Between July and mid-September 2013, a questionnaire was issued via SurveyMonkey to all RCPCH members (incorporating trainees, SAS grades and consultants).

A total of 312 responses were received. Not all respondents completed all questions.

Survey questions concerned both mentoring and a wider careers theme. The analysis presented within this document (produced 18/09/13) relates to the questions orientated towards mentoring issues.
All respondents

Have you had previous experience of mentoring as outlined below? Tick an option for all and please give details (e.g. when, where) for those you have responded yes to.

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Breakdown by grade

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Detailed responses by option and grade. Numbers in [ ] denote same response.

Acted formally as mentor

Consultant
- Wessex deanery trainee mentoring scheme
- Trained London Deanery and hospital mentor
- Foundation doctors, medical students, ANNPs
- Mentor for students during their paediatric attachment
- International medical graduate mentor
- Exams mentor
- Consultants newly appointed
• to DID trainees and others
• For consultants in one health board
• Have taken training and practiced; want to develop this now I am a consultant
• to consultants and senior therapists
• as educational supervisor

ST1-3
• Local mentoring scheme for new ST1s
• For medical students as part of teaching programme [7]
• I acted as a mentor for 4th year medical students during their paediatric placement for 6 weeks, we were each allocated 2 students who we met up with at least once per week
• foundation training
• During previous career in marketing, for junior staff
• Mentoring Year 7 students when I was in sixth form
• I was involved in the charity outreach, which mentored children of primary school age.

ST4-5
• for medical students [4]
• Academic mentor for university medical students [2]
• To trainee advanced paediatric nurse practitioner
• Mentoring ST1-3 for MRCPCH
• Mentored candidates through MRCPCH clinical

ST6-8
• Through London Deanery pilot scheme
• Acted as mentor to SHOs, while as a registrar [3]
• Yes , mentored a ST3 doctor for the MRCPCH exam
• Paediatric peer mentoring scheme
• For COMP1 students
• For st2
• QMC, nottingham to medical students
• mentor for junior colleague
• Set up mentoring scheme for medical interns during RPCH VSO fellowship year in Ethiopia
• to junior trainees

Foundation
• For medical students as a house officer

Acted informally as a mentor

Consultant
• In my role as consultant and educational supervisor
• New consultant colleagues [5]
• Mentored more junior trainees in need of extra support [2]
• Allergy MSc students
• Often with our senior trainees + new consultants
• To LAS doctors coming to UK and learning about clinical and career options and our training programme.
• To trainees not under my ES
• for friends who were becoming consultants
• open-door policy for colleagues
• Regularly act as a mentor to junior doctors and medical students
• to consultants and senior therapists
• Mentored juniors on career opportunities when they have not got exams or the post they were hoping for.
• With an SpR hoping to follow my career path.
• advice to juniors ; involving juniors in projects; emotional and practical support to struggling juniors
SAS
- frequently as middle grades for SHO’s and other registrars

Trust doctor
- I have mentored junior colleague

ST1-3
- I acted as a mentor while a member of the African carribean association in my university
- informally mentor junior Dr ad hoc
- Mentoring medical students [4]
- For colleagues when working in marketing and PR
- Junior medical staff within the department. To coach with exam preparation.
- Advising junior doctors on areas to develop and improve upon when considering applications to paeds training
- Mentoring first year medical students when I was in 4th / 5th year medical school
- neonatal unit
- Informally teaching more junior non- paediatric trainees
- Mentored fy whilst an st1 and fy2 [3]

