

## Code of Practice

- Mentoring is a confidential activity, participants have a duty of care towards each other.
- The Mentor's role is to respond to the Mentee's needs and agenda; it is not to impose their own agenda.
- Mentors must be aware of any current law and work within the law.
- The mentee should be aware of their rights and the complaints procedures.
- Mentors and mentees should respect each other's time and other responsibilities, ensuring they do not impose beyond what is reasonable.
- The mentee must accept increasing responsibility for managing the relationship; the mentor should empower them to do so and must generally promote the learner's autonomy.
- Mentors need to be aware of the limits of their own competence in the practice of mentoring.
- The mentor will not intrude into areas the mentee wishes to keep private until invited to do so. However, they should help the mentee to recognise how other issues may relate to these areas.
- Mentors should not develop inappropriate relationships with their mentee.
- The mentoring relationship must not be exploitative, neither may it be open to misinterpretation.
- Mentors cannot act as an advocate, witness or provide advice on disputes that the mentee may be involved in. However, they can help develop plans for coping or developing new opportunities.
- Partners should dissolve the relationship in accordance with the programme's procedures.
- Mentors and mentees share the responsibility for the smooth winding down of the relationship when it has achieved its purpose – they must avoid creating dependency.