



A Mentor/Mentee Guide to Safeguarding

Dear Mentee and Mentor

We are delighted to be able to offer Mentoring to women working in utilities, at any stage of their career who are Womens Utilities Network (WUN) members.

The purpose of our Mentoring platform is to help members to focus on work related and personal development objectives, centred on continuous improvement for individual.

Mentoring is a two-way process in which the mentor shares their personal skills, knowledge and experience with the mentee to help them to explore themselves and their situation.

As you start your mentoring relationship, we wanted to set out a few points which are shared with all our mentees and mentors - attached below for you both to read.

Thank you both for your interest and commitment to this process which will help us to delivery our aim of creating a utilities sector where women join, stay and thrive.

We look forward to hearing about your mentoring journey! Good luck.

Kind regards

The WUN Team

- Mentoring requires commitment and openness from both parties so that the best outcomes are possible.
- We ask that mentees take responsibility for making arrangements for sessions with their mentors.
- Mentors and mentees should agree how and when they can contact each other and professional boundaries outside of this must be respected.
- Mentoring relationships should typically last no longer than 12 months, unless specifically agreed between a mentor and mentee. This allows WUN to support as many mentees as possible.
- Our experiences at work are interlinked with our personal lives so some movement between professional and personal boundaries is normal, but our mentoring programme is to support women in utilities with their careers, so it is not appropriate to discuss issues that may require counselling or therapy.
- The best development takes place within the boundaries of confidentiality so mentors and mentees should not disclose any information shared in a session with another person without permission. The only exceptions to this would be where something of significant concern for an individual's safety and wellbeing, the safety or integrity of an organisation or process was deemed to be at risk, or there was suspicion of criminal activity. In this case, a mentor or mentee should raise this with the WUN Safeguarding Team at the earliest opportunity by contacting Helen@thewun.co.uk