ST4-5
- In North wales as a registrar to ST1 and 3 trainees
- Advice and support to foundation doctors applying for paediatrics
- contacted local specialty team who offered me guidance
- I supported a junior colleague following a difficult case in ICU in Sydney, Australia earlier this year. I listened to her issues, tried to help her come up with solutions and also talked to her about my experiences of similar difficulties.
- mentor as part of the MRCPCH peer mentoring scheme
- Acted as mentor to a junior colleague who was an ST1 [3]
- Asked to 'mentor' a ST2 paediatric trainee experiencing difficulties in both paediatrics and neonates. I would meet with her regularly to discuss what had gone well since we last met and to develop areas (and strategies) for improvement. She would shadow me during procedures where possible and we would informally discuss cases. I also provided support for her during preparation for examinations, counselling services for medics and looking at other career options
- To a&e anp
- I'm an academic trainee at ST4 - I've taken on mentoring the FYAs in our Trust as there were significant problems with communication and organisation
- medical student mentor [2]
- Guided F2s on application to paediatrics
- To Medical students during their 8 week paediatric attachment
- helped talk though things with colleagues
- As part of a local system for mentoring new trainees
- Advised colleagues thinking of a career in paediatrics
- To aid a struggling trainee
- Each new rotation of junior doctors we are assigned as middle grade mentors. To medical students too.
- Mentor for students on paediatric placement

ST6-8
- I have provided informal career guidance/development and exam support to more junior trainees throughout my reg career
- careers advice for trainees aspiring to do research
- Day to day mentoring of trainees.
- For a trainee in difficulty at ST2
- Interview training for foundation trainees then acting as senior reg mentor during their sho years, pastoral, clinical support, guidance with career progression signposting for project support etc. Have 2-4 a year.
- Was coordinating local clinical teaching and asked to mentor resit candidates
- also informally mentored SHOs while as a registrar
- Last job an ST 3 was my mentee
- trainee struggling with wba & exams
• PhD supervisor
• As a doctor specialising in a niche area I am often contacted by people who are keen to pursue a similar career or a specialist interest and have continued to support, advise, offer other contacts
  • for medical students [4]
  • Csac trainee rep and often approached for advice
  • For SHOs [3]
  • For SHOs preparing for interviews/MRCPCH
• Encouraged junior staff to gain experience in an area of interest and improve their CV. Recommended another colleague to apply for OOPE and set up placement for them abroad.
• Given career advice sporadically to medical students and junior doctors
• supporting junior colleagues on the same rota
• approached by several people for advice on application to sub specialist training in PICM
• to juniors during my training and previously when I was staff grade
• Mentoring GPs during their work at hospital
• APLS and medical students

Foundation
• For medical students as a house officer

Received mentoring from trained mentor

Consultant
• during my first year as a consultant
• North west mentoring training
• Career mentoring

ST1-3
• from my Educational and Clinical supervisor
• Peer mentoring scheme in London 2011-12; currently enrolling in London Deanery mentoring programme
• London Deanery mentoring scheme and Paediatric Peer Mentoring Pilot in London
• foundation training
• peer mentoring

ST4-5
• Involved in pilot scheme where I received mentorship
• At a pilot in St Mary’s hospital
• Consultant paediatrician at Chesterfield
• Deanery mentoring scheme
• senior paediatrician
• Via my educational supervisor

ST6-8
• NHS London ‘Prepare to Lead’ programme. Mentored by an NHS chief executive for 1 year
• Through St George’s University of London coaching scheme for academics and again through London Deanery scheme. Both highly beneficial to my personal and career growth
• as part of the Prepare 2 Lead programme
• via London Deanery
• I had a mentor 2 years ago which I think his input was very helpful for me.
• As part of training
• for post graduate course
• as a quality improvement fellow
• mentoring by a non-paeds consultant on my request at derriford to give general advice

Received mentoring from non-trained mentor

Consultant
• Consultant colleague
A Consultant who early on in my career was very supportive and continued to be until I became a consultant
Informally at the beginning of career
I have always had an informal mentor since I started as a consultant
Colleague at work
Clinical supervisors - 3 have acted in what I would say is a mentorship role.
would have been more focused if had been trained
from more senior colleagues after becoming a consultant
as a junior consultant
An informal arrangement
Part of my trust’s young consultant scheme - Mentor Consultant Psychiatrist

