

# Lived Experience Leadership Programme Pilot – Session 5

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LLOYDS BANK  
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Channel Islands



# Peer Mentoring

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Anawim

# Peer Mentoring

**What is it?**

**How is it different to merely the employment of people with lived experience?**

# Why do it?

# How should you prepare?

- By definition they are drawing on personal experience to help others
- So have to be open about aspects of their life that other staff aren't
- Vulnerable
- Can be stigmatised or pigeon holed
- Can be perceived as less competent, dangerous, unpredictable
- Organisations need to understand & buy in

# Supportive supervision

- Power imbalance
- Difficult conversations have a more personal impact
- Co-learning approach
- Co-reflection
- Mutuality
- Reciprocity

# Exercise

**Take 15 minutes and share one experience that is personal to you that has shaped you in your life.**

**Either with your neighbour or someone of your choosing within the group.**

**This will not be shared with anyone else**

# Think of your life as a tree



Blossom

Trunk & branches

Roots



# Quotes

- Your wounds are hard at work making scared medicine in the hidden spaces below the scars
- Only those who have tried to breath under water know how important breathing is
- Only survivors know the full terror of the passage, the arms that held them through it all and the power of the obstacles that were overcome

# Moral injury

- Harm caused by the betrayal of someone's core values by witnessing something that is unacceptable to them as peers
- Like a physical hit
- Systems within organisations set up in ways that damage or don't fully allow healing
- Understanding that suffering is part of life
- Tuning into that suffering & focusing on the good

## Group discussion

How would supervising a peer mentor be different to another member of staff who doesn't have this role?

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