**Our Code of Conduct for all mentees**

The British Ecological Society is an open, welcoming and inclusive organisation that believes no one should experience discrimination or harassment of any kind. We want to ensure that everyone who takes part in our mentoring schemes feels welcome, safe and comfortable.

The BES has a full safeguarding policy that covers all our activities and you are welcome to ask the main office for a copy or online, [britishecologicalsociety.org/about/safeguarding/](https://www.britishecologicalsociety.org/about/safeguarding/). Part of our policy is to share our code of conduct with you.

We believe all participants in our activities have

* + the right to be safe from harassment or discrimination in all its forms
  + the right to fully engage in all the activities we offer
  + the right to have any complaints or concerns investigated, regardless of career position

We ask everyone to help us maintain an inclusive and safe mentoring experience by agreeing to the common principles of our code of conduct:

* being courteous, respectful and professional towards others
* valuing the diversity of participants, their views and opinions

If you feel you have experienced any harassment or discrimination or would like to report any concerns, please speak to a member of BES staff or you can send a confidential email to [conduct@britishecologicalsociety.org](mailto:conduct@britishecologicalsociety.org) to report a concern or ask to speak to our safeguarding staff.

**Mentee/ mentor expectations**

Mentors and mentees together agree the type of communication/ frequency and duration of mentoring meetings and should also agree the broad objectives and priority topics for conversations ahead of time.

Our mentoring is offered in the context of supporting you to progress your career, manage work life balance or deal with specific issues that impact your professional life. Your mentors may suggest you seek counselling if they feel that they are not able to offer you the level of support you would like.

Peer mentoring is about sharing good practice within a group and everyone in your group is experiencing similar if not the same challenges, it is not intended that mentors mentor individuals within the group on a one to one basis but rather utilise the group experience to provide a stronger more comprehensive network of contacts and mentoring.

**Guidance for those providing mentoring on behalf of the BES**

This guidance is for everyone involved in providing mentoring within BES schemes

We know and are grateful that in whatever capacity you are contributing to our mentoring schemes that you will put in a huge amount of effort to deliver a supportive experience for your mentees.

Our code of conduct states all participants in our schemes have

* + the right to be safe from harassment or discrimination in all its forms
  + the right to fully engage in all the activities on offer

We ask that you read our safeguarding policy [britishecologicalsociety.org/about/safeguarding/](https://www.britishecologicalsociety.org/about/safeguarding/) and will have provided you with a copy.

Offering mentoring places both the BES and those who give up their time in a unique and privileged position of trust and we will not ask you break the confidentiality of your mentor/ mentee relationship; however we have a duty of care to you, your rights and wellbeing as mentors as well. These include

* + the right to be safe from harassment or discrimination in all its forms
  + the right to fully engage in our mentoring schemes
  + the right to have any complaints or concerns investigated, regardless of career position

We want to ensure that you feel that you have all the support you need if any complex or difficult discussions do take place and would like help to resolve them, please do get in touch with the BES staff member looking after the mentoring scheme.

If at any stage you feel an individual is at significant risk of mental and physical harm or of causing mental and physical harm, confidentiality should no longer apply and you should liaise directly with [Karen@britishecologicalsociety.org](mailto:Karen@britishecologicalsociety.org) our safeguarding lead.