

SCAPP MAPS, Mentoring for Access Practitioners Scheme

Information Session 2022

*Please be aware this session will
be recorded*



Scottish Funding Council
Comhairle Maoinachaidh na h-Alba

SCAPP Aims



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

If you are not already a member, please email scapp@stir.ac.uk to join!

SCAPP 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**

Find out more at www.fairaccess.scot

SCAPP MAPS



MAPS (Mentoring for Access Practitioners) is designed to:

- Support the learning and development needs of SCAPP members
- Benefit from the wealth of expertise in our Widening Access and Participation community in Scotland.
- Pair participants (Mentor and Mentee) at different stages of their careers
- Provides space and time for discussion and reflection, opportunities for development, and cross-institution networking.

Scotland's Mentoring Network



MAPS was designed with assistance from the **Scottish Mentoring Network**:



Scottish Mentoring Network are the membership body and intermediary for mentoring projects across Scotland. Their core purpose is to support and grow mentoring projects across all sectors through raising awareness of the impact of high quality mentoring on life chances and influencing the development of policy, practice and resources.

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.

- Eric Parsloe, 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

MAPS - What's in it for Me?



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

Previous participants said...



Mentees:

'The mentoring programme has been invaluable to developing my confidence professional and personally'

'I was able to explore all my intended goals, and even exceeded the goals in networking thanks to my mentor'

'I have a greater understanding of my role and how I want to grow it, of the sector and what I need to do to progress'

Previous participants said...



Mentors:

'It has reminded me of my experience and skillset and what I can offer others'

'I feel more confident in my own professional practice as being a mentor forced me to reflect on my own journey and challenges that I have overcome'

'It was brilliant to be able to work with someone who wanted to bring about change'

The structure



- One-to-one mentoring meetings
- Time commitment and timescale
 - October 2022 – July 2023
 - 1 meeting per month, or 4 – 6 meetings for duration
 - Mid point meet-ups
- Light touch but purposeful (training + record keeping expected)
- SCAPP Mentoring Coordinator is an impartial point of contact
- Online vs in-person? You decide.



Welcome to SCAPP Mentoring for Access Practitioners Scheme 2022 - 2023

This webpage will host information and resources for mentors and mentees involved in the programme.

We suggest you save or bookmark this page, so that you can access it easily in the future!

Any personal information you provide will be used and stored in relation to the [SCAPP Privacy Policy](#).

If you have any questions or concerns throughout the programme (at any time) please contact SCAPP Mentoring Coordinator, Laura Kwiatkowski on laura.kwiatkowski@stir.ac.uk

Mentor information

Mentor handbook

MAPS Code of Practice

Slides from Mentor Training

Mentee information

Mentee handbook

MAPS Code of Practice

Slides from Mentee Training

Templates

Please click on 'Templates' below for access to blank copies of:

- MAPS Action Plan
- Meeting record
- SCAPP Mentoring Agreement

Documents

See all

+ New ▾ ... ≡ All Documents ▾ ⓘ		
📄	Name ▾	Me
📁	Colin test folder	Yes
📁	General	Tue
📁	Laura test	Yes
📄		

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 meeting 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**

Questions to ask...



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 **05 October 2022**
- Matching mentor and mentee – early/mid **October 2022**
- Training/Induction sessions – **12 October 2022**
 - Mentors 10am – 11:30am
 - Mentees 2pm – 3:30pm
- Mentoring starts – **End October 2022**
 - ✓ Agree meeting frequency and format
 - ✓ Agreed Action Plan
- Review and ‘meet ups’ – **March 2023**
- Mentoring concludes – **July 2023**



Hear from our previous Mentor/Mentees



Any questions?

Contact details



scapp@stir.ac.uk

www.fairaccess.gov/mentoring-programme/



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