SAS
from seniors and colleagues as and when needed

Trust doctor
Good mentor but not formally trained

ST1-3
Help was given as part of the reach out mentoring scheme
Medical student and junior doctor
Educational supervisors
Informal mentoring by senior colleagues
Wessext Deanery Medical Education Mentorship
From seniors and supervisors on an informal basis
Senior registrar arranged meetings with me to discuss career options and training.
From a registrar ad hoc
Registrar whilst doing gen paeds

ST4-5
consultants in my sub speciality interest giving advice re courses, training, jobs, etc
I have an amazing supervisor who acts as my mentor. This is a completely informal agreement, and it's just good luck that we trust and respect each other to be able to work together clinically, on research, and still have her in a mentoring role.
Receiving mentoring of exceptional quality from senior paediatricians both within & outside my region. I have had to find them, approach directly & take the initiative- but certainly worth the effort.
I consider my educational supervisor to be a good mentor
My foundation tutor was very good with regards to offering career advice - however I have since changed deanery and have not found anyone else as keen to provide advice and support for trainees
Been allocated a mentor who helped me through a difficult post. Agreed they would stay with me for ongoing support. They have not received formal training for this.
Gained information from friends in a very informal and vague manner. I was almost always asked to refer to web whenever asked for advice.

ST6-8
paediatrician with special interest in rheumatology
2 work colleagues who gave a lot of support and advice during my research period
Informal mentors and role models throughout training.
Informal mentoring for academic paediatricians
An ex consultant mentored me, gave me projects, helped with cv, interview prep, and was a referee and great support
Effectively my educational supervisor and other professionals in the field have offered some mentoring
Educational supervisor [3]
A registrar when I was an SHO helped me with my CV and encouraged my progression
Supportive regular meetings to discuss career options and goals
Sought advice from several consultants I respected
Completed mentoring training course

Consultant
- Module as part of medical education diploma
- north west mentoring scheme [2]
- 4 day Liverpool Advanced mentoring course
- London Deanery 4 day course and refresher courses [2]

ST1-3
- In previous marketing career through the company

ST4-5
- Outside of work
- Leeds university being a mentor half day course as part of the teaching course

ST6-8
- Paediatric London Deanery scheme
- although had considerable information about mentoring during P2L
- Northern deanery course
- Lothian Mentoring skills course in Edinburgh (2 hour session)
- Paediatric peer mentoring scheme
- one-day mentoring course at Exeter

Other

Consultant
- Student mentor only

SAS
- session at SW SAS study day Torquay 2013
- has done some related (coaching) course

ST1-3
- informally throughout medical career, starting at medical school, sought support from academic and clinical staff as appropriate. Educational supervisor also played that role somewhat.

ST4-5
- No formal training, but having experienced the benefits of mentoring, I am happy to take on a mentoring role as opportunities arise.
- mentoring for medical students
- our clinical supervisors i suppose are meant to act as mentors? not sure

ST6-8
- Attended training the trainers course where some elements of mentoring are covered
- Am being mentored at church
- as a trainee i have received the usual educational supervision
All respondents

**Is there a) a mentoring scheme or b) a mentoring training course currently in place in your local deanery/region? Tick one**

- 195, 66.1%
- 100, 33.9%

**Breakdown by grade**

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**Detailed responses to Yes question by region (if region isn’t included, no responses were given)**

Numbers in [ ] denote same response.

**East of England**
- Rachel Shute is piloting a paediatric mentoring project in EOE, piloting with paeds oct 13
- Currently working at Addenbrookes. There is a mentoring programme starting up. Dr, Wilf Kelsall has linked me with a more senior trainee who could be a potential mentor for me.

**East Midlands**
- East Midlands north deanery
- I was formally offered an academic/research mentor at the start of my ACF post: that was 4 years ago, and nothing has ever materialised!

