

**Mindfulness with Diversity in Mind**

***An intensive pre-PTP mentoring programme for practitioners of colour***

**Mentor**

**Information and Application Pack**

**\*\*Deadline 20th May 2022\*\***

**Introduction**

The Mindfulness PTP(Practitioner Training Programme) is a 12 month mindfulness teacher training pathway that Mind in Salford have been running annually since 2015. During this time, we have trained 84 practitioners who have become qualified mindfulness teachers recognised by BAMBA (British Association of Mindfulness Based Approaches). Out of the 84 qualified practitioners, only 10 identify as people of colour.

As part of our wider mindfulness provision, we offer 8 week MBSR (Mindfulness Based Stress Reduction) courses to the people of Salford as well as monthly drop-in sessions (in-person and on-line), and some workplace training. The majority of our participants on our MBSR courses identify as white (89%) which isn’t surprising when the mindfulness field tends to be led by white English-speaking practitioners.

This programme is being developed to increase the diversity of qualified mindfulness teachers and the diversity of participants that attend mindfulness courses. The intensive mentoring programme will offer mentorship to 6 mentees– building their skills, knowledge and confidence, prior to starting the 12 month PTP programme.

**The Role of the Mentor**

We would like to create opportunities for **six mentors who identify as a person of colour to support** **six practitioners** who are interested in doing the PTP teaching pathway, but may not currently fulfil the criteria to apply or the cost to enrol would be prohibitive.

We would also like two of the mentors to work closely with the Mindfulness Coordinator and Mindfulness Teacher in delivering some of the PTP training days.

**This intensive pre-PTP mentoring programme will involve:**

* **Being matched up with a Mentee**- someone who is a person of colour and wants to train as a mindfulness teacher
	+ You will meet with your mentee from around June 2022 to the end of their PTP training around Sept 2023. Each mentoring session will be around 1 hour either in-person or via zoom. There will be a session in July, Aug, Sept, Oct, Nov, Jan 2023, April, July, Sept.
	+ **Your will support your mentee with the following**; establishing a daily mindfulness practice, offering suggested reading/ retreats that could support your practice, working with barriers to practice, and being a positive role model.
	+ **You will be expected to attend each mentoring session** and be as flexible as possible accommodating your own needs and the needs of your mentee.
* **TWO MENTORS ONLY - You will co-deliver the PTP training programme** with the Mindfulness Coordinator and Mindfulness Teacher- approx. 4 half day sessions between Oct 2022-March 2023. An induction session into PTP will take place around Aug/Sept 2022.
	+ You will receive mindfulness supervision from either the Mindfulness Coordinator or an external supervisor. We are not able to pay for the cost of you attending supervision, we will however pay for you to receive supervision.
	+ If towards the end of the PTP Aug/Sept 2023 we feel we can offer a people of colour specific PTP for 2023/24 then there will be an opportunity to deliver on this new programme. Subject to funding and outcomes from this programme.
* **We ask that you take part in evaluation of the programme** by answering questions about your experience, this is for our funders, and we also want to check that what we are offering works/ or not! There will also be a mid-project group review with the Mindfulness Coordinator to discuss how things are going.

**Commitment / Fee for Mentors**

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| **Mentor’s x 4 (the 2 mentors teaching on PTP in other budget heading)****Hours: 15****Total fee: £600** |
| **Timescale** | **Activity** | **Fee** |
| **April-June 22** | Induction and start of mentoring relationship (half a day) | **£150** |
| **July - Sept**  | Mentor/mentee relationship starts; 1 hour meeting July, Aug, Sept(£50/hour) | **£150** |
| **Oct-Dec** | Group review with Mindfulness Coordinator; 1 hour | **£50** |
| Mentor/ mentee relationship continues; 1 hour meeting Oct and Nov | **£100** |
| **Jan-March 23** | Mentor/ mentee relationship continues; 1 hour meeting Jan | **£50** |
| **April-June**  | Mentor/ mentee relationship continues; 1 hour meeting April | **£50** |
| **July-Sept**  | Mentor/ mentee relationship continues; 1 hour meeting July and Sept | **£100** |
| Review / evaluation of mentoring process meeting 1 hour | **£50** |

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| **Mentor plus PTP teaching commitment x 2****Hours: 38****Total fee: £1,500** |
| **Timescale** | **Activity** | **Fee** |
| **April-June 22** | Induction and start of mentoring relationship (half a day) | **£150** |
| **July- Sept**  | Mentor/mentee relationship starts; 1 hour meeting July, Aug, Sept (£50/hour) | **£150** |
| Induction into the PTP (full day) | **£250** |
| **Oct - Dec** | PTP 12 month pathway starts. Mentors deliver 2 (half day sessions)  | **£300** |
| Supervision session for the 2 mentors teaching on PTP  | **-** |
| Mentor/ mentee relationship continues; 1 hour meetings Oct and Nov | **£100** |
| **Jan-March 23** | All the Mentor/ mentee relationship continues; 1 hour meeting Jan | **£50** |
| Mentors deliver PTP; 2 (half day sessions)  | **£300** |
| Supervision session for the 2 mentors teaching on PTP  | **-** |
| **April - June** | Mentor/ mentee relationship continues; 1 hour meeting April | **£50** |
| **July-Sept**  | Mentor/ mentee relationship continues; 1 hour meeting July and Sept | **£100** |
| Legacy training- deliver POC PTP starting Oct 2023 (TBC) | **TBC** |
| Review / evaluation of mentoring process 1 hour | **£50** |

**Criteria for applying:**

* You are an experienced mindfulness teacher/ practitioner
* You are a person of colour
* You have an interest and commitment in mentoring a trainee mindfulness teacher, and have previous experience (desirable) of mentoring
* You wish to make a positive contribution to communities of Salford/ Greater Manchester (even if you don’t live in the area) and see that offering mentoring is one way that you can do that.
* You are committed to attending the induction session, 9 mentoring sessions and if applicable delivery of PTP days (in-person or online) and be willing to share your experience with us.
* If you are one of the two mentors who goes on to teach the PTP 2022/23 that you can commit to the training days from October 2022- February 2023. Details of the dates and the programme can be found here : <https://www.mindinsalford.org.uk/mindfulness/mindfulness-facilitator-training/>

**Application Form MENTORS**

**Mindfulness with Diversity in Mind**

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Please send your completed form to the Mindfulness Coordinator lilasuri@mindinsalford.org.uk or by post Mind in Salford, Angel Centre, 1 St Phillips Place, Salford, M3 6FA

**Deadline: 20th May 2022**

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| **Name** |  |
| **Email** |  |
| **Phone** |  |
| **Address** |  |

**Please answer the following questions:**

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| 1. **Please explain how you meet the criteria for the role (as set out in the Information and application Pack)**
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| 1. **Tell us about your personal practice. When did you start your mindfulness journey? What are your ‘go-to’ practices? Any experience of going on retreat?**
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| 1. **Why do you want to mentor teachers in training, and what skills can you bring to the role?**
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| 1. **Out of the 6 mentors we are looking for 2 people to work closely with us to deliver the PTP in 2022/23. Are you interested in being considered?**

**YES/NO** **If yes please tell us why, and outline any previous teaching experience in particular teaching trainee mindfulness teachers.**  |
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**Please supply the Name of TWO referees (not relatives) who can comment on your suitability for the role:**

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| **Name** |  |
| **Occupation** |  |
| **Relationship to you** |  |
| **Email** |  |
|  |
| **Name** |  |
| **Occupation** |  |
| **Relationship to you** |  |
| **Email** |  |