

Freedom of Information request 341-20

Request

I am enquiring into reverse mentoring at your trust.

It is for a piece to help share best practice about reverse mentoring at trusts and health boards across the UK.

Although reverse mentoring is not mandatory it is discussed in NHS England's document: A Model Employer: Increasing black and minority ethnic representation at senior levels across the NHS.

The document looks at improving representation at senior levels and uses reverse mentoring as an example (page 12).

However, I am looking at all protected characteristics with regards to reverse mentoring.

Questions:

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

1. NHS Borders does not carry out reverse mentoring within our Board.
2. Not applicable.

3. Not applicable.
4. Not applicable.
5. Not applicable.

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or foi.enquiries@borders.scot.nhs.uk.

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **341-20** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.