**Kent Surrey and Sussex**
- KSS
- I think there is a mentoring scheme in psychiatric training within KSS deanery
London North Central and East
- London Deanery paediatric peer scheme [9]
- peer mentoring training available
- for clinical exam revision
- Mentoring scheme - ? organiser

London North West
- London deanery [3]

London South
- London Deanery paediatric peer scheme [12]
- London: peer mentoring, BSc mentoring programme.
- In the Trust
- MRCPCH clinical exam mentorship
- RCPCH
- Queen Mary's Children Hospital
- Peer mentoring
- Kingston Hospital
- For those taking the MRCPCH

North East (England)
- Northern Deanery [4]
- Buddy scheme

Northern Ireland
- Scheme mentioned above was a pilot - not taken forward

North Scotland
- SCOTS

North West (England)
- One run by my trust for new consultants
- Deanery [2]
- north west mentoring
- Was, with no visible activity or availability
- N West mentoring and within Trust.
- Alder hey
- Short course as introduction and advanced four day courses

South East Scotland
- Mentoring scheme being organised by Dr Sonia Joseph
- Pilot being set up to run from August - ST4+ mentoring ST1/2
- RHSC Edinburgh, currently being set up, I am going to be a mentor.
- Just starting, had informal meeting, no info as yet, not fully started, Edinburgh

South West (England)
- Derriford, Plymouth [2]
- MPS
- Exeter (& plymouth / torbay) - through deanery?
- Mainly for teaching rather than careers advice
- I think there is something available via UH Bristol
- Torbay hospital mentoring facilitator.
- For medical students organised by university

Wales
- For MRCPCH written exams- Wales; Lizzy Nickerson

Wessex
- Mentoring scheme run by trust
- Wessex Deanery Medical Education Mentorship
- Probably in Wessex
West Midlands
- Dr S Karandikar
- West Midlands Deanery - being allocated to people that come to attention of deanery at present [2]

Yorkshire and the Humber
- Y&H deanery mentoring programme [8]
- medical student mentoring scheme, Sheffield Children's hospital for the Paediatric placement of medical students
- Leeds University do a CPD session on mentoring. I believe there is also mentoring for med students interested in a Paeds career.
- exams mentoring
- As ST1 we were allocated a registrar as a mentor, but it didn't seem to work out very well and my "mentor" wasn't even aware he'd been allocated a mentee.
- Mentoring juniors for helping them with exams

All respondents

There is the potential for the College to develop a variety of mentoring support. What do you think the College should provide specific to its expertise in paediatrics and child health? Tick as many as are appropriate

- 38.1%
- 44.5%
- 70.8%
- 78.6%
- 79.4%
- 2.5%

'Other' options
- Deanery to carry on doing this
- RCPCH specific would seem better
- Voluntary register of non-paediatric trained mentors
- One of my most valued mentors is an actor, who also trains people. Not all mentors need to be paediatricians, or even medics. The key role of a mentor (who invariably comes with the wealth of their own experiences) is to help the mentee discover his/her true potential/calling through discussions.
- Mentoring for consultants not just trainees
## Breakdown by grade

<table>
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<tr>
<th>Grade</th>
<th>Signposting to external (non RCPCH) mentoring guidance</th>
<th>Signposting to external (non RCPCH) mentoring training courses</th>
<th>Signposting to external (non RCPCH) mentoring scheme inc/exc matching</th>
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## Breakdown by EEA, non EEA and UK

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</tbody>
</table>
All respondents

If the College were to develop a national/regional mentoring scheme, would you be interested in joining it? Tick one option

- Yes as a mentor: 45 (16.0%)
- Yes as a mentee: 35 (12.5%)
- Yes as both: 10 (3.6%)
- No: 191 (68.0%)

Breakdown by grade

<table>
<thead>
<tr>
<th>Grade</th>
<th>Yes as a mentor</th>
<th>Yes as a mentee</th>
<th>Yes as both</th>
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<td>Foundation</td>
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<td>0</td>
</tr>
</tbody>
</table>
All respondents

If the College were to run a national/regional mentoring training course, would you attend it? Tick one option.

