running a mentoring scheme for employees of our member and observer organisations. It is open to all staff, at all levels.

### Purpose

The purpose of the scheme is to facilitate personal career development, connect the public health community across the UK and build a wider culture of knowledge sharing across public health organisations.

### How it works

Individuals interested will be asked to complete an application form indicating their preferences and areas of interest as a mentor or mentee.

Mentors will be asked to complete a short training session. On completion, mentors will be matched to mentees taking into account their mutual preferences and interests. Mentors and mentees will then be connected and encouraged to meet regularly. It is up to the mentoring

partnership to arrange meetings and formulate an agenda for these meetings.

### The mentoring relationship

We recommend each mentoring relationship to take place over a period of six months, with a one-hour meeting each month.

The format, structure and discussion at these meetings is confidential and should not be shared by mentor or mentee with anyone else.

The Network will not monitor or record the length of relationships or the content of discussions but will request regular feedback during the piloting stage.

### Benefits of mentoring

A peer mentoring relationship aims to support personal development through a mutually supportive relationship with a mentor. The mentee may be able to use their mentoring to:

- build their professional network
- share and discuss challenging issues

- gain support by having someone to talk to in difficult times
- build confidence in potential ways forward
- work through tactics to manage relationships with others
- talk through ideas or decisions
- debate potential strategies with an informed and supportive sounding board
- expand their perspective through the mentor's experiences

However, in a peer mentoring relationship mentors can also gain from the relationship by:

- gaining new perspectives
- learning from other contexts
- reflecting on the experiences discussed to support their own development
- engaging with the intellectual challenge
- getting personal satisfaction from helping others
- improving their interpersonal skills
- building their reputation

### How to enrol

If you would like to know more about the mentoring scheme, or if you'd like to enrol as a mentor or mentee, please email [ukphnetwork@adph.org.uk](mailto:ukphnetwork@adph.org.uk)