

Information Governance

The Green
1 Roger Dowley Court
Russia Lane
London
E2 9NJ

Telephone: 020 7655 4131

Email elft.foi@nhs.net

Website: <https://www.elft.nhs.uk>

9 September 2020

Our reference: FOI DA3535

I am responding to your request for information received 4 September 2020. This has been treated as a request under the Freedom of Information Act 2000.

I am now enclosing a response which is attached to the end of this letter. Please do not hesitate to contact me on the contact details above if you have any further queries.

Yours sincerely,

Keshia Harvey
Information Governance Manager

If you are dissatisfied with the Trust's response to your FOIA request then you should contact us and we will arrange for an internal review of this decision. If you remain dissatisfied with the decision following our response to your complaint, you may write to the Information Commissioner for a decision under Section 50 of the Freedom of Information Act 2000. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Tel: 0303 123 1113
Web: www.ico.org.uk

Please note that the data supplied is not allowed to be re-used and/or published without the explicit consent of East London NHS Foundation Trust. Please contact the signatory to request permission if this is your intention

Request:

I am enquiring into reverse mentoring at your trust. It is for a piece to help share best practice about reverse mentoring at trusts and 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.

Question 1. Do you carry out reverse mentoring at your trust?

Question 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

Question 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?

Question 4. Have you continued with reverse mentoring during COVID-19?
How have you done this?

Question 5. For how many years have you been running the reverse mentoring programme?

Answer: The Trust is in the process of rolling out a Reverse mentoring programme.