

## Mentor Mentee Contract

### **Introduction**

The ethos of mentoring is that the mentor should be encouraging and supportive of the mentee during the period of growth. This should be done whilst not imposing an agenda upon the mentee. The mentor's role is to assist with the creation of a legacy of success within the school and in life and will act as a friend, confidant and role model.

Participating in mentorship programmes provides pupils with lifelong skills and helps them to develop an understanding of the College and Boarding House. The programme encourages inclusivity and provides an opportunity for all pupils to contribute positively to St Benedict's College.

### **Code of Conduct for Mentors**

The mentor works to ensure that all pupils taking part are able to do so in a positive and supportive environment. Mentors are bound to work within this code for the protection of themselves and their mentees. The code sets out acceptable standards of behaviour and procedures for interaction. As a mentor you agree to the following:

- Respect; for the dignity of the mentees they are working with.
- Meetings; to schedule regular meetings to provide direction, offer feedback, and review progress. They will take place at least once per month within the Boarding House.
- Achievement of goals; to help formulate realistic mentee goals and communicate his expectations to the mentee. He will define the mentee's role in developing the relationship and discuss how to communicate results. The mentee will help to identify and overcome barriers to progress.
- Prevention of Harm; to act in such a way as to cause no harm to any mentee. They will not exploit the pupil in any manner.
- Understanding of competence; to understand the limits to their competence. Mentors are responsible for seeking advice and support as necessary and to refer mentees to other sources of support such as Boarding Tutors where necessary.
- Confidentiality; all discussions between a mentor and a mentee should remain confidential except for instances where there is the explicit agreement of the mentee or where the Mentor has cause for

concern about a serious danger to the mentee or others if the information is withheld.

- Understanding of boundaries; there is an equitable relationship which should be maintained as such. It is not a counselling relationship and Mentors should be aware of these distinctions. The mentoring relationship is additionally not a close friendship.
- Equality and Diversity; respecting diversity and promoting equal opportunity. Mentors will not encourage, assist or collude with others engaged in conduct which is not aligned with the St Benedict's Pastoral Care Handbook.

### **Code of Conduct for Mentees**

The mentee works to ensure he takes part in the programme in a positive and cooperative manner. The mentee understands that the purpose of the programme is for him to maximise his Boarding House and College opportunities whilst ensuring a smooth transition into high school boarding life. As a mentee you agree to the following:

- Respect; for the dignity of the mentors they are working with.
- Appointments; keep all appointments with my mentor. I will notify my mentor if I cannot keep an appointment.
- Cooperation; to abide by the Boarding House rules.
- Confidentiality; all discussions between a mentor and a mentee should remain confidential except for instances where there is the explicit agreement between the two parties.
- Application; to set realistic goals for the time period and work diligently to achieve these goals. The mentee will communicate progress and any barriers limiting progress as well as fulfill all agreed upon responsibilities.
- Equality and Diversity; respecting diversity of one another. Mentees will not encourage, assist or collude with others engaged in conduct which is not aligned with the St Benedict's Pastoral Care Handbook.

Pupils taking part in the Grandin House Mentor/Mentee programme agree to be bound by the terms of this agreement. Please read this document carefully and sign at the end to confirm that you agree to the terms.

Mentor Name: \_\_\_\_\_ Grade: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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Mentee Name: \_\_\_\_\_ Grade: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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Tutor Name: \_\_\_\_\_ Date: \_\_\_\_\_

Signature \_\_\_\_\_