

Freedom of Information Request: Our Reference CTMUHB_277_20

You asked:

I am enquiring into reverse mentoring at your Health Board.

It is for a piece to help share best practice about reverse mentoring at trusts and health boards across the UK.

Although reverse mentoring is not mandatory it is discussed in NHS England's document: A Model Employer: Increasing black and minority ethnic representation at senior levels across the NHS. <https://www.england.nhs.uk/wp-content/uploads/2019/01/wres-leadership-strategy.pdf>

The document looks at improving representation at senior levels and uses reverse mentoring as an example (page 12).

However, I am looking at all protected characteristics with regards to reverse mentoring.

Questions:

1. Do you carry out reverse mentoring at your Health Board?
2. 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
3. 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?
4. Have you continued with reverse mentoring during COVID-19? How have you done this?
5. For how many years have you been running the reverse mentoring programme?

Our response:

I can confirm that Cwm Taf Morgannwg University Health Board do not carry out reverse mentoring. Therefore unable to provide the information requested.