



Thank you for volunteering to mentor our highly selected young talents from Africa. A key part of the programme is the mentorship scheme, and we deeply appreciate your support and time. This is a guideline document to help mentors in their interaction with mentees.

Interaction between mentors and mentees constitute a key component of this programme. Our highly selected students are between the ages of 15 and 17 years from across various countries on the continent. Given that our mentees are minors, all interactions are governed by relevant laws as applicable in the respective countries. We count on mentors to be mindful of the age and vulnerability of mentees and to interact with them with care, especially with regards to their intellectual, emotional and psychological needs.

Mentees are selected through a highly competitive and rigorous process that assesses their intellectual and leadership potential and the core values they aspire to live by. The exams and interview process therefore ensure that we are able to identify the right candidate for the purposes of mentoring. Mentees are selected from a mixture of high performing schools as well as schools in deprived areas in the various countries on the continent of Africa. They may come from different disciplinary background with different interests and potential. The core aim of the mentoring is to help them identify and nurture their true potential. Mentors are therefore only able to suggest and advice and not instruct or attempt to impose a personal preference on mentees. **Quarterly summary reports (in the form of email etc.) would be required from mentors by OXCAMP.** This will enable us assess progress of mentees, and be able to respond in timely manner to their needs where appropriate. We try to match the interest of mentors and mentees as closely as possible. However, where a mentor feels that a mentee will be better suited elsewhere given differential interest this should be brought to the attention of the office.

As a general rule, a mentor will not be assigned more than two mentees at any given time. However, in exceptional circumstances where a mentor feels able to mentor more than two mentees this could be discussed with the office.

Once assigned, we expect mentors to contact mentees within two weeks of receiving notice of assigned mentee to set up an appointment. This can be done via our dedicated interactive site on our webpage by logging in, or via email, or telephone. In the case of mentees in deprived schools and in boarding facility electronic form of interaction via our website or email may be difficult or almost impossible. In that case, we would encourage mentors to explore alternative means of communication, which is likely to be via telephone. This can be by means of direct telephone contact or in the case of students in boarding facilities through the OXCAMP contact person in the school.

Before contact, mentors should review the 'Candidate Form' (which will accompany the email informing mentors of their assigned mentee). Alternatively, mentors can log into the relevant website to access a copy of the form with the mentees relevant information.

On first contact, it is important for mentors to be aware of the age of the mentee and other background factors (e.g., culture, accent, respect for adults) that might hinder communication and make the effort to overcome such potential barriers. This is especially important in the case of Mentees located in deprived schools or in rural settings.

Mentors may consider employing the following strategies on their first contact with mentees to facilitate communication:



## **OXCAMP Mentor Guidelines And Conditions**

- i) speak slowly and clearly
- ii) appreciation and respect for their talent and potential
- iii) begin with something familiar about the mentees environment (if you know)
- iv) talk about your expectation and role with respect to him/her, and perhaps your limits.

Discussion should be centered on academic support (interest, potential, ambitions) and information that might be useful in developing these talents and preparing them to be competitive for local and international opportunities in their areas of interest (schools, scholarships, internships etc.).

Mentors should prompt mentees to have a dedicated notebook to help them take note and keep records of interaction and progress with mentoring. This is an important part of the mentoring process and will be required as part of their annual evaluation report. Such progress report will help OXCAMP to monitor and identify relevant opportunities and additional support that may be required to develop candidates' potential and prepare them adequately for opportunities.

In interacting with mentees, Mentors should aim to:

- i) Get to know the mentee and their true academic potential
- ii) Clear idea of mentee's interest
- iii) Provide clear information that will help mentees identify their true potential
- iv) Provide information about possible career options based on their talents and interest
- v) Develop and agree on an action plan that will prepare mentees to take advantage of local and international opportunities (e.g., internships, volunteerism, scholarships, exams such as SAT etc)
- vi) Set and agree on clear deadlines for tasks/assignments for mentees

### **DO NOTS**

Mentors are not allowed to:

- i) Provide direct financial support to mentees (Mentors have no financial commitment to mentees)
- ii) Control or instruct, or coerced mentees into accepting their views or suggestion
- iii) Engage in physical, verbal or emotional abuse of mentees
- iv) No sexual relationship whatsoever with mentees
- v) Share details of mentees with any other person or institution without the explicit permission of OXCAMP.

### **FUNDING SOURCES**

Mentors are encouraged to recommend scholarship sources to the OXCAMP office to be included in our scholarship database. In the event where mentors feel able to sponsor a student or are willing to make financial contribution to a mentee's education this should be channeled through OXCAMP. Such arrangement helps us to keep record, avoid duplications of support, and ensure that support is used for the intended purpose and goes directly to benefit the mentee.

Thank you.

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