



## **SOUTH GLOUCESTERSHIRE AND STROUD ACADEMY TRUST**

### **MENTORING SYSTEM**

#### **What is mentoring?**

Mentoring is a mechanism where an experienced trustee will be paired with a newly appointed trustee to mentor and support through the first 6-9 months of appointment.

As mentor he/she will:

- offer to arrange a social meeting with the new trustee upon the latter's appointment
- meet with the new trustee before his/her first board of trustee's meeting to go through the agenda with him/her
- sit with the new trustee at his/her first board of trustee's meeting to provide a degree of support
- be available, thereafter, as a sounding board and someone to whom the new trustee feels comfortable to turn for help and advice.

The aim is to ease the introduction of the new trustee to the board of trustees by providing:

- a known and friendly face
- someone who can help navigate through what may be a mass of new jargon, terminology, structures and procedures
- to explain a typical board of trustee's meeting and decision making process, in particular the doctrine of collective corporate responsibility.