

Scotland's
Community of
Access and
Participation
Practitioners



MAPS
(Mentoring
for Access
Practitioners)



SCAPP Aims and Objectives



Aims

1. To provide a **practitioners' network** to support the development and professionalisation of **a strong WA and WP community** in Scotland
2. To be **inclusive** and system wide
3. To be sustainable and **member-led**

SCAPP Aims and Objectives



Objectives

1. Offering **networking opportunities** via sharing practice, resources and skills
2. Creating **training, learning and development** opportunities
3. Ensuring quality of practice and **accreditation framework**
4. Developing effective mechanisms between **research and practice**
5. Encouraging **input, contribution** and promotion of Fair Access Toolkit

Learning and Development Working Group



- Professional **values, competencies and standards**
- **Accreditation framework** to recognise and register value of Practitioners' work and experience
- Establish **learning and CPD** needs and deliver appropriate provision and opportunities

Staff Mentoring Programme (MAPS)



What is mentoring?

“ To support and encourage people to manage their own learning in order that they may maximise their potential, develop their skills, improve their performance and become the person they want to be” *Oxford School of Coaching and Mentoring*

“a process whereby an experienced, highly regarded, empathic person (the mentor) guides another individual (the mentee) in the development and re-examination of their own ideas, learning and personal and professional development” *UK Department of Health*

What's in it for me?



- **Personal development** and growth, new knowledge and skills
- Opportunity to share life **experiences** or learn from others' own experiences
- Personal **fulfilment** and reward
- Continuing **professional development**, career progression and employability
- Meet **new colleagues**

The structure



- One-to-one
- Around one meeting per month
- One year commitment (September to September)
- Light touch but purposeful
- Impartial point of contact

Role of Mentor



1. Building **meaningful and trusting** relationships
2. Sharing experiences, expertise and **offering different perspectives**
3. Encouraging **reflection** and learning

Role of Mentee



1. Communicate clearly, **openly and honestly**
2. Engage in **self-reflection** and building meaningful and trusting relationships
3. Take an **active role** and have responsibility for taking actions forward

Requirement from both



1. Time and **commitment**
2. Establish and maintaining a **trusting and confidential** environment
3. Effective communication and **active listening**
4. Taking **responsibility**

Purpose



Mentee

- Why do you think you need a mentor?
- What is it that you want to work on?
- What areas do you want to develop?
- What are you looking to achieve?
- How will a mentor help?

Mentor

- What expertise and experience can you share?
- What do you want to achieve as a mentor?
- What skills and experience do you want to develop?
- How can you make a difference to help develop mentee?
- What expectations do you have as a mentor?

Next steps



- Complete expression of interest form – by **29 June 2020**
- Briefing sessions – early **August 2020**
- Matching mentor and mentee – late **August 2020**
- Mentoring starts – **September 2020**
 - ✓ Agree meeting frequency and format
 - ✓ Agreed actions
- Review and progress – **February 2021**
- Evaluation – **September 2021**

Contact details



scapp@stir.ac.uk

www.fairaccess.scot