

## Resources for Mentors to Signpost to Mentees

Dear Mentors,

Thank you, as always, for your voluntary work within our national mentoring scheme.

There may be times during your mentor-mentee relationship where professional and/or difficult issues are brought forward by your mentee. We hope very much that you feel supported by us with the guidance we share, the Mentor Training Course, the Mentoring Agreement and the boundaries you can set therein, and the Mentor Support Cafes. However, there are certain issues where professional help is what your mentees need; this is not expected from our volunteer mentees, and so we share resources here that you can signpost your mentee to in their time of need.

### Financial Difficulty

- **Royal Medical Foundation** <https://doctorshelp.org.uk/charity/royal-medical-foundation>
- **Royal Medical Benevolent Fund:** <https://rmbf.org/contact/>
- **BMA Charities Trust Fund:** This fund offers grants to doctors and medical students who are in financial difficulty. <https://www.bma.org.uk/about-us/how-we-can-help/bma-charities/bma-charities>
- **BMA Dain Fund:** The fund helps with the education and support of doctors' children when there are financial problems in the family. In most of the families helped the parents are out of work or on a very low income. The fund particularly welcomes applications from refugee doctors <https://www.bma.org.uk/about-us/how-we-can-help/bma-charities/bma-charities>
- **Medics Money:** This website provides free step by step guides and information to help doctors claim tax rebates, check tax codes and empower doctors to make better financial decisions. <https://www.medicsmoney.co.uk/>
- **Citizen's Advice Bureau:** An organisation of highly trained volunteers from a range of backgrounds <https://www.citizensadvice.org.uk/debt-and-money/help-with-debt/>

### Relationship Break Down

- **The Campaign against Living Miserably (CALM):** This is an organisation that works through provoking conversation, running life-saving services, and bringing people together so they reject living miserably, get help when they need it. <https://www.thecalmzone.net/guides/relationship-breakdown>. Call: 0800 58 58 58
- **Relate:** There is a network of Relate Centres across the UK. It is a group of licensed local counsellors that provide face-to-face counselling and support. The counselling services include relationship counselling, family counselling, mediation, children's counselling, young people's counselling and sex therapy. For those who are in more need of a quick chat than ongoing support, they offer 30 minute chats with a counsellor over the phone or on web chat, or one session therapy designed to tackle a specific issue. <https://www.relate.org.uk/>

## Domestic Violence/Abuse

This is a difficult and sensitive area; it can also be triggering for you as a mentor. Please reach out to the scheme administrators if you feel you would like someone else to speak with your mentee about these resources, but please remember to inform your Mentee in advance of the change/breach to the confidentiality content of your Mentoring Agreement prior to doing so.

- **Citizen's Advice Bureau:** An organisation of highly trained volunteers from a range of backgrounds. <https://www.citizensadvice.org.uk/family/gender-violence/domestic-violence-and-abuse/>
- **Refuge:** a team of highly-trained, female advisers. They won't judge the person or tell her what to do. Freephone, 24-hour National Domestic Abuse Helpline: 0808 2000 247 <https://www.nationaldahelpline.org.uk/en>
- **Respect:** The Helpline for male victims of domestic abuse. Freephone 0808 8010327. <https://mensadviceline.org.uk/>
- **Southall Black Sisters:** Led by and for black and minoritised women, SBS provide a specialist service to some of society's most marginalised victims of abuse. They take a comprehensive, deliberate and directed approach to casework by developing comprehensive safety plans, facilitating access to legal advice & representation on issues ranging from family to immigration, securing support from key statutory and voluntary services such as the police, social services, housing authorities & refuges and providing practical and emotional support such as counselling, peer support and therapy work <https://southallblacksisters.org.uk/> Call: 020 8571 0800. Email: [info@southallblacksisters.co.uk](mailto:info@southallblacksisters.co.uk)

## Counselling/Mental Health Support

- **NHS England Practitioner Health:** A confidential service for doctors and dentists in England, providing access to mental health support to those who are suffering from mental ill-health, in particular where this condition might affect work. For 24/7 support in a crisis text NHSPH to 85258. Call: 0300 0303 300 (8am-8pm Monday-Friday, 8am-2pm Saturday) Email: [prac.health@nhs.net](mailto:prac.health@nhs.net) <https://www.practitionerhealth.nhs.uk>
- **The Doctors' Support Network:** If you're a UK based medic with mental health concerns, you're eligible to be a full member and access our anonymous, confidential, online support forum. <https://www.dsn.org.uk/>
- **DocHealth:** a confidential psychotherapeutic consultation service for all doctors, which gives doctors an opportunity to explore difficulties, both professional and personal. This service is delivered by consultant medical psychotherapists. Although located in London the service is open to all doctors in the UK. <http://www.dochealth.org.uk> Call: 0207 383 6533 E-mail: [enquiries@dochealth.org.uk](mailto:enquiries@dochealth.org.uk) **Please note that DocHealth is not an emergency service.**
- **The Samaritans:** Every ten seconds, the Samaritans respond to a call for help. No judgement. No pressure. They are available for anyone who needs someone. <https://www.samaritans.org/how-we-can-help/contact-samaritan/> Call free at any time, from any phone, on 116 123

## Substance Abuse/Addiction:

This is a difficult and sensitive area; it can also be triggering for you as a mentor. Please reach out to the scheme administrators if you feel you would like someone else to speak with your mentee about these resources, but please remember to inform your Mentee in advance of the change/breach to the confidentiality content of your Mentoring Agreement prior to doing so.

