

DRIVING **RACE EQUITY**

Inclusive Reciprocal Mentoring – The Best It Can Be

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& South Cumbria Integrated Care Board*

Welcome & Introduction

1. We are delighted to welcome you to an overview of the Train the Trainer - Inclusive Reciprocal Mentoring Programme.
2. This innovative programme is designed for staff and senior leaders across the health and care system to actively advance equity, diversity and inclusion (EDI)
3. This initiative is firmly rooted in EDI principles and adopts a health and wellbeing perspective, ensuring that the learner journey remains at the heart of the experience.



What is Inclusive Reciprocal Mentoring?



Inclusive Reciprocal Mentoring: Key Benefits

- **An approach to system change and evolution.**
- **Mutually beneficial non-hierarchical partnership**
- **Positions participants as equal learning partners - 'change agents' – trauma informed approach**
- **Benefits for Senior Leaders/Executives:**
 - **Unfiltered insights into lived experiences**
 - **Develops compassionate leadership**
 - **Identifies workplace roadblocks**
 - **Challenges traditional hierarchies**
- **Benefits for Underrepresented Colleagues:**
 - **Amplified confidence and greater sense of belonging**
 - **Accelerated leadership development**
 - **Enhanced career visibility**
 - **High level professional networking**



Five Phase Mentoring Relationship Model[®]

Phase One: Purpose

Why do I want a mentor?

Why do I want to be a mentor?

Phase Two: Engagement

Finding and Being a Mentor

How do I begin?

Phase Three: Planning

Developing your Mentoring Action Plan

How can I achieve my goals?

How will we work together?

Phase Four: Emergence

Engaging in the Conversation

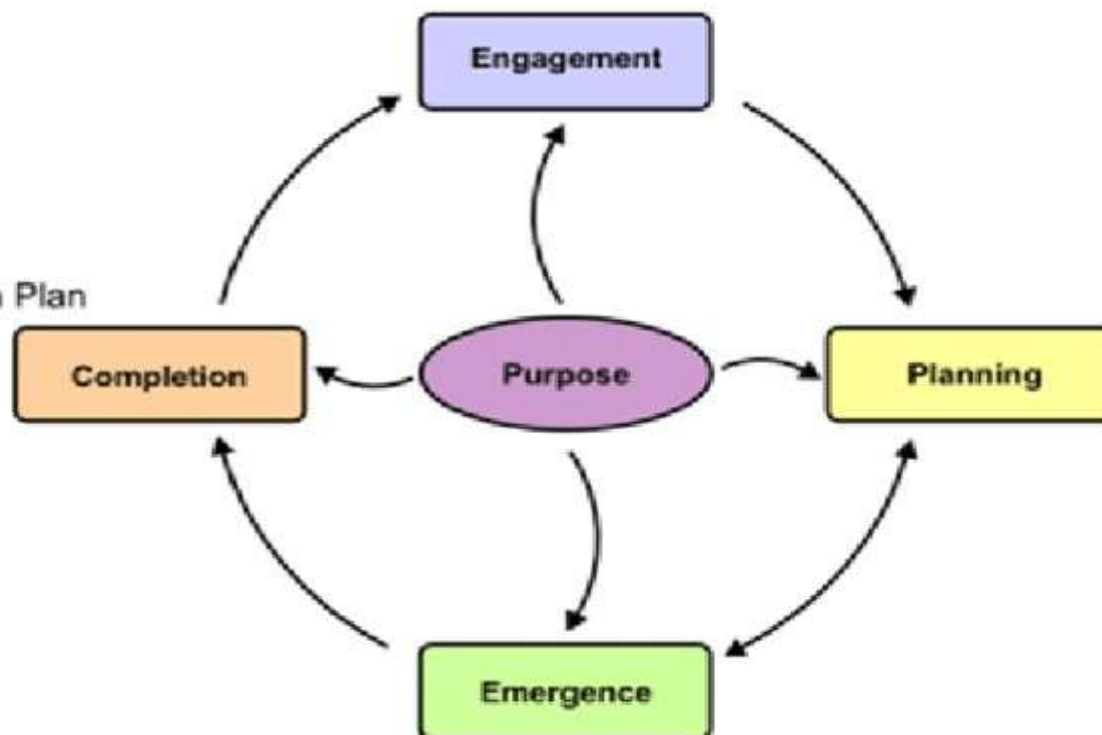
How am I doing?

What are we learning?

Phase Five: Completion

Celebrating Accomplishments

What are my next steps?



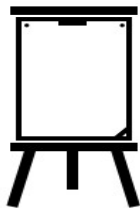
What makes a good Inclusive Reciprocal Mentoring programme?

