

# **National Black Police Association Mentoring Scheme**

## **Introduction**

Mentoring is a medium and long-term relationship between an experienced person (mentor) who shares knowledge, experience and insights with a less experienced person (mentee). It is a private relationship based on mutual trust and respect. Confidentiality is a key requirement.

It is a relationship of free choice and voluntary commitment. Both participants are responsible for the success of the outcome. The nature of the mentoring relationship varies according to the personal style of both participants.

Whilst mentoring can assist an individual's career development, it is not a private lesson. Neither is it a substitute for human resource management. It is not a form of therapy or counselling.

Mentoring relationships are one of the available tools to assist with skills development and career progression. As societies become more and more complex and impersonal, the need for person-to-person mentoring is becoming more and more important.

Mentoring has a real and positive impact. It brings about a culture of continuous learning. It brings about a culture which is open to differences, more creative and able to deal positively with change.

This document outlines the aim and objectives of this programme.

## **Programme's Aim and objectives**

The aim of the NBPA mentoring programme is to provide BME Police Staff and Officers with a mentor (a combination of a trusted colleague and a critical friend) with whom they can discuss and develop their career progression plans.

In particular its objectives are:

- To enable NBPA members to achieve greater levels of professional success
- To provide off-line help to NBPA members enabling them to make significant transitions in their knowledge, work or thinking
- To help mentees plan their work, by agreeing targets and deadlines
- To provide mentees with formal feedback on work they do
- To help mentees to examine their strengths and weaknesses and plan remedial actions.

## **Eligibility**

The NBPA does not possess the resources to provide a mentor for all of its BME members therefore it is necessary to limit eligibility according to prioritised need.

Details of eligibility will be discussed by the NBPA's National Executive Committee (NEC) and communicated to the each Force by their representatives.