



## Mentoring Scheme

2022-2023

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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 aide 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 They 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. Students right through to those working in the Boardroom are all welcome. We will review each application and do our best to find a suitable match for you to fulfil your objectives. Places are limited so get your applications in fast.

## 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 Relationship 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.