Activity 1

What makes a good Inclusive Reciprocal Mentoring programme?

Create a word cloud to capture core elements for success based on experience.

Please be prepared to feedback to the group.

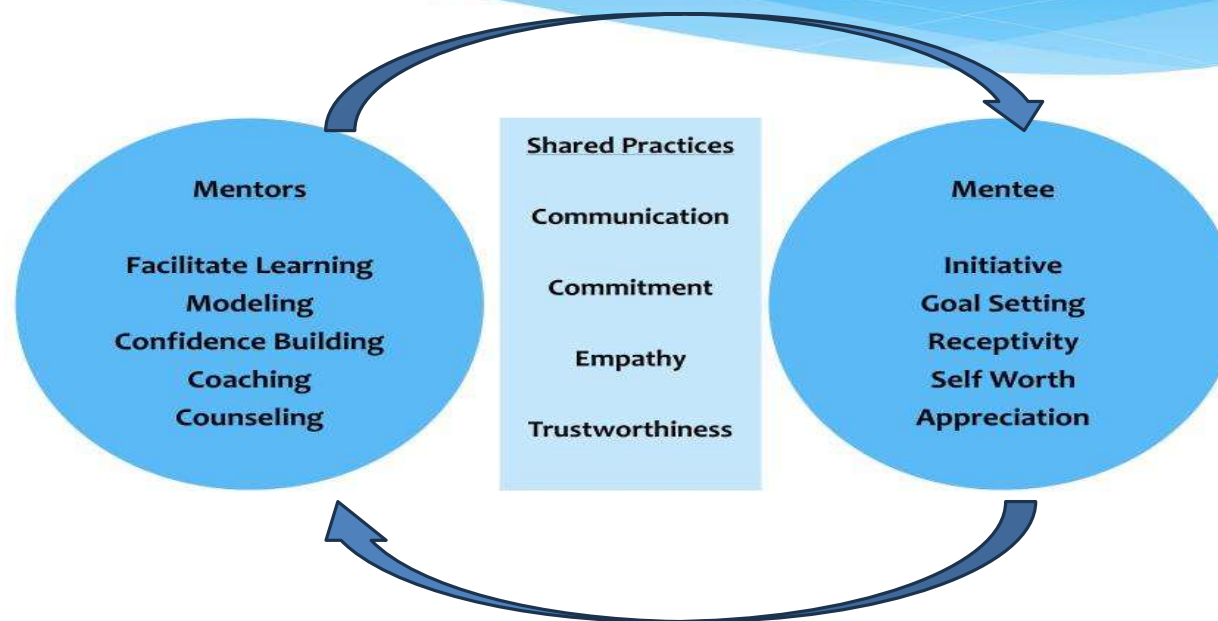


Feedback: listen, learn and share



Inclusive Reciprocal Mentoring

Key Mentoring Practices



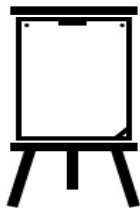
What are the key challenges in running a successful Inclusive Reciprocal Mentoring scheme?

Activity 2

What are the key challenges?

Create a word cloud to capture challenges, and any reflections based on experience.

Please be prepared to feedback to the group.



Feedback: listen, learn and share



If you ran a successful Inclusive Reciprocal Mentoring scheme, how could it change the culture of the organisation?

Activity 3

Create a word cloud to capture core elements for success based on your thoughts/experience.

Capture the dial shifts in organisational culture change.

Please be prepared to feedback to the group.





What are we asking of our Leaders?

1. Interpersonal Relationships

- Environment of mutual respect, learning and collaboration.
- Shared learning experiences that transcend hierarchical, generational and cultural boundaries.
- Cultivate communication, active listening, and feedback skills in a psychologically safe space

2. Structures & Processes

- Infusing organisations with flexibility, adaptability, and inclusivity.
- Mutual learning and knowledge exchange, fostering a culture of collaboration and innovation.
- Act as catalysts – making organisational processes more participative, innovative and responsive to change.

3. Systemic factors that drive inequity in the organisation/widely

- The Inclusive Reciprocal Mentoring programme is pivotal in unearthing and addressing systemic factors that drive inequity within organisations and broader societal contexts.



Best practice example of a successful Inclusive Reciprocal Mentoring scheme?



Best practice example of a successful Inclusive Reciprocal Mentoring scheme - LSCFT

- The Lancashire and South Cumbria NHS Foundation Trust (LSCFT) uses reciprocal mentoring to foster workplace inclusion and empower staff.
- The initiative pairs senior leaders with junior colleagues or BME (Black and Minority Ethnic) staff to share lived experiences, challenge hierarchies, and break down systemic barriers.
- Strategic Alignment: The LSCFT scheme is embedded into the trust's Belonging and Inclusion Plan and Trauma-Informed Care Strategy.



