



## Beyond The Gates Mentor profile

Leaving prison and trying to re-enter the workplace is a daunting experience. Our mentors support people leaving prison to identify the skills and experience that they have to offer an employer. Together, they find suitable roles and work through the recruitment process.

**Commitment:** Up to three fortnightly sessions at a prison for 6 weeks prior to the release of the mentee, followed by 6 months of sessions in the community every 2-4 weeks.

**When and where:** The first three mentoring sessions will take place at a prison. Following release, mentoring sessions will take place in a community setting near to where the mentee is living (e.g. coffee shop, library).

### Who can help?

Mentors create and maintain an environment where others feel safe to admit mistakes and share ideas. They have experience with recruitment and are familiar with different approaches to defining, developing and retaining talent. They know how to use coaching approaches and are able to encourage others to recognise when they need help. We're looking for people who work in Recruitment, Human Resources, Learning and Development or Organisation Design at mid-level and above.

### What is the impact?

Mentors help people with convictions to find work by offering practical advice and support, alongside building their confidence for the future. Finding employment is a key element in rebuilding a life after receiving a custodial sentence. Mentors also gain insight into how employers can expand their talent pipelines by recruiting those who've faced social exclusion.

### Next steps

Please fill out the expression of interest form. We'll review your information and invite you to book some time to chat with us about the programme.

Once you are accepted onto the programme, you'll receive training on supporting someone who has been through the prison system. We will match you with a mentee and the prison's Employment Lead will facilitate your visits to the prison. We will also support your meetings in the community. Through the mentoring, we will check in with you regularly and be on hand to help with any questions you may have