

PROMOTING DIFFERENCE

mentormenteescheme



removing career barriers

In collaboration with Safer London Foundation the Metropolitan Police Service is introducing a new mentoring Scheme to help promote diversity and enhance progression within the MPS for individuals from under represented groups.

SLF is the independent charitable arm of the MPS and is supported by the MPS in working at the interface of the public, private and voluntary sectors in helping to make the capital a safer place to live, work and visit.

SLF will recruit, train and match business mentors with MPS sergeants and inspectors in such areas as effective communication and negotiation; strategy; management; building networks and partnerships. Mentors will receive training and ongoing support throughout the pilot phase. Mentors will offer 2-6 hrs per month in mentoring the MPS mentees.

Mentors with the above business skills will be recruited from the corporate and other sectors.

Aims of the Scheme

The programme is designed to provide MPS personnel with mentors who will provide information, support and development. It will help enhance career progression, provide networks and partnership opportunities with the

community and improve individual performance. Benefits include increasing diversity within leadership and specialist roles allowing the MPS to provide a better service to Londoners.

Evaluation

The one-year pilot Scheme will be fully measured and evaluated, and mentee participants will be asked to identify desired outcomes eg to obtain promotion/selection to a specialist role or to improve performance within one of their critical performance areas. Contributions to the pilot's monitoring and evaluation processes by both mentors and mentees will be invaluable.

Eligibility - mentees

We are looking for MPS **sergeants** and **inspectors** who consider themselves as belonging to an under represented group and have been identified by line managers as having the potential for promotion. Applicants must have a proven commitment to personal development and must be fully supported by line managers in terms of time off to meet the mentor as well as being suitable for the Scheme.

You must also be prepared to travel to central London in order to meet with the mentors on a regular basis.

mentors

mentees

The aims, eligibility, evaluation information, and the timetable are described overleaf. For the mentees, the selection process for the Promoting Difference pilot is paper-based. Applicants must evidence their commitment to personal development; describe the goals/issues they would need to work through with their mentor; show how the MPS would benefit from their selection; and give one example of an achievement in relation to the MPS Personal Responsibility behaviour.

All interest is welcome.

Next steps

We are always looking for enthusiastic and committed volunteers for both mentor and mentee positions within the programme.

The Safer London Foundation holds regular information session at the Empress State Building for potential mentors and mentees.

SLF arranges training sessions at regular intervals, to introduce both mentors and mentees to the Promoting Difference programme and induction to the mentoring process.

If you would like to take part or would like further information, please contact either:

Michelle Hickman, Senior HR Project Manager, MPS.
Tel: 020 7161 0664 Michelle.Hickman@met.police.uk

Clodagh O'Reilly-Boyles, Voluntary Services Manager, SLF.
Tel: 020 7202 8517 clodaghboyles@saferlondonfoundation.org



Nick Bradley, HR Project Manager,
Tel: 020 7161 0750 Nick.Bradley@met.police.uk

Career Management Unit,
Empress State Building,
4th Floor East,
Empress Approach,
Lillie Road, SW6 1TR.



Working together for a safer London



Safer London Foundation

Skyline House
200 Union Street
London SE1 0LX
Tel: 020 7021 0301
Fax: 020 7021 0302
info@saferlondonfoundation.org
www.saferlondonfoundation.org

