Mentor FAQs

What is the difference between coaching and mentoring?

While coaching and mentoring provide guidance to its recipients, there are some key differences. Coaching tends to be more task-oriented and focused on specific learning paths, while mentoring emphasises long term development through a supportive relationship. Coaching can follow a set structure and process, while mentoring is more learner led, with the mentor using lived experience to help the mentee navigate their career path

What is the time commitment?

Mentoring sessions will be arranged at a mutually agreed time so can be flexible around diary commitments. However, we would expect any mentor to be able to commit a minimum of one hour per month for any partnership. This will vary depending on the objectives of each mentoring relationship.

Are all mentors paired with a mentee?

Although we will aim to find you at least one suitable mentee for this initial pilot, this may not be immediately possible due to demand and requirements of mentees. Even if you are not matched with a mentee straight away, we will keep you in mind and will do so once a mentee is sourced that best fits with your individual skillset and experience.

How long does each Mentoring partnership last?

The duration of the Mentoring cycle is very flexible and should be mutually agreed with your mentee during your first session together. For this pilot British Dressage will fund up to a maximum of 4 sessions for each mentee. If the mentee would like to continue the partnership after these sessions, they must fund this themselves.

British Dressage

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Is this a paid position?

BD Mentoring is a paid position. Mentees which are identified on behalf of British Dressage will be entitled to a maximum of 4 mentoring sessions which will be funded by BD. For these sessions BD will provide a fee of £40 per hour to the mentor. Should a mentee wish to continue beyond the initial 4 sessions, or if they approach a Mentor independently then they must fund this themselves. The cost of these sessions can be at a price which is mutually agreed between the mentor and mentee.

What insurance do I need as a mentor?

For BD funded mentoring sessions you will be covered by our insurance. However, for mentoring sessions which are paid for by the mentee and not at the suggestion of BD you will be responsible for arranging the appropriate insurance cover for yourself, to include Public Liability and Professional Indemnity coverage.

If you have Coach insurance, it is important to note that although this will include Public Liability cover it will not include Professional Indemnity Insurance so this will not be sufficient on its own. You will need to ensure that you also have Indemnity Insurance to mentor.

What should I do if I have concerns about the health or wellbeing of a mentee?

Mentors have a duty of care to their mentees during their partnership. As part of this duty of care any concerns for the health or wellbeing of a mentee must be reported to British Dressage. British Dressage can assist in the facilitation of appropriate support. For confidential advice with any safeguarding queries, or to report a concern or incident, you can email Lead Safeguarding Officer Charlotte Osborne at charlotte.osborne@britishdressage.co.uk

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