



Mentoring Scheme

2025-2026

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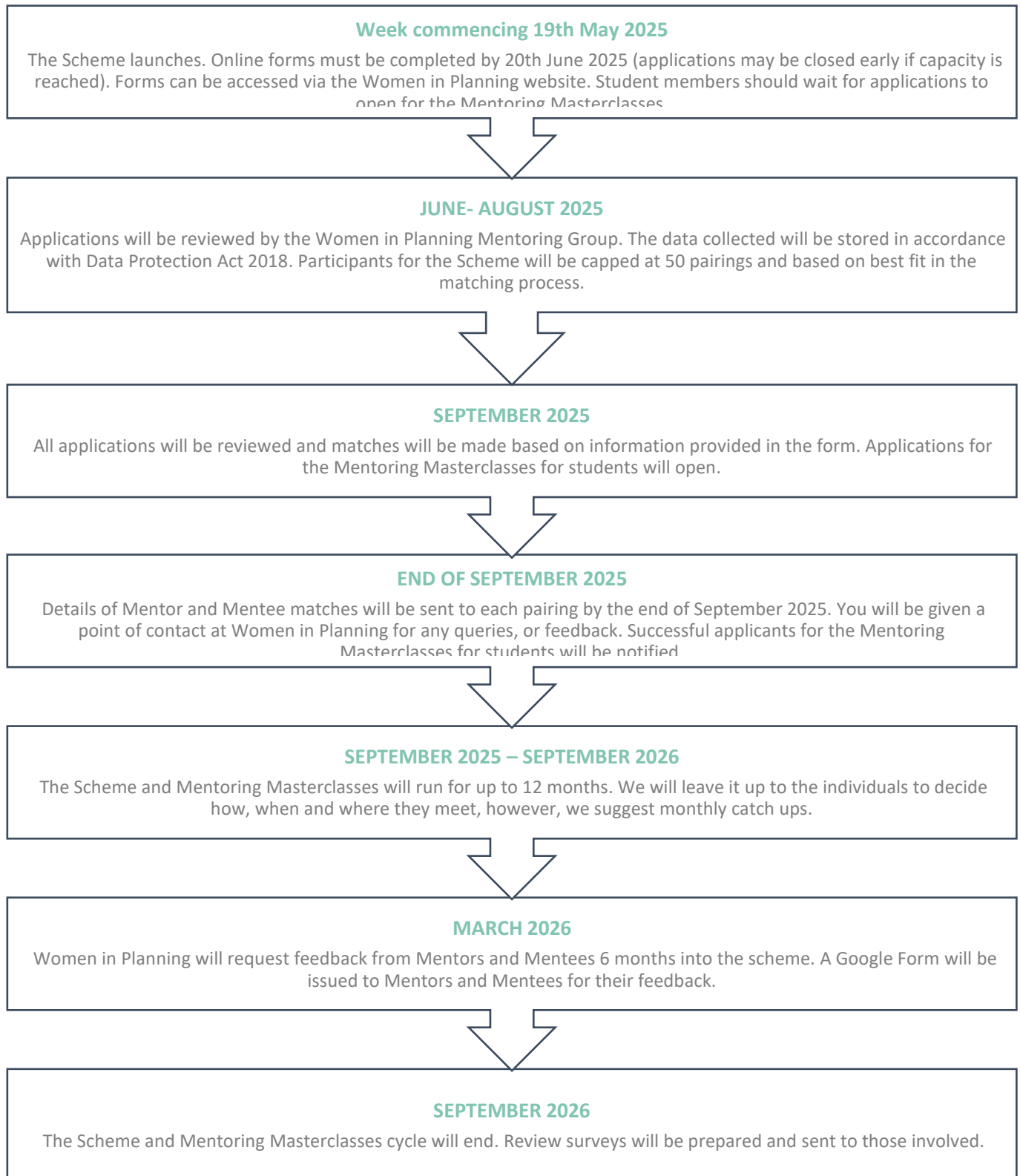
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1 Introduction

- 1.1 The Scheme brings together individuals who are seeking support and guidance on their career development from more experienced professionals who are willing to share their knowledge and experiences.
- 1.2 Women in Planning is an independent network with the aim of promoting a diverse, equitable and inclusive planning industry. The Network was established to empower women working in the sector and support their career development, we consider that the Women in Planning Mentoring Scheme is one of the ways in which we fulfil this.
- 1.3 The key benefit to mentees is:
 - opportunity to gain objective guidance and support from professionals outside of your organisation which will aid your career growth;
 - learn from the experience of others and develop your own self-reflection and decision-making skills;
 - opportunity to focus on the skills/knowledge you would like to develop.
- 1.4 The key benefits to mentors are:
 - the opportunity to act as a role model and inspire future generations;
 - develop leadership and management skills;
 - expand connections across the Women in Planning network.
- 1.5 The Scheme is open to all our members working in the planning and the built environment sector in Great Britain. Students right through to those working in the boardroom are all welcome.
- 1.6 We will review each application and do our best to find a suitable match for you to fulfil your objectives. Places are limited and capped at 50 pairings, so get your applications in fast.
- 1.7 Starting in the 2025/2026 cycle, students will have access to our new masterclasses tailored to address the most common issues students are looking to a mentor for assistance with. Students will need to complete the masterclasses over a mentoring cycle before being eligible to sign up for the Scheme the following year. Students do not need to sign up for the 2025/2026 Scheme as a separate application process will follow for the masterclasses.

2 How it will work



3 Terms

- 3.1 The involvement of Women in Planning is limited to identifying and introducing the Mentor and the Mentee. It may also include the monitoring and evaluation of progress. Women in Planning will not charge for its services.
- 3.2 By entering the scheme, the Mentor agrees to provide advice free of charge and in good faith. The Mentee shall not at any time be obliged to act on any information, suggestion, advice, or guidance given by the Mentor. However, if they do it is at their own risk. Women in Planning, Mentor and Mentee are not liable to each other or any third party for any loss, damage, costs, or liabilities suffered as a result of the Mentoring Relationship.
- 3.3 The Mentor and Mentee shall maintain professionalism throughout the Mentoring Relationship and will conduct themselves with respect and integrity, acting in a way which respects diversity and promotes equal opportunities.
- 3.4 Unless expressed consent is given the Mentee or Mentor discussions will be kept confidential.
- 3.5 Relationships may continue to operate beyond the 12 months by agreement between the Mentor and the Mentee. This is at your discretion.
- 3.6 If the Mentor or Mentee is unhappy with the Mentoring Relationship, it is up to you to decide a course of action.
- 3.7 It is accepted that it is the Mentee who will lead the mentoring relationship by reaching out to their Mentor, arranging the meetings and coming prepared to each session with a focused agenda on what they want to discuss.
- 3.8 If your contact details should change once you have submitted your application, or if chosen, during the course of the programme, please update us at womeninplanningmentoring@gmail.com.

