

# Guidance: Additional Support to Mentees from Mentors/Mentor Organisations

## Introduction

This document sets out Guidance to Mentors and Mentor Organisations on the provision of financial support, support in kind and gifts to mentees.

## Policy Statement

Lawyers who Care (“LWC”) has limited resources and currently is not able to provide financial or other support to mentees beyond the Mentoring Programme. However, we recognise that Mentor Organisations and Mentors may be able to provide additional support to Mentees. We also recognise that Mentors may wish to make gifts to mark birthdays, Christmas and other religious holidays and events.

This guidance sets out the scope what support LWC believes is appropriate to ensure fairness and maintain appropriate boundaries.

There is no expectation that Mentors and Mentor Organisations provide more than that agreed with LWC and Mentees should not expect any additional support.

This policy should be read in conjunction with the [Safeguarding Policy](#).

## Scope

This Guidance applies to all Mentees, Mentors, Mentor Organisations, Employees, Volunteers and Trustees.

It does not apply to situations involving paid work experience that a Mentoring Organisation offers directly to a Mentee.

## Guidance

There is no expectation that Mentors or Mentor Organisations will provide support beyond the time Mentors give and the funding Mentor Organisations provides to LWC.

However, there will be occasions where Mentors and Mentoring Organisations consider it appropriate to offer further support. If that is the case the following guidance applies.

### **Financial Support, Support in Kind and Gifts**

The support should be limited to money, services and/or equipment which assists the mentee's studies, preparation for interviews and starting work. For example, it includes the provision of IT equipment, clothing and bursaries/grants for travel and accommodation costs to events and training opportunities.

Offers of accommodation in a Mentors home or similar would not, in line with the provisions of our Safeguarding Policy, be appropriate.

Mentors and/or Mentor Organisations are responsible for managing any support, grant, award or funding including carrying out any due diligence.

Any gifts should be proportionate.

## Questions

If there are any questions on the application of this Guidance please contact [Gemma@lawyerswhocare.org](mailto:Gemma@lawyerswhocare.org).