

## Mentoring

Supporting the progression of Junior pilots and other members who would benefit





- The BGA is committed to the best possible experience for all U18 pilots and ensuring they receive the best possible coaching, instructing and support.
- By putting in place the best practices and procedures: we will promote the advancement of flying skills in a safe and enjoyable environment.
- This resource alongside on-line or workshop training aims to provide a gliding specific awareness of mentoring and its possible benefits.





#### • Aim:

- To support the enjoyment, retention, and achievement of JP within BGA clubs using club approved mentors.
- Objectives.
- To provide a beneficial, purposeful partnership.
- To provide relevant advice and support regarding gliding and associated activities.
- To encourage JP to progress and advance their flying skills.
- To encourage and advance flying skills
- To track and monitor progress of JP



#### What is a mentor?

An experienced glider pilot or appropriate adult.

An Individual who is familiar with the structure and organisation of the gliding club.

A club member who feels confident to give support for personal development and enhancing their gliding experience.

#### Mentors should be:



- Organised, good listeners, patient and understanding.
- Knowledgeable about gliding (might be an instructor but not mandatory)
- Able to network (if relevant) to encourage JP into aviation related Careers.
- Enthusiastic, persuasive and encouraging.
- Reliable.
- Willing to spend time on the initiative.



#### Mentors should be:

- Clear about aims, objectives and parameters this is not an instructor role.
- DBS checked If working with U18 pilots.

Be aware of the Child protection and GDPR policy.



# Mentoring may be:

• One-to One (One mentor: One JP)

Groups of mentors: Several JPs)

One – to – many JPs. (One mentor: Several JPs)





- Face to face
- Zoom or Teams
- Telephone
- For all of the above ensure you have considered all safeguarding issues if JP is U18.
- It is good practice to ensure other club members and parents are aware of the process and that one: one meetings are not held behind closed doors.



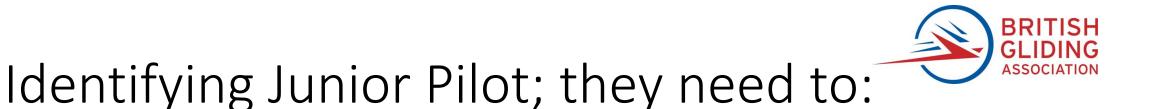
# Qualities of a good mentor.

- Easy to approach and possess good listening skills.
- Ability to actively question JP.
- Able to give constructive and positive feedback.
- Be able to support JP in identifying and setting targets.
- Possess skills to guide JP whilst letting them make decisions.



## Qualities of a good mentor.

- Demonstrate an interest in the progress of the JP.
- Be able to encourage and challenge JP.
- Skilled mentors will be able to gain the correct balance between support, guidance and leadership.



• Be eager to learn from mentor's experience.

Prepared to ask and receive feedback.

Seek to improve personal development.





- Willing to take responsibility.
- Seeks new challenges.
- Commits to the mentoring programme.
- Able to accept constructive feedback.
- Enjoys gliding.
- Eager to gain new skills.

# Some possible problems of a mentoring programme

- Insufficient time spent on the partnership.
- Lack of clarity regarding aims and objectives.
- Lack of skills of mentor.
- Unreasonable expectations between mentor and JP.
- JP not willing to properly engage with the programme





# To overcome problems you could:

- Set realistic goals.
- Maximise time by using different strategies for Communication.
- Remember that the JP and Gliding are the focus of the partnership.
- Be honest.
- Briefing to be provided for the Mentor and JP



## Possible activities:

- Induction /first meeting paramount to success
- Discuss the programme.
- Agree aims, objectives and parameters.
- Observe each other flying.
- Agree targets and how to achieve them.



### Possible activities:

- Provide feedback and support.
- Track and monitor training card.
- Introduce JP to other JP.
- Support with some theoretical input,
- (Optional support only if the JP lacks understanding from their instructor)

## Possible benefits



- An increase of JPs that join and remain.
- Finding new talent.
- Find fresh motivated club members.
- Ensure the continued success of the club.
- Enhance the learning environment.
- Obtain stronger commitment from club members.





- Remember why you are involved in the programme
- Enjoy the process
- Safeguarding is of paramount importance please refer to BGA policy and procedures below.

https://members.gliding.co.uk/library/policies/bga-child-protection-policy-and-procedures/