

## **Policy for Group Mentorship Consultations**

This policy outlines the standards and procedures for conducting group mentorship consultations in a healthcare context. It is informed by guidance from the British Psychological Society (BPS), the Royal College of General Practitioners (RCGP), and other reputable sources. This policy is specific to group mentorship and **does not pertain to group therapy or clinical group interventions**.

### **1. Purpose and Scope**

- This policy applies to all group mentorship sessions facilitated by the mentor, whether in-person or online.
- The focus is on professional development, peer learning, and support for clinicians and healthcare professionals.
- Group mentorship is distinct from group therapy; no clinical or therapeutic interventions are provided.

### **2. Confidentiality and Information Governance**

- **Confidentiality must be established at the outset** of each group session. The facilitator will explain the importance of privacy and secure handling of any shared information, in line with BPS and RCGP recommendations.
- No patient-identifiable information is to be discussed. Any case discussions must be fully anonymised.
- All participants must agree to group confidentiality rules, including not sharing information discussed within the group outside the session.
- Digital sessions must use secure, password-protected platforms. Attendance lists should be managed to ensure only invited participants are present.

### **3. Psychological Safety and Group Dynamics**

- The facilitator will set clear expectations for respectful, inclusive, and psychologically safe interactions, drawing on BPS guidance for group work.
- Group guidelines and boundaries will be co-created at the start of each session and reviewed regularly.
- The facilitator will encourage open communication, active listening, and equal participation, ensuring that all voices are heard and no individual dominates the discussion.
- Any concerns about group dynamics or psychological safety can be raised confidentially with the facilitator.

### **4. Privacy and Consent**

- Participation in group mentorship is voluntary. Informed consent will be obtained from all participants regarding the nature and purpose of the group, the sharing of professional experiences, and the confidentiality agreement.
- No personal or sensitive data will be recorded or stored without explicit consent. Any notes taken will be anonymised and securely stored in compliance with UK data protection laws.

### **5. Structure and Facilitation**

- Group mentorship sessions will be structured, with a clear agenda and defined roles for the facilitator and participants.
- The facilitator will provide orientation to any digital platforms used and ensure all participants are comfortable with the technology.
- Group size will be managed to allow meaningful participation (typically 6–12 participants per session).
- The facilitator will monitor group dynamics and provide support as needed, including follow-up for any participant who appears distressed or disengaged.

### **6. Distinction from Group Therapy**

- These sessions are **not group therapy**. No clinical diagnoses, treatment plans, or therapeutic interventions will be provided.
- The focus is on mentorship, professional growth, and peer support within a safe, non-clinical environment.

## 7. References to Professional Guidance

- **British Psychological Society (BPS):** Guidance on group interventions, digital group facilitation, and psychological safety in group settings.
- **Royal College of General Practitioners (RCGP):** Best practices for group consultations, including confidentiality, group agreements, and facilitation.
- **Additional sources:** NHS England and other professional bodies recommend clear boundaries, secure communication, and structured facilitation for group mentorship and education sessions.

## 8. Review and Amendments

- This policy will be reviewed annually or as required to reflect updates in professional guidance or changes in law.
- Amendments may be made by mutual agreement and with reference to the latest guidance from BPS, RCGP, and other relevant authorities.

By participating in group mentorship consultations, all parties agree to uphold these standards, ensuring a safe, respectful, and effective environment for professional development.

## Key References:

- British Psychological Society: Digital Group Interventions Guidance
- Royal College of General Practitioners: Group Consultation Framework
- NHS England: Group Consultations Toolkit
- Healthcare Mentorship Best Practices