



Celebrating the progress of funded mentoring initiatives in the London Region

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Mentoring is about...?

- A person with wisdom and experience supporting, guiding and sponsoring another (often younger) person





Leadership Mentoring: sponsored by Health Education England (HEE) – the context

- In December 2020 HEE invested additional funding for 2020/21 in three workforce development opportunities for the psychological professions. These included:
- Paid opportunities access schemes for aspiring clinical psychologists from disadvantaged backgrounds to gain clinical experience;
- Funding support for staff to undertake accredited qualifying level Family and Systemic Psychotherapy training programmes, and
- **Leadership mentoring/coaching opportunities for Black, Asian and Minority Ethnic psychological professionals who aspire to lead.**



London: a region already rich in mentoring schemes

- Eg: the **Valued Voices** mentoring scheme. This UCL-led scheme is designed for Black, Asian, Mixed and Middle Eastern and North African (MENA) psychology undergraduates and aspiring psychologists, and was founded by Dr Kat Alcock, principal clinical tutor and senior admissions tutor at UCL, in 2011.
- The 2020-2021 scheme is jointly funded by DCP London and UCL, and is run on behalf of the London region DClInPsy training courses.
- The scheme aims to enable aspiring psychologists to develop relationships with both trainee and qualified clinical psychologists, encouraging more individuals from minority ethnicities to feel welcome in the field of clinical psychology, an area traditionally lacking in diversity.



As a region, in 2020, London CPPOs were ignited into action, following world events, and with the pandemic highlighting inequalities, to form a diversity task & finish working group

- London was initially allocated **14** leadership coaching and mentoring opportunities for Black, Asian and Minority Ethnic psychological professionals
- As a result of additional funds, this was expanded to **83** places, with services supplementing HEE's funding so that in total **113 individuals (and a range of psychological professionals)** accessed coaching and mentoring opportunities.



Hearing from the mentees: Sabreena and Leila's stories

Results of Mentoring Relationships and Mentoring Programmes

Implementers who introduce mentoring schemes tend to examine for outcomes in these six areas for the mentee:

- Personal skills
- Professional competencies
- Career development
- Networking
- Cultural understanding
- Knowledge sharing



Hearing from the mentees: Sabreena and Leila's stories

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Some take-away tips

- Mentoring can be an extremely valuable process
- We have seen some examples as to how mentoring works for *both parties*, mentor and mentee
- There are a range of ways of getting support to address (and reduce) the struggle to create a truly diverse and representative workforce.



Our appreciation goes to

- Dr Amra Rao, Consultant Clinical Psychologist, Organisational & Leadership Development Consultant, Co-Chair BPS/DCP Faculties; Co-Chair, and former Chair DCP Leadership & Management Faculty Director Psychological Horizons: Psychological Therapies & Organisational Consultancy
- Michelle Brookes-Ucheaga, Programme Lead and Lecturer in Health and Social Care at the University of Derby. Co-author of the 2019 BABCP, 'BAME' Positive Practice Guide. Accredited Cognitive Behavioural Psychotherapist and EMDR Therapist (Trauma), and trained clinical supervisor.
- All the supervisors and mentoring schemes in the London region
- Please note: The Seeing is Believing (The Changing Face of Clinical Psychology) YouTube channel which developed as part of the mentoring scheme and offers useful information.

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