

# A SUCCESSFUL JOURNEY OF SETTING UP A MENTORSHIP SCHEME AT SURREY & BORDERS PARTNERSHIP NHS FOUNDATION TRUST



Surrey and Borders Partnership  
NHS Foundation Trust

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## INTRODUCTION

- In order to progress along a professional journey as a doctor we believe that individuals benefit from support & professional guidance. Individual support and guidance doesn't just occur between a trainee and their supervisor. We strongly believe that peer to peer mentorship can be another crucial element in any developmental offering that can benefit doctors along their career journey. This belief was at the heart of our own journey of developing and launching a peer to peer mentorship scheme in September 2023 within Surrey & Borders Partnership NHS Trust.
- Moreover, in response to the current challenges posed by both the Covid-19 pandemic and longer standing organizational challenges, innovative and long-term solutions must be identified to promote professional development and tackle issues such as poor wellbeing, burnout, career dissatisfaction and a lack of career progression.
- Burnout of the medical workforce is a common and increasingly recognised reality within the National Health Service (1). Burnout is associated with medical errors, increased rates of depression, poor quality of care and low patient satisfaction (2).
- Recent systematic review and meta-analysis places the prevalence of burnout amongst Psychiatrists at 25-50% (3). The challenges posed by the Covid-19 pandemic have contributed to this trend. A recent national RCPsych trainee survey reported burnout in 30% of all respondents, with a separate survey of trainees within the Kent, Surrey & Sussex Deanery detailing concerns regarding increased clinical demands and barriers to seeking support during the pandemic (4).
- Mentorships' power to support Doctors in leading meaningful and rewarding careers has been identified as having a significant role in combating burnout (5). As well as reducing the rate of burnout, the benefits of mentorship include; improved wellbeing, fostering of leadership skills, enhanced support networks, tailored support for staff undergoing career transition, empowerment of individuals to reach their full potential and improved productivity & staff retention.

*"I am truly very thankful and grateful for today's session ... I left the meetings with you very satisfied. You shared lots of reassured, enlightened and directed. Your experiences which fully relate to my challenges, I felt very understood, supported and encouraged. Really thank you so much, it means a lot to me, I am grateful beyond words"*

Mentee Testimonial

**AIM**  
To establish a sustainable mentorship programme for all grades of Psychiatrists working within Surrey and Borders Partnership NHS Trust.

To foster, empower trainees well-being and career progression.

## METHOD

Pre-existing guidance on mentorship programmes including RCPsych, eCLIPS developed by Health Education England guidelines were reviewed for establishing the mentorship scheme within the Surrey and Borders Partnership NHS Foundation Trust (6),(7).

A core leadership team was identified & established (Director of Medical Education, a Higher Specialist Trainee, a Core Trainee and Medical Education Manager)



Figure 1: SABP Core Leadership Team Structure

Regular core group meetings were held to develop a strategic plan for establishing the scheme. Identified goals were as follows:

- To secure funding from Health Education England.
- To establish user-friendly and time efficient documentation system for mentors and mentees.
- Creating a guidance document to include; scheme framework and objectives, FAQ's, benefits of mentoring, role and responsibilities of participants, expectations before and after meetings, introductory mentoring meeting checklist, mentoring agreement form and a mentoring session record template.
- Promotion of scheme using blended approach: trust email, e-bulletin, Twitter, LinkedIn and Facebook.
- Establishing a diverse monthly drop-in peer support group.
- To pair mentors and mentees with an aim to flatten hierarchy.
- Organising multiple mentorship training opportunities to establish a core knowledge base.
- Developing pre and post outcome measure surveys, leading to a sustainable and adaptable programme.

## CONCLUSIONS

- This Mentorship Scheme within Surrey & Borders Partnership NHS Foundation Trust was launched on the 25<sup>th</sup> September 2023.
- The Scheme was strategically set up by a diverse Core Leadership Group.
- The Scheme is for all training grades of psychiatrists within Surrey & Borders Partnership NHS Foundation Trust, supported by bespoke guidance materials, a monthly drop-in peer support group, Trust mentorship emails, regular maturing skills development groups and external training.
- The Scheme is administered via an online mobile/desktop application and will be analysed using pre and post surveys.

