

## **Application Guide**

### **What is The Girls' Network?**

The Girls' Network is an award winning charity that believes all girls should have a right to be able to access the best opportunities available, and should not be limited by their gender or where they come from. We believe that all girls should be able to set high aspirations, to recognise their self-worth and to develop their capacity to shape their world.

Becca Dean and Charly Young, Co-Founders and CEOs of The Girls' Network, taught in inner-city schools in London where the fantastic girls in their classrooms inspired them to set up the charity. They piloted the concept in their own schools, matching 30 girls with female professional mentors, and the response was overwhelmingly positive. The Girls' Network was launched on International Women's Day, 8<sup>th</sup> March 2013. The mentoring programme now operates in several cities across the UK matching over 1000 girls per year.

### **Welcome and Thank You!**

Thank you for your interest in becoming a mentor with The Girls' Network. We could not change the future for young women without the time and commitment of our volunteers. Our aim is to introduce the girls we work with to consistent and positive female professional role models. We hugely appreciate our mentors offering their time - it makes a huge difference in the girls' lives.

We ask that you keep in mind the importance of maintaining a sense of stability and reliability with your mentee throughout the 12 month programme. Unwavering support and commitment from mentor to mentee is the foundation of the success of the programme. Please do consider this carefully before applying. We look forward to having you as part of our Network.

### **What are we looking for in our mentors?**

We are looking for applicants who are committed to the aims of The Girls' Network and have the potential to make a real difference in the life of a young woman. Due to the career-focused nature of the programme, we currently do not accept undergraduate students as mentors and we ask that our mentors have at least 3 years of work experience, including part-time work. However we will consider the suitability of applicants with less than 3 years work experience.

We are looking for women who can demonstrate our core values - excellence, commitment, collaboration, courage and sincerity - who always put the needs of their mentee at the centre of the mentoring relationship. A great mentor values the opinion of her mentee, listens attentively and actively, provides guidance and constructive feedback and values ongoing learning. The programme is just as rewarding for mentor as it is for mentee.

We are looking for mentors who demonstrate a positive attitude and will act as a positive role model. Our goal is that all our mentors will actively engage in our programme or network for at least two consecutive years and will act professionally as advocates for The Girls' Network. There are several ways to get involved outside the mentoring programme itself.

We are committed to the safeguarding and welfare of the girls we work with. We have a zero tolerance approach to any harm or exploitation of a child by any of our staff, volunteers, partners or trustees. We are looking for mentors who will promote the safety and well-being of the young women in our Network. We ask all applicants to provide two professional references during the application. We will follow these up at our discretion. We will process a Disclosure and Barring Service (DBS) check for all successful mentors. We do not accept DBS checks from other organisations in line with our safeguarding policy. Mentors must comply with our [child protection policy](#) at all times. We will provide thorough safeguarding and child protection training to all applicants invited to the next stage.

We are looking for mentors who embrace and value diversity. The Girls' Network is committed to diversity and inclusion. We encourage all who self-identify as women to join our network of mentors. We want to reflect the society we live and work in by representing a diverse pool of mentors. We strongly believe that you can't be what you can't see. By providing the young women in our network with access to diverse opportunities, people, professions and perspectives, they can make better informed decisions and ambitious choices when it comes to their futures.

Finally, we ask that our mentors only apply in the region they live or work in. If you would like to mentor in a different region, please ensure you can fully commit to travelling to meet your mentee at least once per month and being flexible with the arrangements.

**We look for the following key competencies in our mentors:**

- **Communication:** Communicates well with young people and The Girls' Network team using compassion
- **Reliability:** Attends all mentoring sessions and demonstrates patience and understanding if young people are late or absent due to circumstances beyond their control
- **Resilience:** Meets challenges with optimism, seeing them as an opportunity to learn
- **Professionalism:** Complies with all policies and procedures particularly regarding safeguarding
- **Non-judgement:** Demonstrates openness and offers advice rather than imposing personal values
- **Solution focused:** Offers guidance and advice with compassion and understanding
- **Commitment to gender equality:** Values equal opportunities and social mobility for young women

**The application will ask you the following questions in order to assess your suitability for the mentoring role. If successful, these will also be used to match you to your mentee.**

- Please tell us why you want to become a mentor with The Girls' Network
- Please tell us why you believe you would make a good mentor
- Describe a time when you have shown resilience in the face of a challenge
- It goes without saying that mentors need to be highly reliable. Give us an example to demonstrate that someone in your personal life or at work has been able to rely on your presence and commitment
- What's the most useful feedback you have ever received and what changes did it encourage you to make?
- We strive for our mentor and mentee pools to be eclectic and diverse. Why is diversity of all kinds important to you, and how do you live this value in your day to day life?
- Please tell us about your areas of expertise and your personal interests or hobbies

### How to apply and next steps

1. [Complete The Girls' Network application form](#) (online)



2. Successful applicants are invited to mentor training



3. Attend mentor training & final assessment (3-4 hours)



4. If successful, placed in pool of mentors



5. Invited to matching event



6. Attend matching event and meet your mentee!

#### **Please note:**

**Application form:** All information shared on the application form will be used in accordance with the GDPR and you can opt out at any point by contacting us in writing.

**Mentor training and final assessment:** These are limited sessions that take place in the evening from around 5:00PM during the weekday. Please prioritise attending one. We kindly ask for a contribution of £25 for the DBS check processing fee and training costs

**Matching events:** These will either be independent or scheduled (see below). Sign up to the matching event that works best for you. This may include travel and requires some flexibility from mentors.

**Independent:** One-to-one mentoring sessions at a mutually convenient time and location, agreed with your mentee at the start. This could be at your offices, or at a local coffee shop or gallery.

**Scheduled:** One-to-one mentoring sessions at a set time and location (e.g. central offices) alongside a number of other mentors supporting a girl from the same school. This is a great way to feel part of a community of mentors!