

Women in parks **horticulture** **landscape**



Mentoring Scheme Terms

2024-2025

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Website: [Women in Parks, Horticulture & Landscape | Parks Management Association](#)

Email: WinPHL@gmx.co.uk

LinkedIn: [Women in Parks Horticulture Landscape](#)

1 Introduction

- 1.1 The Scheme brings together individuals who are seeking support and guidance on their career development from more experienced professionals who are willing to share their knowledge and experiences.
- 1.2 Women in Parks Horticulture Landscape is an independent network with the aim of promoting a diverse, equitable and inclusive industry within Parks, Horticulture and Landscaping. The Network was established to empower women working in the sector and support their career development, we consider that the Women in Parks Horticulture Landscape Mentoring Scheme is one of the ways in which we fulfil this.
- 1.3 The Key benefit to mentees is:
 - Opportunity to gain objective guidance and support from professionals outside of your organisation which will aid your career growth.
 - Learn from the experience of others and develop your own self-reflection and decision-making skills.
 - Opportunity to focus on the skills/knowledge you would like to develop.
 - Access to the mentor's knowledge, skills, and experience.
 - Opportunities to develop wider networks.
- 1.4 The Key benefits to mentors are:
 - Personal/career development
 - The opportunity to act as a role model and inspire future generations.
 - Develop leadership and management skills.
 - Expand connections across the Women in Parks Horticulture Landscape network
 - The mentee may often lead the mentor to insights of their own
 - Personal satisfaction
 - Opportunities to improve networks beyond their own organisation
 - Enhance understanding of working with those at the start of their career
- 1.5 The scheme is open to all Women working in the Parks, Horticulture and Landscape Management sector. Students right through to those working in the Boardroom are all welcome. We will review each application and do our best to find a suitable match for you to fulfil your objectives. Places are limited so get your applications in fast.

2 How it works

25th February 2024

The scheme launches. Online forms must be completed by **15 March 2024**. Forms can be accessed via the Women in Parks Horticulture Landscape website.

March 2024

Applications will be reviewed by the Women in PHL Mentoring Group. The data collected will be stored in accordance with Data Protection Act 2018. Participants will be capped at **40** pairings and based on best fit in the matching process.

April-May 2024

All applications will be reviewed and matches will be made based on information provided in the form.

June 2024

Details of Mentor and Mentee matches will be sent to each pairing in early **June 2024**. You will be given a point of contact at Women in PHL for any queries, or feedback.

June 2024 – June 2025

The scheme will run for 12 months. We will leave it up to the individuals to decide how, when and where they meet, however, we suggest monthly catch ups.

January 2026

Women in Parks Horticulture Landscape will request feedback from Mentors and Mentees 6 months into the scheme. An Online Form will be issued to Mentors and Mentees for their feedback.

August 2026

The scheme will end. Review surveys will be prepared and sent to those involved in the scheme.

3 Terms

- 3.1 The involvement of Women in Parks, Horticulture Landscape is limited to identifying and introducing the Mentor and the Mentee. It may also include the monitoring and evaluation of progress. Women in Parks, Horticulture Landscape will not charge for its services.
- 3.2 By entering the scheme, the Mentor agrees to provide advice free of charge and in good faith. The Mentee shall not at any time be obliged to act on any information, suggestion, advice, or guidance given by the Mentor. However, if they do it is at their own risk. Women in Parks, Horticulture Landscape, Mentor and Mentee are not liable to each other or any third party for any loss, damage, costs, or liabilities suffered as a result of the Mentoring Relationship.
- 3.3 The Mentor and Mentee shall maintain professionalism throughout the Mentoring Relationship and will conduct themselves with respect and integrity, acting in a way which respects diversity and promotes equal opportunities.
- 3.4 Unless expressed consent is given the Mentee or Mentor discussions will be kept confidential.
- 3.5 Relationship may continue to operate beyond the 12 months by agreement between the Mentor and the Mentee. This is at your discretion.
- 3.6 If the Mentor or Mentee is unhappy with the Mentoring Relationship, it is up to you to decide a course of action.

References:

WiPHL Mentoring Guidance and Commitment