

## **Aim of Policy**

To provide a framework on Mentoring arrangements available to governors appointed to the Governing Body of the Shrewsbury College. The aim of the mentoring arrangements is to support the introduction of governors newly appointed to the Governing Body by:

- Providing ongoing support and information to the new governor.
- Helping the new governor develop into a committed member of the governing board.
- Supplementing the formal induction of the new governor to understand their role and understand the importance of effective governance behaviours as part of their role.

## **Terms**

A Mentor is an experienced member of the Governing Body with the capacity to carry out the role, who can be paired with a newly appointed Governor during the first year of office, to provide informal support throughout the formal induction process.

## **Framework**

At the commencement of the formal induction, the Clerk to the Board will offer the newly appointed governors the opportunity to be mentored by an experience member of the Governing Body. It is not mandatory and newly appointed governors may choose not to take up the opportunity. As the arrangement is informal, there are no prescribed activities. However, some of the steps a Mentor can take are as follows:

- arrange an initial introductory meeting with the governor to explain the background and workings of the Governing Body and to answer any questions.
- meet with the new governor before Governing Body meetings to go through the Agenda and papers, if the new governor needs this level of support.
- be available as a sounding board and someone to whom the new governor feels comfortable to contact – e-mail /phone contact for queries, questions and support.

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- Helping the new governor develop into a committed member of the governing board.
- Supplementing the formal induction of the new governor to understand their role and understand the importance of effective governance behaviours as part of their role.
- Encouraging the new governor to participate in the college's Governor Development opportunities.

The Mentor should always support the aims of the Induction Policy and the Governing Body's commitment to effective and impactful governance.

Either party may terminate the arrangement at any stage