One-Day Masterclass: Train the Trainer

- Organisations select the number of cohorts
- Online learning, face-to-face meetings, activities in reciprocal mentoring pairs & Action Learning Impact Groups ALIGs.
- Module 1 - individual and paired learning and to deepen understanding and trust in the paired alliance
- Modules 2 - 4 - building knowledge of inclusion issues including intersectionality, change and transformation, power and privilege, the social determinants of health, allyship and trauma informed practice and bringing the cohort together in smaller ALIGs
- Module 5 reflecting on the learning, culture transformation and ending the programme.
- Online module work will require a commitment from each participant of approximately six hours a month over the 12-month duration of the programme.
- Participants will work in pairs to explore how to influence and impact organisational cultural change based on the learning from this programme.
- To begin the process for setting up your organisation, please complete the organisational assessment readiness tool:
- [CLICK HERE to access the Organisational Readiness Assessment Tool](#)

What are the three things you expect to own to enable a successful Inclusive Reciprocal Mentoring Programme?



Key Takeaways

1. **Empowerment** - Engage senior leadership buy-in, secure CMT and staff networks early to secure organisational commitment.
2. **Cross-functional and intersectional knowledge sharing** - Expand participation across protected characteristics to promote intersectional equity.
3. **Open dialogue** - Embed psychological safety, coaching approach and trauma informed principles at every stage of programme design.
4. **Skill enhancement** - Share learning through regional and national networks to build collective impact
5. **Inclusive Reciprocal Mentoring** – A golden thread woven through the Key Drivers of achieving **ARF Silver Status**
6. **Celebrate achievements** to reinforce programme impact and sustainability. Share aims and outcome of the inclusive reciprocal mentoring programme at networking events.
7. **Diversity, Inclusion and better belonging**
8. **Fostering mutual learning, trust, and visibility, cultural awareness, and career progression** for participants while modelling the compassionate leadership values that underpin the NHS People Promise.



Questions?



Get in touch:

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Our webpages:

[NHS England — North West » NHS
North West Race Equity Assembly](#)



Your next workshop

The New Frontiers of Racism

Douglas Suite

Transforming Anti-Racist Practice Through Dialogic Safe Spaces

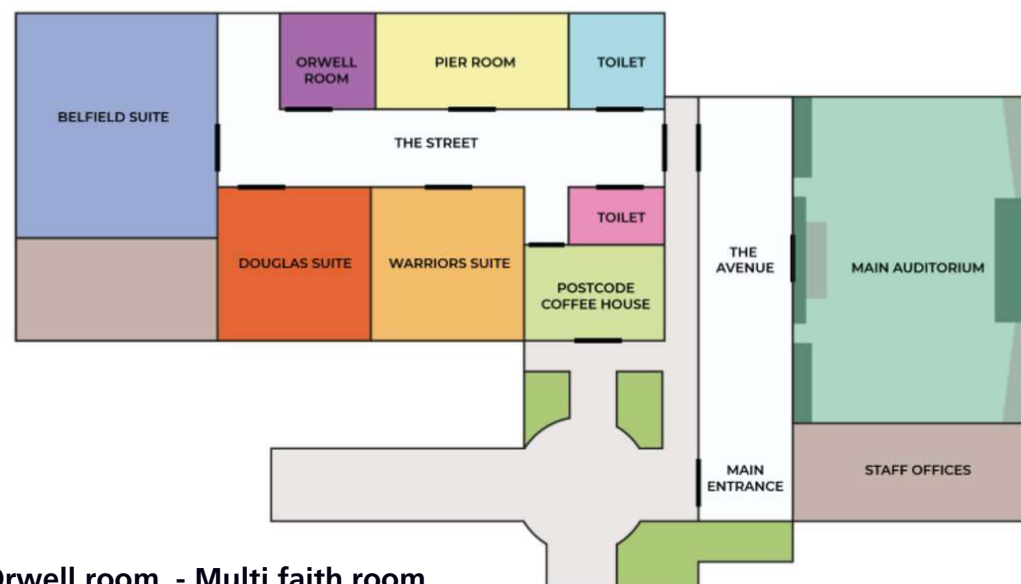
Warrior Suite

Keeping It Real – The Mann Report and Staff Standards

Main Auditorium

Beyond Hope and Referral: Fixing the One Small Thing

Belfield Suite



Orwell room - Multi faith room
Pier room - Quiet space