Parent Mentoring Scheme

Information for staff

Introduction
In response to feedback received via the University’s Athena SWAN and Gender Equality Charter Mark projects, the Equality and Diversity Team have set up an informal initiative for members of staff to offer and receive mutual support and advice on pregnancy at work, maternity/paternity/adoption leave and life as a working parent.

The scheme is open to men and women before, during and after maternity/ paternity/ adoption leave.

Who are the mentors?
Mentors are members of staff who have volunteered to share their personal experience with other members of staff. You should note that mentors are not trained counsellors, advisers or experts and aren’t a substitute for the specialist advice available from Human Resources.

If you raise an issue that your mentor feels is outside of their remit they may suggest that you seek help from your link HR Manager/Officer. We ask mentors to signpost you to other services rather than offer advice that may be inappropriate.

There are a number of mentors available who work in a variety of roles and have a wide range of relevant experience. A list of mentors and their contact details can be found here. You can select, and make contact with, the mentor of your choice by emailing them.

Confidentiality
All conversations with your mentor are treated as confidential.

Confidentiality would only be breached without your consent in the most extreme of circumstances, for example, if someone’s life was in danger, a child was at risk or if a crime had been committed.

Monitoring
Mentors are asked to keep a numerical record of how many people they mentor so that the Equality and Diversity Team can monitor the take up rate of the Scheme. Mentors will also be asked to let the Team know about any common themes that arise, without identifying individuals, in order for appropriate action to be taken. Your name and details will not be recorded.

You can contact the Equality and Diversity Manager, Karen Bush either by email at kbush@essex.ac.uk or telephone ext: 3506 for advice on any issue at any time, or if you would like to become a mentor.

Parent mentors are not advocates of the University. Any views or opinions expressed are solely those of the individual and do not necessarily represent that of the University. The University cannot be held responsible for opinions expressed by the mentor.