

Freedom of Information Act 2000 - Request Reference FoI/20/324

Reverse Monitoring

Request details

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

Yes, Cardiff and Vale University Health Board (the UHB) have just begun this process as a pilot.

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

Sexual orientation

3. Please describe your reverse mentoring programme:

- a) **Have you designed the programme yourself or have you brought in an outside expert?**

The UHB have taken guidance from Stonewall.

- b) **Please give a brief description of your programme.**

One of our Executive Directors is being reversed mentored by someone from our LGB staff

- c) **How long does your reverse mentoring last (eg, 6 months)?**

Initially 3-6 months

- d) **What job levels are paired on the programme?**

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- e) **How do you evaluate the reverse mentoring?**

The UHB will follow the suggestions made by Stonewall.

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

Yes.

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

The pilot began last month.