

Reference:	FOI.3920.20
Subject:	Reverse Mentoring
Date of Request:	4 September 2020

Requested:

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

Response:

Hywel Dda University Health Board (UHB) confirms reverse mentoring is not currently being carried out. However, the UHB is considering the impact that Reverse Mentoring could have to enable cultural change around issues such as inclusivity and diversity awareness.

The UHB has committed to begin a Reverse Mentoring Scheme later this year where Independent Members and Executives will be mentored by staff from across the Health Board. Plans for programme development are currently in the early stages and it is anticipated that once the programme is developed and implemented it will be evaluated and further phases of roll out considered.