

Date: Tuesday, 15th September 2020
Our Ref: MB/SS FOI 4443

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Re: Freedom of Information Request FOI 4443

We are writing in response to your request submitted under the Freedom of Information Act, received in this office on 04th September 2020.

Your request was as follows:

1. Do you carry out reverse mentoring at your trust?

[Yes here at The Walton Centre NHS Foundation Trust \(WCFT\) does carry out reverse mentoring.](#)

2. Please choose from the following protected characteristics that you include in your reverse mentoring programme. Please include any other if it is not on the list provided.

- a. age
- b. gender reassignment
- c. disability
- d. race including colour, nationality, ethnic or national origin
- e. religion or belief
- f. sex
- g. sexual orientation

[Race including colour, nationality, ethnic or national origin are included in WCFT reverse mentoring programme.](#)

3. Please describe your reverse mentoring programme:

- a. Have you designed the programme yourself or have you brought in an outside expert?
- b. Please give a brief description of your programme.
- c. How long does your reverse mentoring last (eg, 6 months)?

d. What job levels are paired on the programme?

e. How do you evaluate the reverse mentoring?

3.a. The programme was developed by Mersey Car.

3.b. The programme is a Reverse Mentoring Programme for BAME staff.

3.c. 6 months.

3.d. All levels with are paired with Board Members.

3.e. Staff are asked if they found it useful or not.

4. Have you continued with reverse mentoring during COVID-19? How have you done this?

No.

5. For how many years have you been running the reverse mentoring programme?

3 years.

Please see our response above in [blue](#).

Re-Use of Public Sector Information

All information supplied by the Trust in answering a request for information (RFI) under the Freedom of Information Act 2000 will be subject to the terms of the Re-use of Public Sector Information Regulations 2005, Statutory Instrument 2005 No. 1515 which came into effect on 1st July 2005.

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If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to the Freedom of Information Office at the address above.

Please remember to quote the reference number, FOI 4443 in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioners Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely

Mike Burns

Mr. Mike Burns, Executive Lead for Freedom of Information