- Yes to be trained as a mentor: 21 (7.5%)
- Yes to be informed about the role of a mentee: 92 (32.7%)
- Yes as both mentee and mentor: 150 (53.4%)
- No (please give details for this response): 18 (6.4%)

Breakdown by grade

<table>
<thead>
<tr>
<th>Grade</th>
<th>Yes to be trained as a mentor</th>
<th>Yes to be informed about the role of a mentee</th>
<th>Yes as both</th>
<th>No</th>
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<tr>
<td>Foundation</td>
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</tbody>
</table>

Reasons given for ‘no’ responses

- Already trained
- In terms of appraisal I have enough things to do as both consultant and college tutor. If this were to be adopted and expected at tutor level I am not sure that I would be able to continue as tutor
- Time constraints and limited study leave
- Would depend on location. Most events run by the college seem to be held in London which is not very accessible to everyone.
- Seems odd to attend as a mentee
- Not one of my priorities in training at present
- already doing a local course
- I don’t think formal training is necessary
- I would have no confidence in such a College training course
- Depends on cost
- Too much hassle!
- We have a local mentoring course
• I don’t have any days off to travel to different places, unless you get to do it in own place with leave offered
• As I get more senior I would be interested in mentoring and therefore attending said course but as just starting ST1 somewhat premature
• During training I have worked with all sorts of different consultants. There have been some that were particularly inspirational and some less so, some who I got on well with and some less so, and some with the time for informal mentoring and others who were too busy. I think an informal route is probably best, as you can’t predict how well the relationship would work if you were allocated a mentor or mentee
• too busy, already an appraiser
• may be more accessible as on-line resource
• Note that I am not in post at present. Would you use the accumulated wisdom of older pre-retirement age paediatricians?
• I will attend in another role
All respondents

What format would you prefer a mentoring training course to take? Tick one.

- Face to face only: 63 (24.3%)
- Online learning: 176 (68.0%)
- Blended learning (face to face and online learning combined): 16 (6.2%)
- Other (please specify): 4 (1.5%)

‘Other’ options
- Skype, Oovoo
- Prefer face to face but in reality hard to get time off so may need option of online learning
- Face to face; run by non-medics
- Realistically, it is already incredibly difficult to get time off work to do 'regular' courses. Face to face is the best option but realistically it may have to be online training in order to increase number of people able to benefit from this very good scheme.

Breakdown by grade

<table>
<thead>
<tr>
<th>Grade</th>
<th>Face to face only</th>
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<th>Blended learning</th>
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<td>Foundation</td>
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</tbody>
</table>
All respondents

What type of mentoring are you most interested in receiving as a mentee? (the right hand option is the mentee role, the left the mentor), Tick as many as are appropriate

Breakdown by grade

<table>
<thead>
<tr>
<th></th>
<th>I'm not interested in receiving mentoring</th>
<th>Consultant to consultant</th>
<th>Consultant to SAS</th>
<th>Consultant to trainee</th>
<th>SAS to SAS</th>
<th>SAS to senior trainee</th>
<th>SAS to junior trainee</th>
<th>Senior trainee to junior trainee</th>
<th>Trainee to trainee (of similar level)</th>
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3.2% 29.7% 7.2% 3.2% 10.1% 15.8% 59.7% 16.2%
All respondents

![Pie chart showing 83.31% Yes and 69.9% No regarding sufficient mentoring support.]

**Breakdown by grade**

<table>
<thead>
<tr>
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<tr>
<td>Foundation</td>
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<td>4</td>
</tr>
</tbody>
</table>

'No' details broken down by region. If region isn’t included, no responses were given) Numbers in [ ] denote same response

**East of England**
- Most mentoring is self selected and relies on consultant being equally interested
- No specific scheme
- I don't really know what the structure should be and exactly what support a mentor can give
- Very limited support for developing academic interest if not on academic training programme
- I have been pointed in the direction of other trainees to advise me, but nothing formal

