



## Purpose

The purpose of the Steering Group is to oversee the Pilot Leadership Mentoring Scheme on behalf of the Society of Radiographers.

Meetings will take place virtually and a communication and resource port will be hosted on the SoR Synapse platform.

## Membership of Group

- **Chair – to be appointed**
- Alison Hewitt
- Paula Horne
- Dr Christina Malamateniou
- Karen Smith
- Shelley Whittington
- Project Lead – Alexandra Lipton
- **Independent Moderator** – Dr Rachel Harris

## Terms of Reference

- The Steering Group will select mentees by assessment of the application forms against the recruitment criteria (note applications will be anonymised). In the case of non-consensus, the decision will firstly rest with the appointed Chair of the group. If the Chair cannot make a decision the final decision will rest with the Independent Moderator.
- The Steering Group will determine the matching of the mentor and mentee pairings by reviewing the application forms of the selected mentees against the mentor profiles. Looking for the best match regarding the selected outcomes indicated by the mentees and where appropriate matching of hobbies and interests.
- The Steering Group will moderate should there be a breakdown/difficulties between a mentor and mentee pair. They should endeavour to get the relationship back on track. In the case of a complete breakdown of relationship, the Chair will refer the matter to the Independent Moderator.

- The Steering Group will ensure the success of the pilot by means of identified reporting points during the pilot. This will be in the form of a report from the Project Lead at 3, 6 and 9 months. The Project Lead will alert the Steering Group to any concerns during the pilot phase.
- The Steering Group will approve the final evaluation report prior to submission to the Council of the SoR.
- The Steering Group may be required to convene a virtual meeting at short notice should the Chair feel that the matter is urgent.