

# SHADOWING AND MENTORING – FOSTERING BETTER RELATIONSHIPS AND UNDERSTANDING



## Have you ever wondered what it would be like to do someone else's job?

The Academy has launched a scheme that brings you new opportunities to learn with, about and from colleagues within the Academy partnership.

A successful example of shadowing is running in Coventry where neighbourhood wardens are taking trainee police officers and trainee police community support officers (PCSOs) out for a day to gain valuable insight into their daily role as part of their initial training.

The trainees go out in plain clothes, rather than in uniform, so they can experience first-hand how the public react to the wardens.

Tom Carter, a neighbourhood warden based in Foleshill, Coventry, said: "I think they are surprised at the range of things we do and how much we get involved with the community."

Tom's colleague Caroline Hawley, who many years ago was a police officer herself, said: "It is a good start for them to come out with us in their training. Once they become fully-fledged police officers or PCSOs I think it helps for them to have a better understanding of our role.

"Because we are out there all the time on the streets, people see us and feel we are more approachable," said Caroline. "They do know that some of the information they tell us, obviously, we do pass on to the police."

The experience is a two-way street: the trainees see how wardens can develop strong links with the community and the wardens get to know the trainees who may well one day be working on their patch.

Tom said: "We get to make some good links with them. I've got to know some of the officers quite well. It's definitely a useful experience – I've got something out of it every time."

The Academy also has a mentoring scheme running alongside the shadowing opportunities.

As a mentee you will be able to change/achieve your goals more quickly and effectively than working alone. Building a network of expertise to draw on can benefit both yourself and others.

Being a mentor is voluntary but extremely rewarding and can benefit your own skills development and career progression. You need to be the sort of person who wants others to succeed and have, or can develop, the skills needed to support them.

If you would like more information or are interested in accessing either of these free services, please go to our website  
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