

**England Athletics Team Staff Mentors**

**What is Mentoring?**

The term ‘mentoring’ describes a relationship where a mentor supports a mentee through a learning or developmental journey. It’s about reflecting, encouraging and supporting a colleague to make the most of themselves and their career.

Mentoring is about mutual trust and respect. It’s a two-way relationship - you both get the chance to learn new things. Every mentoring relationship is different, but each will present the opportunity for mentor and mentee to learn from each other.

Mentoring has many positive benefits, including retention, assisting career progression, enhancing productivity and supporting personal and professional development.

Mentoring is a vital part of the Team Staff Training Programme and will provide mentees with an opportunity to develop their skills and increase and improve the standard of team staff for future competitions.

**What Will a Team Staff Coach Mentor Do?**

As a mentor you will be required to support and develop your mentees in their chosen team staff area and act as a trusted confidante over the 2-year programme. A true mentoring relationship is a mutually beneficial learning experience where the mentor shares their personal knowledge and experiences and promotes a self-discovery approach for the mentee. A mentor should:

* Provide support and guidance based on the webinar series and team coach opportunities that mentees will have over the 2-year programme.
* Listen, confidentially, to the things that the mentees may be worrying about being team staff
* Help by sharing their own experience of both failures and successes
* Give friendly, unbiased support and guidance
* Provide honest and constructive feedback
* Recognise their own values and filters and put them to one side
* Be a sounding board for ideas
* Facilitate decision making by suggesting alternatives based on personal experience
* Provide contacts and networks to further personal and role development
* Inspire your mentees realise their potential
* Provide ongoing support and encouragement

**What you will not be expected to do as a mentor?**

A mentor **is not** expected to:

* Provide a counselling service
* Make assumptions based on their behaviour
* Provide a training service
* Provide a coaching service (relating to specific work-related tasks, goals and objectives)
* Provide therapeutic interventions
* Sort out all their problems
* Take the responsibility for making them successful – the ultimate responsibility for that is down to the mentee!

**Team Staff Mentor Requirements**

Team Coach Mentors:

* Valid coaching licence of level 2 or above (or equivalent)
* Current DBS
* Must have coached athletes for a minimum of 3 years
* Good communication skills
* Good people management skills

Team Management Mentors:

* Current DBS
* Must have experience managing athlete competition as either a team coach, club coach or club team manager for a minimum of 3 years
* Excellent communication skills
* Excellent people management skills

**Time commitment**

You will have 5 mentees in your specific event group (jumps, endurance, throws of sprints) or team management area. You will be asked to provide a total of four mentoring sessions per mentee per year. Each session must be 2 hours long and scheduled every 3 months.

**Remuneration**

Remuneration: £50 per session x 5 mentees x 4 sessions = £1,000 per year (£500 payable on 30th September 2021 and £500 payable on 31st March)

**The Mentoring Process**

Successful mentors will be provided with a structure that you can use and/or adapt for the mentoring sessions.

**Team Staff Programme**

**Expression of Interest form**

**If you would like to be considered for a place in the Team Staff Training Programme, please complete and return this form to** **spalmer@englandathletics.org** **by 5pm on 30th April 2021.**

\*Delete as appropriate

|  |  |
| --- | --- |
| **Full Name** |  |
| **Address** |  |
| **Telephone** |  \*Home/Mobile |
| **Email address** |  |
| **Date of Birth** |  |
| **URN (if applicable)** |  |

Please which mentor group you would like to be considered for in the Team Staff Training Programme:

**Team Coach** [ ]  **Event Group: Jumps** [ ]  **Sprints** [ ]  **Endurance** [ ]  **Throws** [ ]

**Team Manager** [ ]

**Relevant Qualifications**

**Please give details of your coaching/mentoring qualifications starting with the most recent**

|  |  |
| --- | --- |
| **Qualification Details (Name, provider and level)** | **Date** |
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**Please give details of any additional qualifications which you feel are relevant to this role**

|  |  |
| --- | --- |
| **Qualification Details (Name, provider and level)** | **Date** |
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**Please list your experience as a Team Coach and/or Team Manager:**

**Please give examples of your transferrable skills:**

**Please give us an example when you have had to resolve an issue with a challenging individual:**

**Please tell us what you would like to be a Team Staff Mentor:**

**Equal Opportunities Recruitment Monitoring Information**

The information will be held in compliance with the Data Protection and GDPR principles as set out in the Data Protection Act 1998 and our GDPR Data Protection Policy.

**Sex:**

[ ]  Male [ ] Female [ ]  Non-Binary [ ]  Other [ ]  Prefer not to say

**Ethnic Origin:**

**White:**  [ ]  British [ ]  Irish [ ]  Any other white background

**Black or Black British:**  [ ]  Caribbean [ ]  African [ ]  Any other black background

**Asian, British Asian or Chinese:** [ ]  Indian[ ]  Pakistani[ ]  Bangladeshi[ ]  Chinese

**Mixed:**  [ ]  White & Black Caribbean [ ]  White & Black African

 [ ]  White & Asian [ ] Any other mixed background

**Other:** [ ]  Any other[ ]  Not stated

**Nationality: Please State:**

**Disability:**

The Equality Act 2010 defines disability as a “physical or mental impairment, which has a substantial and long-term adverse effect on a person’s ability to carry out normal day-to-day activities”

 **Do you consider yourself to have a disability?**

[ ]  Yes [ ]  No [ ]  I prefer not to answer this question

 **If yes, what is the nature of your disability?**

[ ]  Amputee [ ]  Blind or Visually Impaired [ ]  Cerebral Palsy [ ]  Deaf or Hearing Impaired

[ ]  Dwarf [ ]  Learning Disability [ ]  Physical Disability – Ambulatory

[ ]  Physical Disability – Wheelchair User[ ]  Learning Difficulty – e.g. dyslexia

[ ]  Other [ ]  Prefer not to say

**England Athletics welcomes applications from people with disabilities. If you have a disability and require any assistance in order to complete this application, please contact the Human Resources Department on 0121 347 6565 or** **HR@englandathletics.org**

Please email this completed for to Shani Palmer spalmer@englandathletics.org by 5pm 30th April 2021.