**East Midlands**
- There is no consistency in supervisors as we can change yearly or every 6 months, it would be nice for someone to work with you longer and help you with important decisions as to deciding what specialties to go into, research, taking years out. The person as a mentor would know you for longer and get a better idea of how you work and therefore be more helpful with decision making.
- I am unaware of any mentoring support available especially for career planning and exam guidance
- No formal mentoring scheme [3]
- Help for those struggling with exams/health problems
- Everything
- No formal senior to junior mentoring. There is an attempt to have junior ACFs mentored by ACFs in their final year, but I’m not aware of anything further up the career path or for non-academic trainees

**Kent Surrey and Sussex**
- No structured mentoring, service driven mainly
- We don’t have teaching sessions or any training about mentoring.
- There are some informal opportunities but it is often difficult to know who you could approach
- Informal and unstructured through informal chats with seniors etc
- There isn’t currently any although a project is being set up
- Depends on the mentor and his time, skills and interests

**London North Central and East**
- Lack of guidance about options and facilities away from basic training. Lack of knowledge of other pathways/training that may be of interest
- Lack of knowledge about who to contact for support and who is happy to be contacted
- No mentoring available for registrars
- Would like to attend a mentoring course but don’t know of any available
- Insufficient awareness and use of trained deanery mentors

**London North West**
- unaware of right people who provide this service
- No specific network in the region or how to access
- Very little options for academic paediatricians with regards career advice.
- Seniors not interested
- Raise awareness, more frequent courses
- If not a trainee it can be difficult and costly to access

**London South**
- Excellent peer support scheme in London but limited in number of trainees it can reach
- I have never heard of any mentoring in any of the jobs I have done so far in London deanery. Obviously all trainees have a supervisor and sometimes they are an approachable consultant who one can discuss all issues with but often the trainee feels judged/that it will be reflected in their training report and so cannot open up in this setting. Mentorship would provide trainees of all levels with overall support both clinically and emotionally that is currently sadly missing from paediatric training.
- Mentoring has to be made readily available at work place rather than applying for it
- Not accessible
- Training course would be good
- There is no mentoring [4]
- Not historically although I think this is improving.
- TPD representative infrequently meets with trainees. No dedicated mentors are available.
- Unaware of what is available and not seeing many of my fellow trainees involved in mentoring

**North East (England)**
- Although there is a formal mentoring scheme available in my deanery, from my personal experience, I have found these to be very ‘rigid’ and lacking the nurturing spirit (which I experience from my mentors outside the region/ profession & country). As a mentee, I seek mentors who truly care about who I am, and what I am able to contribute to the profession & the world. Mentorship, when fully utilised, can be a rich, life changing experience- I have certainly learnt & grown from the support of my mentors.
- Lack of consultant-led career development advice

**Northern Ireland**
- Unsure of what is available, it is not clear/widely advertised.
- Needs career guidance mentoring developed further
- All mentoring informal & on person basis
- No mentoring [7]
- Very informal and dependent on hospital you are working
- There could be an improvement in specific career advice offered to each trainee
North Scotland
- Informal mentoring available from colleagues. Only formal mentoring would be available from educational supervisors.

North West (England)
- there isn't any mentoring
- limited to a few consultants in my trust
- not easily accessible at deanery to discuss careers
- Awareness/acceptability/formal arrangement
- Appropriate trainees mentors
- Define "your needs" --> personal vs. trainee vs. consultant vs. non-specifically region
- little formally available in the way of careers advice and tackling specific issues, it's there but you really have to look
- training and specific pairing scheme
- very little accessible formal resources; trained mentors
- I don't know where can I find an approachable mentor
- I identified a mentor but took a year or so and was not trained as such. I chose a non clinical mentor as this was an area I was interested in being mentored
- There could be more junior SHO grade mentorship by middle grades for those who are struggling
- When I started in this deanery there was no formal introduction to the head of the programme. No opportunity to meet other trainees - except for those you worked with. Supervisors were with you for 6 months only, no-one had an overview of your progress or could give advice re. career choices - how research, OOPE, grid applications, speciality interest ideas might work for trainees as individuals.
- I feel though there is mentoring there is a difficulty in committing time to do it properly