- **British Doctors and Dentists Group.** A mutual / self-help group of doctors and dentists from all levels of our professions who are recovering from, or wish to recover from addiction to alcohol, drugs or other behavioural addictions. <https://www.bddg.org/>
- **Sick Doctors Trust:** a confidential support service and charity for doctors, dentists and medical students concerned about their drug or alcohol use. Call: 0370 444 5163. <https://sick-doctors-trust.co.uk/>

## Careers

- **PSU/PSWU:** The doctor or medical school's local Deanery Professional Support Unit or Professional Support and Wellbeing Unit. Professional support resources, usually coordinated through a Professional Support Unit (PSU) or Professional Support and Wellbeing Unit (PSWU) cover all of HEE's regions. <https://www.hee.nhs.uk/our-work/professional-support-postgraduate-medical-dental-trainees>
- **BMA:** <https://www.bma.org.uk/advice-and-support/career-progression>
- **The Doctors' Support Network:** there are individuals and companies specialising in career guidance for doctors, listed by DSN. (DSN has not assessed the quality of these services and if your mentee chooses to use any of them, it will be at their own responsibility.) <https://www.dsn.org.uk/professional-support>

## Bullying:

Many of the resources outlined in Careers and MH support may also be useful for someone who is facing bullying. However, these are some additional, specific resources that may add to the above:

- **RCS Edinburgh:** This section considers the different ways that we or our colleagues can damage teamwork with insidious or even subtle disruptive behaviour. <https://www.rcsed.ac.uk/professional-support-development-resources/anti-bullying-and-undermining-campaign/are-you-being-bullied>
- These behaviours shouldn't happen, and there is support out there for you if they happen to you or you witness them. Please visit the 'The Facts and the Law' page to help guide your further actions. <https://www.rcsed.ac.uk/professional-support-development-resources/anti-bullying-and-undermining-campaign/the-facts-and-the-law>
- **BMA:** As a part of their programme of work to raise awareness of workplace bullying and harassment within the NHS, we want to improve the support that doctors receive. The BMA provide a number of services to help and advise doctors who are experiencing bullying at work, but also to those who may have witnessed examples of bullying and wish to raise concerns. <https://www.bma.org.uk/advice-and-support/equality-and-diversity-guidance/bullying-and-harassment-guidance/bullying-and-harassment-support-resources>

- **National Bullying Helpline:** Bullying at work - Information for employees dealing with workplace bullying. The National Bullying Helpline advisers are CIPD trained and have specialist skills in conflict resolution and can help you find solutions to your current situation, in some cases they are able to work with you and your employers to help put a stop to the bullying.  
<https://www.nationalbullyinghelpline.co.uk/employees.html> Helpline: 0300 323 0169, Telephone: 0845 225 5787 (open from 9am to 5pm Monday to Friday)

## Sexual Harassment/Assault

This is a difficult and sensitive area; it can also be triggering for you as a mentor. Please reach out to the scheme administrators if you feel you would like someone else to speak with your mentee about these resources, but please remember to inform your Mentee in advance of the change/breach to the confidentiality content of your Mentoring Agreement prior to doing so.

- **[Citizen's Advice Bureau](#):** An organisation of highly trained volunteers from a range of backgrounds.
- **[ACAS](#).** The Advisory, Conciliation and Arbitration Service, work with millions of employers and employees every year to improve workplace relationships. We're an independent public body that receives funding from the government.
- **[Raise a grievance at work](#)**
- **[Victim Support](#):** This is an independent charity dedicated to supporting people affected by crime and traumatic incidents in England and Wales. They provide specialist services to help people cope and recover and to empower them to ensure their voices are heard individually and collectively at a local and national level. The services help people affected by all types of crime and we provide free confidential support 24 hours a day, 365 days a year for people affected by crime and traumatic events — regardless of whether they have reported the crime to the police or when it occurred and for as long as it is needed.  
Call: 08 08 16 89 111  
Find help near you: <https://www.victimsupport.org.uk/more-us/about-us/>)
- **[Rape Crisis](#)**
- NHS guidance and access to Sexual Assault Referral Centre (SARC)
- **Male Survivors Partnership:** The Male Survivors Partnership began in 2012 when a handful of professionals working in survivor-based organisations began talking about working together for the good of male survivors.  
Speak to a trained specialist via Safe line's National Male Survivors telephone helpline on 0808 800 5005  
open 9am-8pm weekdays and 10am-2pm weekends
- Visit [www.1in6.uk](http://www.1in6.uk) for information and self-help resources for male survivors.
- Chat with trained professionals, one to one, via Survivors UK's Web, SMS and WhatsApp chat services.
- **1 in 6:** This website site was written by people who are themselves survivors of sexual violence, abuse or assault. Some of whom have gone on to work as therapists or support workers. The site is funded by NHS England and the Home Office and delivered by Mankind UK in collaboration

with other organisations that offer support services to UK men who have been affected by unwanted sexual experiences <https://www.1in6.uk/people-who-can-help/>

- RCS England: This is RCSE's advice for those who experience sexual harassment or assault in the workplace:
- *Please report to your Trust and to the police. There is information available from Citizens Advice about the process and your rights. If you need advice on the legal process or need emotional support from a trained counsellor, RCS England provides a 24/7 Confidential Support and Advice Service – the helpline can be reached on 020 7869 6221*