



Volunteering Opportunity	Pathways to Practice Mentoring Scheme
Mentoring Co-ordinator - name and contact details	Ashley Johnson-Wardle, Senior Operations Officer – School of Law Email: brzaoj@nottingham.ac.uk Wayne Crawford, Faculty Alumni Engagement Manager – Social Sciences - Email: brzwc@nottingham.ac.uk

Volunteering opportunity:

This volunteer mentor role is designed for professional solicitors and barristers (as well as trainees in their fields) interested in supporting the next generation of aspiring legal professionals studying at the University of Nottingham.

At the University of Nottingham, we believe that meaningful connections between students and industry professionals can shape futures. That's why we're so proud of our [Pathways to Practice Mentoring scheme](#), which connects ambitious Law students with experienced barristers and solicitors. It's about providing our students with support, advice, and encouragement from someone who's already out there doing the job. To quote a recent student participant, "This is the kind of mentorship that not only clarifies the path forward, but also makes you feel more confident walking it".

The goal is to pair students with legal professionals across five months of virtual mentoring calls, alongside providing optional work experience opportunities where possible (subject to mentor preferences – we appreciate not all mentors can provide this). This mentorship scheme also seeks to break down potential barriers and empower students through the encouragement, guidance, and expertise of those who have surpassed hurdles on their journey to becoming a fully qualified legal professional.

Who will suit this opportunity?

This role is suitable for anyone currently working as a solicitor or barrister (at any level, from those undertaking training contracts to those working at a senior career stage). We also actively welcome mentors from underrepresented backgrounds who are comfortable discussing the challenges they faced entering the sector.

Key Dates and Timings:

Mentoring will be primarily conducted online via video calls. At the mentor's discretion, other activities (such as in-person or virtual work shadowing) can take place with active support available from the School of Law. Mentoring begins in late November 2025, and will run until the end of April 2026, with a minimum of three meetings required during this time. More detailed timings are provided overleaf.

Virtual Welcome Event:

The Pathways to Practice team will provide an introductory meeting for all mentors and mentees on the programme shortly after matching announcements are made in November 2025.

Feedback and Monitoring:

The School of Law will monitor mentor/mentee pairings to ensure the scheme is progressing effectively for all involved. Each mentee will also be sent a "code of conduct" at the commencement of their mentoring relationship to ensure expectations are understood and adhered to. An evaluation form will be sent to both mentor and mentee parties at the end of the scheme to capture feedback and to ensure the continuous improvement of the scheme.



Key Mentoring Dates (subject to minor revisions):

- **Mentor Registration Phase:** Monday 2 June to Friday 24 October 2025
- **Student Application Phase:** Monday 6 October to Sunday 26 October
- **Matching Phase:** Monday 27 October to Friday 31 October
- **Matching announcements and Invitation to Virtual Welcome Event:** Monday 3 November to Wednesday 5 November
- **Virtual Welcome Event:** Monday 17 November (from 7pm)
- **"Mentoring Phase" Commences:** Monday 17 November 2025 - End of April 2026
- **Mentor Meeting One Deadline:** End of January 2026*
- **Mentor Meeting Two Deadline:** End of February 2026
- **Mentor Meeting Three Deadline:** End of March 2026
- **Mentoring Ends:** End of April 2026, allowing for additional meetings where appropriate
- **Mentor and Student Feedback Exercise:** Early to mid-May 2026

**Meeting deadlines are provisional and subject to the preferences of mentors and their mentees. There is an expectation of at least three meetings during the mentoring phase. Mentors and students will also receive intermittent "check-in" emails from the Pathways to Practice team to check everything is on track and offer support where needed.*

MENTOR AGREEMENT (PLEASE READ):

By committing to the Pathways to Practice Mentoring Scheme you agree:

1. To share your contact details with the student(s) you are matched with.
2. To maintain regular contact with the student(s) you are matched with (by email, telephone, Ms Teams or similar) for the duration of the relationship. *

**Please note, it is the student's responsibility to initiate the first contact and to lead the communication for the mentoring relationship **

3. To inform your [Pathways to Practice mentor lead](#) (Wayne Crawford) as soon as possible if:
 - a. You and your student agree that they have met their objectives and wish to end the relationship early
 - b. You wish to withdraw from the programme
 - c. There is a problem you cannot resolve
4. To provide feedback to the Pathways to Practice team during the support period (you will receive occasional check-in emails) and at the end of the programme via feedback survey
5. To attend the online Welcome Event with mentors and mentees where possible
6. To support your matched student in the establishment of their career-related goals and in the attainment of these goals.



7. To treat as confidential all information that your matched student(s) chooses to share. Working *in confidence* with a student means not revealing information to any other person except:
 - To discuss an aspect of your practice or an issue in the relationship in a confidential conversation with the Pathways to Practice team, which may require you to share context from the mentoring relationship.
 - If you believe that your matched student(s) is at risk of causing harm to themselves or to another person, and referral to a third-party is required.

REGISTER AS A MENTOR:

Register as a mentor [here](#) by Friday 24 October 2025. Or for an informal chat, please contact [Wayne Crawford](#), Faculty Alumni Volunteering Manager.