



# M25 Mentoring Scheme

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## Outline

1. Aims of the scheme
2. Lessons learned
3. Call for mentors and mentees





## Mentoring and coaching schemes

- Our in-house mentoring and coaching
- Peer mentoring (SCONUL, RLUK)
- SCONUL Mentoring
- Other libraryland schemes (CILIP, BIALL, others...)
- Sector schemes (AUA, ALT, others...)



## What does the M25 mentoring scheme add to this? (1)

1. We have something unique to offer due to our regional collaborative mission
2. We aim to be complementary with and support other mentoring schemes—and we can refer mentees



## What does the M25 mentoring scheme add to this? (2)

3. Dovetails with SCONUL Mentoring
4. Aims to support development and progression of LGBT+ and Black, Asian and global majority staff by giving mentees opportunities to be matched with a mentor from a specific background

Quiñonez, T., Nataraj, L. and Olivas, A. (2021) 'The praxis of relation, validation, and motivation: articulating LIS collegiality through a CRT Lens', in Leung, S.Y. and López-McKnight, J.R. (eds.) *Knowledge justice*. Cambridge, MA: MIT. DOI:[10.7551/mitpress/11969.003.0018](https://doi.org/10.7551/mitpress/11969.003.0018)



What have we  
learned?





## What have we learned so far? (1)

*We aimed for simplicity:*

1. We drew on existing knowledge and experience and so could do it 'at pace'
2. Paperwork is as simple and as brief as possible; fosters diversity
3. We sought inspiration: effective, valued mentoring schemes tend to be similar



## What have we learned so far? (2)

*Collaboration has enriched the scheme:*

4. Feedback from and to SCONUL SMOG has improved both schemes

5. Connections made with ALN and CILIP London

6. Initial mentor pool are all experienced and trained already; in future we aim to train mentors through [cpd25](#)





Call for  
mentors and  
mentees





## Become an M25 mentor or get mentoring

Scheme information and documents:

<https://www.m25lib.ac.uk/m25-resources-and-activities/mentoring-scheme/>

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## M25 Mentoring Scheme

### **M25**

David Archer, London School of Hygiene & Tropical  
Medicine

Andrew Preater, University of West London

Michelle Wake, UCL School of Pharmacy

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Cathy Walsh, University of Essex & SCONUL SMOG



## References

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