

## **Mentor / mentee agreement**

### **Boundaries, confidentiality and how we work together**

This agreement helps set clear expectations for the mentoring relationship. It is there to protect both the mentee the mentor, and to help build trust.

### **Purpose of mentoring**

Mentoring is a supportive relationship designed to help the mentee talk things through, build confidence, identify goals and move forward.

### **A mentor can:**

- listen without judgement
- share relevant lived experience where helpful
- help you think through options
- support you to identify goals and next steps
- signpost to trusted services and information
- encourage you to make your own decisions

### **A mentor cannot:**

- act as a counsellor, social worker or emergency contact
- make decisions for you
- give medical advice
- keep secrets where there is serious risk or a safeguarding concern
- lend money, gifts or possessions
- provide accommodation, transport or practical support outside agreed boundaries

### **Contact and sessions**

We agree:

- how and when we will meet or speak
- how long sessions will usually last
- how to cancel or rearrange if needed
- what form of contact is appropriate between sessions

Mentors will not give out their home address. Personal contact details will only be shared if this is part of the agreed tHrIve process.

### **Boundaries**

- The focus of mentoring stays on the mentee's needs and progress.
- The mentor will avoid becoming over-involved emotionally.
- The mentor and mentee will not enter into an intimate or sexual relationship.
- The mentor will not lend or borrow money, goods or possessions.
- If something feels unclear or uncomfortable, it should be raised early.

**Self-disclosure**

A mentor may sometimes share something from their own experience if it is relevant and genuinely helpful. Any self-disclosure should be brief, relevant and should not shift the focus away from the mentee.

**Confidentiality**

What is discussed in mentoring will be treated respectfully and confidentially. However, confidentiality has limits.

If there is concern that:

- the mentee may be at serious risk,
- another person may be at serious risk, or
- there is a safeguarding issue involving a child or adult at risk,

the mentor may need to share this with the relevant tHrIVE lead or another appropriate service. If possible, this will be explained first.

**Ending mentoring**

Mentoring is not an open-ended friendship. The relationship may end when agreed goals have been reached, the mentoring period has come to an end, the match is not working, or extra or different support is needed.

**Agreement**

I understand the purpose of mentoring, the boundaries of the relationship, and the limits of confidentiality.

Mentee name: \_\_\_\_\_

Mentor name: \_\_\_\_\_

Mentee signature: \_\_\_\_\_

Mentor signature: \_\_\_\_\_

Date: \_\_\_\_\_