

LEAD Network Mentorship Programme

Code of Conduct

The LEAD Network provides a platform for leaders from across our sector to come together in the form of mentoring relationships with the aim to develop leadership capability, provide career support and personal growth to both mentors and mentees. This code of conduct provides a framework with which the LEAD Network will ask all participants to comply with:

- The mentor and mentee will both respect the anti-trust guidelines at all times during their relationship and conversations and avoid discussing any topics that could fall under the anti-trust definition.
- Mentors have a responsibility to highlight any ethical issues (such as conflicts of interest) that may arise during a mentoring relationship at the earliest opportunity.
- During the duration of the Mentoring relationship, both parties shall refrain from soliciting or enticing away the other party from their current employer and refrain from making any job offers, directly or indirectly.
- Mentors will agree with the mentee how they wish the relationship to work adopting the most appropriate level of confidentiality and ways of working.
- Trust is the foundation of any mentoring relationship. Confidentiality remains paramount at all times. At no time will a mentor disclose any part of the relationship to any other person, without the explicit agreement of the mentee.
- Mentors and mentees will respect each other's time and other responsibilities, ensuring they do not impose beyond what is reasonable.
- The mentor will not intrude into areas the mentee wishes to keep private until invited to do so. They should, however, help the mentee to recognise how other issues may relate to these areas.
- The mentoring relationship should not be exploitative in any way, neither may it be open to misinterpretation.
- The mentor's role is to respond to the mentee's needs and agenda; it is not to impose their own agenda.
- Either party may dissolve the relationship at any time throughout the period of the mentoring relationship.