



CODE OF CONDUCT FOR MENTORS AND MENTEES

MENTORS AND MENTEES MUST:

1. Act respectfully towards each other at all times, taking commitments seriously and only cancelling or postponing appointments if absolutely unavoidable.
2. Be transparent and honest in their communication, ensuring that the purpose of the mentoring relationship is decided by the mentee and that expectations are managed. When exploring what is working / not working, be mutually supportive and non-judgemental.
3. Maintain professional and personal boundaries, challenging any inappropriate language or behaviour, including making racist or sexist remarks.
4. Treat all personal information in confidence unless it relates to concerns regarding the safety and wellbeing of a young person or vulnerable adult, in which case the information must be shared with relevant safeguarding contacts.
5. Meet on the premises of 1MM's partner organisation, unless the mentee is over 18 and it is agreed by all parties that appointments can be held in a public place suitable for confidential discussions.

STAFF AND MENTORS MUST NOT:

1. Allow, or engage in, inappropriate behaviour of any kind. It is important to be aware that someone might misinterpret our actions no matter how well intentioned.
2. Meet alone in a private place or engage in social activities away from those organised by 1MM or their partner organisations. If an intimate relationship between adults does develop, this must be declared to the Mentor Co-ordinator at the earliest opportunity so that alternative mentoring arrangements can be made.
3. In any sense take advantage of one another, for example, by asking for a lift home.
4. Give or accept money or gifts of material value.
5. Inappropriately share with others personal information which arises during the mentoring relationship, either through face to face conversations or on social media platforms.