South East Scotland
- Just being started
- Educational supervision excellent, but different to mentoring
- Hasn't really been started yet, and limited number of folk involved

South West (England)
- Available informally but no formal scheme as far as I am aware
- I don't know about mentoring support in the region
- any structure
- We do not have a mentoring scheme for paediatric trainees currently in the Severn deanery
- Severn Deanery has good support network
- Never been offered this opportunity
- No formal scheme
- it doesn't feel encouraged
- Educational supervision happens on a yearly basis, and with the frequent changing of Ed Supervisors I worry that trainees lack focus on their career as a whole?
- although many supervisors take on some kind of mentor role, the limited time within an attachment makes the relationship less valuable
- Only mentoring available is through educational supervisor and not always most appropriate route
- Frequent changing of supervisors means not much time to build a rapport and establish needs/make plans for progress
- Lack of engaged clinical/educational supervisors. Paucity of formal advice and support about non-clinical development/research/audit/management opportunities.
- Training courses, mentor support one to one.
- There does not seem to be any mentoring, and seldom time or opportunity to really discuss career options and pathways
- Have experienced difficulties in accessing information and guidance towards my desire to pursue a grid career in paediatric endocrinology
- i have independently asked a consultant i know to act as a mentor but i would like more guidance
- Not personally, but disappointed by lack of support for trainees failing exams

Thames Valley
- No formal mentoring system
- depends on the consultants you are allocated as supervisors
- I am not aware of any mentoring support [2]
- esp career choice, wouldn’t know who is the best person to speak to about it

**Wales**
- No established support in Wales deanery, no recognised mentors and insufficient advice on training available [2]
- No mentor support
- No formal mentoring scheme or updates RE: where career advice/support can be accessed

**Wessex**
- Informal processes in place would benefit from a clearer scheme available to all
- None available although educational supervisors act as a mentor
- only informally if you seek it out [2]
- Changed jobs 3 year ago after 20+ years as a consultant. Could have done with access to mentoring at that time but nothing formal available. Haven't identified resources in new region but that may be lack of effort on my part.
- Need more careers guidance on what to do post CCT to gain skills when not in a substantive post

**West Midlands**
- Lack of information and enthusiasm of my educational supervisors
- No direction regarding eportfolio until arrive at ARCP and get 2 weeks to sort your eportfolio out
- No formal mentoring known. [6]
- Some informal is available if you seek it.
- You have to be very motivated to look for support
- Have received good support from some senior trainees but not formalised
- advice on career progression
- Allocated after it was recognised I was having a difficult time
- Mentoring support
- The idea of mentoring is only used when attending APLS or NLE

**West Scotland**
- Trainees do have good mentoring. In the secondary care service there is nothing available for paediatricians who may happen to work in the hospital service but are now managed by primary care!
- If you do not wish to pursue the 'run through' option there are very few opportunities to pursue OOP placements. 'Run through' seniors, staff, consultants etc have a stigma associated with anyone not doing Paediatric training in the 'regular' way and actively inhibit and discourage anything that may be out with of this. As competent professionals with a widespread interest in Paediatrics this 'clumping' of people is unacceptable. Very limited (albeit slowly improving) resources for those of us wishing to pursue Global Health. I have tried to informally contact people and have received no emails in return, no guidance from Consultants I work with as it is not their area of interest, and been denied time out of work to attend courses for this.

**Yorkshire and the Humber**
- Consultant mentoring support is lacking
- There is no formal mentoring [6]
- current programme is quite limited
- Nil available as far as I am aware [6]
- Only ad hoc advice from supervisors. No continuity
- Career opportunities, various training opportunities outside the region etc
- There isn't any formally established. I have tried establishing them in local hospitals with little uptake from mentors or mentees
- I am new to this region however so far I only know of my Educational Supervisor to ask for career advice
- I am not aware of any mentoring other than my educational supervisor
- I don't feel there is any guidance on individual training needs such as what a junior trainee should be achieving if interested in a grid training scheme in the future
- Not aware of any mentoring relating to career development
- Named consultants in different specialities
- not in training currently so not sure
- formal careers mentoring
- There is good training but no official scheme for trainees to seek out a mentor if needed/be allocated one
- There is informal mentoring from Consultants you have worked for and got on with but no buddy/mentor system with anyone other than your educational supervisor
- Sometimes difficult to interest clinical supervisors, better to have an allocated mentor over a defined period of time
Are you aware of the curriculum competences for paediatric trainees regarding mentoring?