## RESULTS

### Outcomes achieved:

- Core group established and strategic plan formulated.
- Scheme advertised via trust email using dedicated mentorship email. There was a good response from all grades of doctors targeted.
- Trainee engagement day organised to outline the structure and benefits of the scheme. This was well attended.
- Secured funding from Health Education England.
- Two half-days' training organized with external trainers from the West Midland Mentoring Team (RCPsych).
- Mentors and mentees paired.
- Guidance document completed.
- Mentorship email created for communication and support for participants.
- Monthly drop-in peer support group schedule established.
- Application chosen as online portal for scheme.
- Scheme successfully launched on 25<sup>th</sup> of September 2023
- Mentoring sessions are up and running

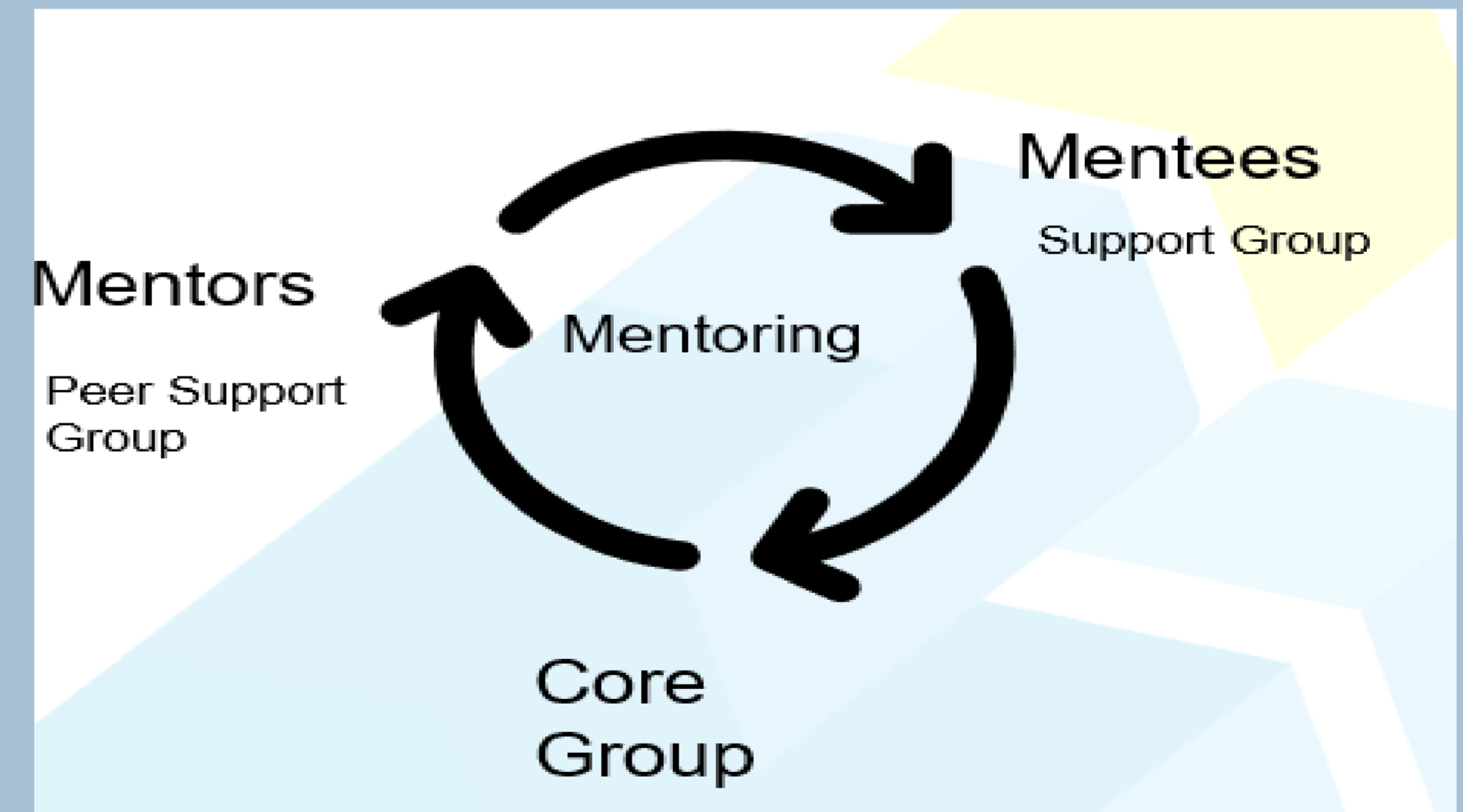


Figure 2: Cycle of mentee and mentorship

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### Remaining Goals:

- 1-2 yearly maturing skills development groups for participants.
- Pre and post surveys for outcome measures.
- Additional mentorship workshops and training.
- Expanded promotion of scheme via social media channels.
- Expansion of scheme to include all Consultants and Speciality Doctors.

