



## Mentorship Scheme Code of Ethics

This document sets out a code of ethics to which all those acting as mentors and mentees under the SDN Mentorship Scheme agree to adhere. It is adapted from the Code of Practice published by the European Mentoring and Coaching Council, available at: [https://emccuk.org/Common/Uploaded%20files/Policies/Global Code of Ethics EN v3.pdf](https://emccuk.org/Common/Uploaded%20files/Policies/Global%20Code%20of%20Ethics%20EN%20v3.pdf). Please note this code is designed as guidance, rather than being legally binding, and as such seeks to present a course of best practice.

- Mentoring is a confidential activity in which both participants have a duty of care towards each other. All data and records, including emails and meeting notes, should be treated confidentially and appropriately. Mentors and mentees should be in clear agreement about the conditions under which information may need to be disclosed. Information should only be disclosed if both parties consent, or if disclosure is required by law.
- The Data Protection Act 2018 (the UK's implementation of GDPR) must be considered in how any data or records of mentoring should be treated. This Act governs the collection, retention, and transmission of personal information about living individuals and the rights individuals have to view, edit and destroy this information.
- Participants, both mentors and mentees, must respect each other in the following ways:
  - Respect for each other's time and responsibilities, ensuring that the mentoring relationship does not impose unduly beyond what is reasonable.
  - Respect for each other's boundaries, not intruding into areas that one party wishes to remain private.
  - Maintain the spirit of the mentoring scheme, not using it to further personal agendas, and remain vigilant to where conflicts of interest may arise.
  - Honesty with each other about how well the mentorship is working, and willingness to have open and respectful discussions.
- Bullying, harassment of any kind, discrimination, or mistreatment will not be tolerated. Participants in the Mentorship Scheme should behave in a way that at all times reflects the diverse, inclusive and positive ethos of the SDN.