



## Mentoring

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

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# Introduction

- 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.

# Aims and objectives

- **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)
- Group (Groups of mentors: Several JPs)
- One – to – many JPs. (One mentor: Several JPs)

# Delivery Methods may be:

- 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.



# Identifying Junior Pilot; they need to:

- Be eager to learn from mentor's experience.
- Prepared to ask and receive feedback.
- Seek to improve personal development.

# Qualities required of JP mentee:

- 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.

# Summary

- 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/>