- Yes: 233 (84%)
- No: 45 (16%)

Breakdown by grade:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Yes</th>
<th>No</th>
</tr>
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<tbody>
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<td>ST4-5</td>
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<tr>
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</tbody>
</table>
All respondents

Do you think that trainees have sufficient opportunity within their training to meet these competences?

- Yes 23, 51%
- No 22, 49%

Breakdown by grade

<table>
<thead>
<tr>
<th>Grade</th>
<th>Yes</th>
<th>No</th>
</tr>
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<tbody>
<tr>
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</table>

'No' comments by grade

Consultant

- Time factors in their busy working shifts mitigate against them
- There are specific competencies required by those taking lead roles in child protection which are not readily available to most trainees. I hope the current RCPCH initiative will address this and expand the pool of mentors for those taking on such roles.
- Most view mentoring as being the same as ed supervision

ST4-5

- Difficult to get formal training
- Not yet
- It takes a bit of effort to go beyond the box-ticking culture which we as trainees/trainers are in, at present. The EWTD restrictions mean that people leave work place as soon as the shifts are over, thus decreasing the opportunities for those impromptu conversations which are likely to lead to informal/formal mentoring relationships.
- Informal - no training
- I've not formally mentored anyone, moving so much makes it challenging
- Not sufficient opportunity to teach/mentor professionals other than more junior doctors and medical students
- More formal training

**ST6-8**

- One of the soft curriculums. Trainees and trainers unaware of the competencies, limited opportunities to formally develop the skills
- More formalised training
- Educational supervisors sadly do not pay attention to this mentoring courses, guidance
- Too much time spent out of hours
- Most mentoring is informal.
- more opportunities to mentor junior trainees
- Could do with more formal training
- Formal training sessions
- Support within this role and time

All respondents (107 responded)

| If you have a particular interest in helping us with our work on either careers support or mentoring, please provide your name and email address below so we can contact you. |
|---|---|---|---|---|---|---|
| Trainee Foundation | 36 |
| Locum Appointment for Training (LAT) | 31 |
| Fixed term specialty training appointment (FTSTA) | 17 |
| Trainee ST6-8 (or equivalent SpR/Academic trainee) | 17 |
| Trainee ST4-5 (or equivalent SpR/Academic trainee) | 0 |
| Trainee ST1-3 (or equivalent SHO/Academic trainee) | 2 |
| Trust doctor or equivalent | 0 |
| SAS or equivalent | 0 |
| Consultant or equivalent | 1 |

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Please select your grade

- Consultant or equivalent
- SAS or equivalent
- Trust doctor or equivalent
- Trainee ST1-3 (or equivalent SHO/Academic trainee)
- Trainee ST4-5 (or equivalent SpR/Academic trainee)
- Trainee ST6-8 (or equivalent SpR/Academic trainee)
- Fixed term specialty training appointment (FTSTA)
- Locum Appointment for Training (LAT)
- Trainee Foundation
- Other (please specify)

Please select your geographical location (listed alphabetically)

- East of England
- East Midlands
- East Scotland
- Kent Surrey and Sussex
- London North Central and East
- London North West
- London South
- North East (England)
- Northern Ireland
- North Scotland
- North West (England)
- South East Scotland
- South West (England)
- Thames Valley
- Wales
- Wessex
- West Midlands
- West Scotland
- Yorkshire and the Humber
- Other (please specify)
Please select the geographic area where you gained your Primary Medical Qualification

- UK: 211 (76%)
- EEA: 7 (3%)
- Overseas (non EEA): 59 (21%)