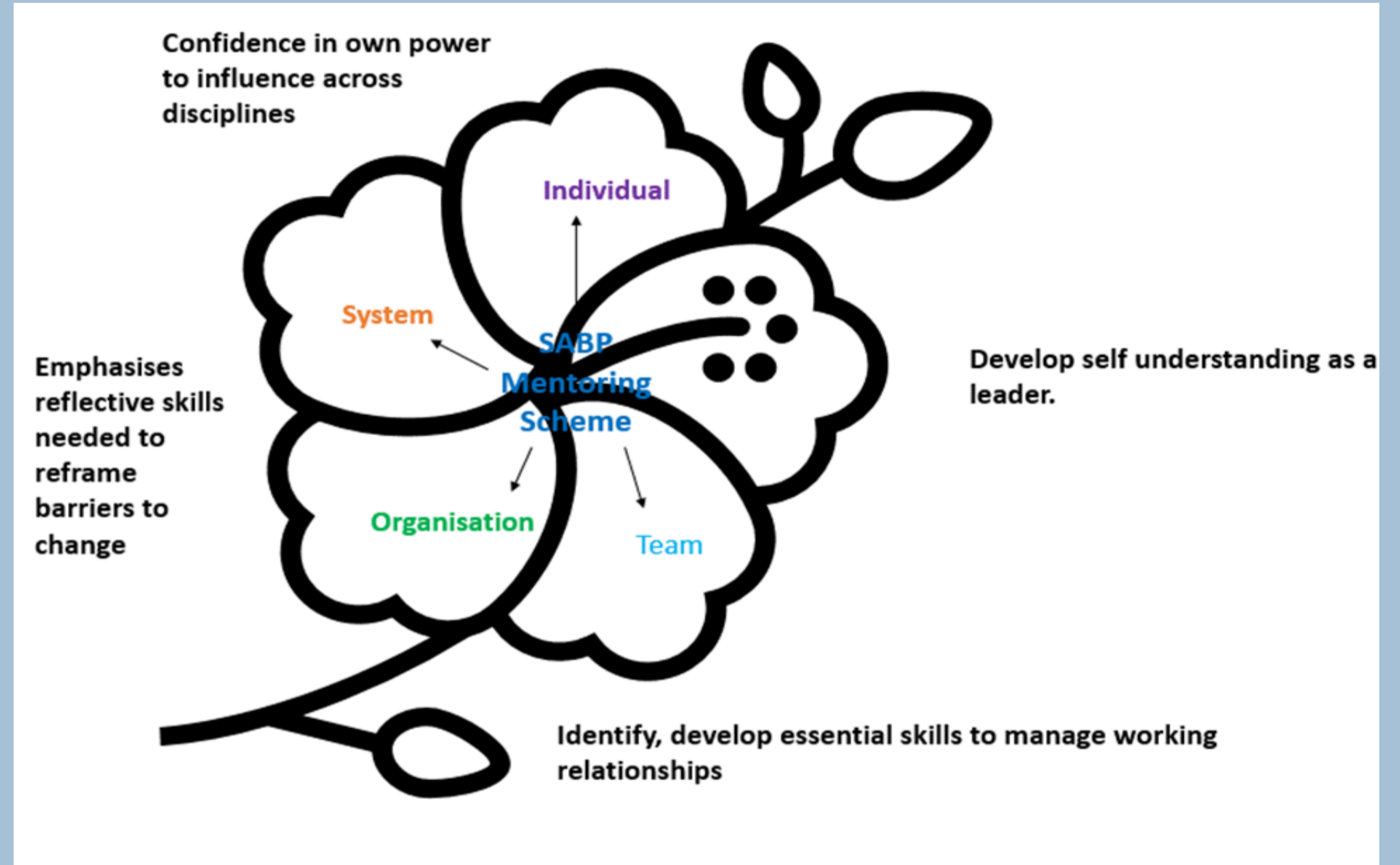


Figure 3: SABP Mentorship Scheme Logo as per the Guidance Document for scheme participants.

*"I am very grateful for all your help and support. You have been an amazing mentor."*

*Your help for my MRCPsych exams was invaluable. I learnt from your knowledge and skills."*  
Mentee Testimonial

## ACKNOWLEDGEMENTS

- Ali Khan, Senior Medical Education Manager, Chair BME Network, WRES Expert
- Sally Trollip, Medical Educational Co-Ordinator Education & Development Dept
- Dr Saleema Durgahee, Programme Lead HEE SE eCLIPS, clinical leadership development scheme for SAS & Training Doctors across All Medical Specialties
- Dr Jane Birtle, Consultant Medical Psychotherapist, Executive Coach, Director Doctorque LTD
- Dr Geoff Marston FRCPSYCH
- Dr Hasanan Al Taiar, Consultant Forensic Psychiatrist Oxford Health NHS Trust

The authors declare no conflict of interest.

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