



# The SoR Leadership Mentoring Scheme

## Terms of Reference

### Purpose

The Society of Radiographers (SoR) is continuing the Leadership Mentoring Scheme in line with its strategic objectives and to reinforce its position that future leaders of radiography services should emerge from within the profession.

The purpose of the scheme is to encourage and facilitate current senior service managers and leaders from the profession to act as mentors for radiographers, sonographers and nuclear medicine practitioners in leadership positions, and to promote the role of senior service management and higher leadership posts as achievable and attractive career development options.

### Aims

- To develop mentoring skills in a group of volunteer senior managers and current leaders from within the profession (mentors).
- To support a cohort of radiographers, sonographers and nuclear medicine practitioners (mentees) to develop the confidence and skills to pursue senior leadership and management roles within the profession.
- To establish a formal programme for delivery to support leadership development within the profession.

## Requirements

Mentors and Mentees accepted onto the scheme are expected to:

1. Attend the online setting expectations briefings and pre-launch training events:
  - Tuesday, 21 October 2025 | Setting expectations briefings
    - Mentees 10:00–11:00
    - Mentors 11:00–11:30
  - Tuesday, 4 November 2025 | 10:00–11:30 | Pre-launch online training (mentees)
  - Wednesday, 5 November 2025 | 10:00–12:00 | Pre-launch online training (mentors)
2. Sign up to and use Synapse (the SoR collaborative workspace).
3. Attend the LMS launch event and other networking events:
  - Thursday, 13 November 2025 | LMS Launch at SCoR HQ, London | 11:00 – 15:00 | face-to-face event
  - Jan 2026 (date and time TBC) | Networking /Training | virtual event
  - UKIO 2026 (timing and attendance TBC) | Networking
  - Thursday 17, September 2026 | LMS Final celebratory event at SCoR HQ, London | 11:00 – 15:00 | face-to-face event
4. Accept the matched pairings as determined by the Steering Group.
5. Complete evaluations at specified points throughout the scheme.
6. Alert the Project Team immediately if for any reason there is a breakdown in the mentor-mentee relationship.

This information is available in accessible formats upon request. If you require any reasonable adjustments to support your participation in the scheme, please contact [pande@sor.org](mailto:pande@sor.org)

Travel expenses will be covered by the SoR. Any accommodation requests will be subject to approval by the Executive Director of Professional Policy. For those unable to travel, reasonable adjustments will be discussed with the project team.