



Diocese of Bristol

## **Diocese of Bristol**

### **Reverse Mentor Scheme Applicant Information Pack**

**WHO WE ARE:**

We are the Diocese of Bristol, which is to say the area of the Church of England that covers Bristol, across Chippenham and Malmesbury, to Swindon. We are responsible for meeting the needs of our communities across that area, including all the things you would expect from the Christian Church. We are significant providers of children and young people engagement, volunteering, social action and education in the region.

**ROLE SUMMARY:**

We recognise however that we are far from perfect, and have launched a significant Transformation Programme called [Transforming Church. Together](#) (TC.T) that seeks to amplify the good stuff that we do, and to address where we should do better. To do this we have a significant number of projects and workstreams that will be aiming to deliver the change needed.

Part of that Transformation involves us becoming more representative of the people we serve. We do not yet have the diversity of staff needed to ensure that all views are represented at the centre of these projects. We are therefore looking to establish the position of Reverse Mentor, to make sure that the leadership of these activities will be constantly challenged to reflect a diverse range of views and lived experiences.

We will especially welcome participation from those from under-represented groups, and have approached a wide range of people and organisations who may be able to work with us on this journey.

**OVERSEEN BY:**

Director of Transformation and the Transformation team

**PROCESS:**

The selected Reverse Mentors and Mentees will be trained and “matched” together, and enter a Reverse Mentoring relationship which aims to improve the understanding (and therefore increase empathy) of the senior leaders being mentored.

**WHAT IS REVERSE MENTORING?:**

Reverse Mentoring turns traditional mentoring on its head, encouraging a bottom-up flow of information, alongside the traditional top-down approach normally associated with mentoring. For example, this might be someone with Global Majority Heritage / UKME and / or disabled and/or LGBTQ+, or someone from a younger age group, and/or having grown up on a social housing estate, and / or with a passion for environmental justice.

They would be asked to mentor a Senior Manager on the Project team who is from a different background. They will accompany that leader to meetings, observe behaviours and provide constructive feedback regarding issues and points that are observed from that Reverse Mentor's personal "lived" experiences.

They will provide an insight into the difficulties and barriers they may have faced, with opportunities to explore how the Senior Manager could learn from and adapt their future leadership approach to ensure they are more inclusive and appreciative of the diversity of their workforce. It gives a great opportunity for everyone to increase their cultural and inclusive competencies that lead to better health and wellbeing outcomes for everyone.

## **WHO IS IT FOR?:**

We are looking for a good cross section of people from across the Diocese, who are willing to be Reverse Mentors. Reverse Mentors would ordinarily be more junior than the person they are mentoring. In our case however we are happy to find people from all sections of our community, regardless of age.

Your passion and ability to bring an alternative view, or ask the difficult questions are all we would ask of you in this role.

We are keen to work with someone who is representative of the Global Majority, LGBTQI+, Deaf or disabled community, who is currently underrepresented in our organisation.

You may have an interest in Social Justice, life experience in different Socio Economic groups, and/or have a passion for environmental justice.

You would be able to commit to a minimum of 10 hours per month, to include meetings with your assigned Project Leader, Project Meetings, or meetings for training / consultation with the Transformation Team. We are happy to discuss how we may adapt the role to fit your needs.

You do not need to be a practicing Christian, but you will have some respect for, or be supportive of some of the aims of the Church of England in the Diocese of Bristol.

## **HOW TO APPLY:**

The application is hopefully simple. Please contact the Transforming Church. Together email address at:

[TCTProgrammeOffice@bristoldiocese.org](mailto:TCTProgrammeOffice@bristoldiocese.org)

We will send you a simple application form, but if you would prefer to apply using a different method, for example through a phone conversation, or by video, then please let us know.

We will review your application and try to match you to one of our Project Leaders. We will be in touch to let you know whether your application has been successful.

If you would like an informal chat about the role in advance of your application please contact the Programme Office team at [TCTProgrammeOffice@bristoldiocese.org](mailto:TCTProgrammeOffice@bristoldiocese.org) / 0117 906 0199.

The Diocese of Bristol is committed to an equal opportunities policy in its employment practices with the aim of ensuring that everyone who applies to work with us receives fair treatment. To help us achieve this aim we ask you to complete the monitoring form included in the application form. This information will be used to monitor the effectiveness of our Equal Opportunities Policy and is not used as part of the assessment process.