Launch of ANN UK Mentorship programme

***Are you a nurse working in kidney care?***

***Are you working at Band 6 or are you a Band 5 nurse with more than 5 years’ experience?***

***Are you feeling a bit lost about where your career is heading?***

***Do you want to be a nephrology nurse leader of the future, or just want to make sure that you are making the most of every opportunity to progress your career?***

If the answer to these questions is yes, then ANN UK is here to help you

ANN UK is launching a pilot mentorship programme for registered nurses working in kidney care. The aim of the pilot is to give registered nurses access to an experienced nurse, external to their organisation who can offer advice and support for their career development in kidney care. Nicola Thomas is leading on this project with support from ANN UK Executive Board members, Vicky Ashworth, Sarah Brand, Marissa Dainton, Sally Tait and Sue Woodcock.

“*Mentoring is a reciprocal and collaborative relationship that most often occurs between a senior and more junior employee for the purpose of the mentee’s growth, learning, and career development…..Mentors often act as role models for their mentee and provide guidance to help them reach their goals*.” (Association for Talent Development)

**Background**

The Executive Board of ANN UK is mindful that we need to support and develop the nurse leaders of the future. There has been much discussion in the nursing profession about changes in the nursing workforce, variation in access to mentorship, and most recently, equality, diversity and inclusion (EDI), especially around promotion of people of black, Asian and minority ethnic (BAME) heritage to senior positions.

Renal units face the challenge of recruiting a workforce that is capable and flexible enough to meet changing healthcare needs balanced alongside the retention of existing nursing teams. These challenges can often result in managers focussing their attention on attracting new staff, rather than retaining the talented and skilled nurses who are already employed. There has been much debate about how best to retain staff but one systematic review (Halter et al 2017) highlighted that supervisory support is an important organisational factor in staff retention.

The Association recognises however that support in the form of mentoring is varied across renal units in the UK, and at the same time, there are inequalities in terms of opportunity for nurses of BAME heritage. The 2019 Workplace Racial Equality Standard (WRES) report revealed that one in five NHS nurses, health visitors and midwives were from a BAME background. However, confirming long-standing concerns on promotion prospects, it found there was an “*over-representation*” at Agenda for Change Band 5 and an “*under-representation*” across all other bands.

This is why the Association is now launching the pilot mentorship scheme.

**How will the pilot scheme work?**
Six Executive Board members will be the mentors and in 2021 there will be six places available. Executive Board members will each take one mentee and they will be matched together in terms of practice, management, education interests and research needs, taking into account the mentee’s preference. The amount of time given in support is 6 hours/year, which would roughly translate into a one hour (virtual) meeting every other month. There is no cost involved apart from time.

**Who can apply?**

* Any registered nurse working in kidney care (inpatient ward, advanced kidney care, dialysis or transplantation)
* Band 6 preferable but Band 5 considered
* Must be a member of ANN UK
* Nurses of Black, Asian or Minority Ethnic (BAME) heritage are strongly encouraged to apply

**What do I need to do?**

Please email info@ann-uk.org for further details and an application pack. You will be asked to complete the form below and name your preferred mentor. The profiles of all six mentors will be sent in the application pack. If you are successful, then it is likely that you will need to have the meetings in your time, or have your manager’s permission if during work time.

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| **Name** | **Contact email** | **Current role, band and place of work** | **Number of years in kidney care**  | **Summary of intended career path****(50 words max)** | **Supporting statement (200 words max)** | **The areas you are seeking support with****(max three bullet points)** | **Name of preferred mentor and reason why** |
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**What happens next?**

The closing date for applications is **31 December 2020**. We will consider all applications in early January 2021. Successful applicants will be contacted by the end of January with a plan to start in February 2021 for one year. If successful we will ask you to feedback on your experience via a short written report at the end of the mentorship period

As an Association we are committed to developing our nurse leaders of the future.

We look forward to hearing from you

*If the scheme proves successful, we will consider expanding this in 2022 to other groups of nurses*

**References**

Association for Talent Development *What is mentoring?* <https://www.td.org/what-is-mentoring>. Accessed 29 October 2020

Halter M, Boiko O, Pelone F, Beighton C, Harris R et al. (2017) The determinants and consequences of adult nursing staff turnover: A systematic review of systematic reviews. *BMC Health Services Research*. 17: 824.

NHS England *Workplace Racial Equality Standard Report* (2019) <https://www.england.nhs.uk/about/equality/equality-hub/equality-standard/workforce-race-equality-standard-2019-report/> Accessed 29 October 2020