



Job Description

This form summarises the purpose of the job and lists its key tasks. It is not a definitive list of all the tasks to be undertaken as those can be varied from time to time at the discretion of the School, in consultation with the postholder.

Job title: Pathways Mentor

Department/Division: Widening Participation - Academic Registrar's Division (ARD)
Accountable to: Senior Widening Participation Officer

Widening Participation

LSE is the world's leading social sciences institution, established for the betterment of society. The School is committed to widening access to and participation in higher education and 'developing LSE for everyone' is a key objective of the new LSE 2030 strategy.

The Widening Participation team, based in the Academic Registrar's Division, leads our efforts to widen access to LSE for UK Undergraduate students from under-represented groups and supports the attainment and progression to HE for hundreds of young people each year.

Pathways to the Professions Programme

Pathways Mentors are recruited on either the [Pathways to Law](#) or [Pathways to Banking and Finance](#) programme, dependent on degree subject and experience,

Pathways Mentors will work with the LSE Widening Participation team to support the coordination and delivery of the LSE Pathways to the Professions Programmes, delivered in partnership with leading social mobility charity the Sutton Trust.

The Pathways to the Professions Programmes are sustained 18-month access programmes for Year 12 students. The programmes comprise of regular engaging events including lectures, seminars, fieldtrips and university guidance sessions. In addition, participants can complete a work placement or other professional experience, receive mentoring from a Pathways Mentor and apply to attend a residential conference hosted by the Sutton Trust. The programme is delivered in a hybrid format; students are invited to campus to fully experience the LSE community and student life whilst other content is delivered virtually.

As part of the e-mentoring programme aspect of the Pathways to the Professions programmes, Pathways Mentors will mentor up to 10 students for 9 months, including the delivery of mentor-led sessions and engaging with their mentees regularly via our e-mentoring platform.

Pathway Mentors will also have the opportunity to apply to work additional virtual and in person events related to their Pathways programme throughout the duration of the programme.

Pathways Mentors will have the opportunity to apply to be a Team Leader at the Pathways National Conference, which are residential conferences held at the University of Warwick in Summer.



Duties and Responsibilities

Main duties:

- Attend paid Pathways Training and online NSPCC safeguarding training before commencing work as a Pathways Mentor, as well programme specific training as necessary.
- Undertake all work in line with LSE policies, procedures, and regulations, including the relevant Staff Code of Conduct, Activity Guidance and Safeguarding Reporting Procedure.
- Act as a role model to students at all times and be a positive representative for your course, department, the LSE and Higher Education more broadly.
- Demonstrate excellent attendance, punctuality, and commitment to the role, as well as behaving in a professional manner at all times including, but not limited to, being friendly, engaging and presentable.
- Work closely and professionally with the Widening Participation staff, as well as other Pathways Mentors and student staff.
- Foster and maintain a mentoring relationship with up to 10 allocated student mentees and engage with them regularly, to actively listen to their needs and support them by sharing useful tips and insights on topics of interest to them such as applying to university, career support, and study support as well as your experience as an undergraduate student at the LSE.
- Support with the delivery of Pathways activities both in person and online- examples include supervising students and supporting their engagement in workshops, presentations, discussions and project work, participating in student Q&A panels, leading campus tours and providing administrative support to online events.
- Ensure that all young people are safe at all times on the e-monitoring platform and at events by supporting the implementation of relevant safeguarding processes and addressing minor behavioural issues where appropriate, referring more serious issues to a member of LSE staff quickly and responsibly, in line with training.
- Any other duties commensurate with the grade and purpose of the post.

Additional optional duties:

- Support with the delivery of the Pathways National Conference as a “Team Leader” of “Night Duty Staff”.

LSE (WP) Child Protection Policy and Disclosure and Barring Service

All applicants should be aware that this position will be subject to an enhanced Disclosure and Barring Service (DBS) check with childrens' barred list. This will be completed and paid for by the LSE Widening Participation Team and any offer of employment made is conditional on receipt of a satisfactory DBS check.

Alongside the enhanced Disclosure and Barring Service (DBS) check, the Widening Participation team are required to undertake a Risk Assessment for anyone who has resided outside of the UK since the age of 18 as disclosure reports may not include information on convictions from outside the UK. In this instance successful applicants may be required to provide details of a referee from a previous Educational Establishment so that a reference can be sought.

In line with the [NSPCC Safer Recruitment Practice](#), all successful applicants will also be required to provide the details of at least one suitable referee and a reference will be sought. Any offer of employment is conditional on a satisfactory reference.

LSE undertakes to discuss any matter revealed on a DBS certificate or references with the individual seeking the position before withdrawing or amending a conditional offer of employment. Having a criminal record will not necessarily bar an individual from working with LSE, depending upon the nature of the



position sought as well as the circumstances of the revealed offence.

More information on this check can be found online at <https://www.gov.uk/disclosure-barring-service-check/overview> and in the [LSE WP Safeguarding Guidance and Procedures](#).

Flexibility

To deliver services effectively, a degree of flexibility may be required in the duties performed in order to meet the exigencies of service. Job roles may also naturally develop over time and ongoing substantial changes to a role will be discussed between line managers and their staff, with job descriptions updated as and when appropriate.

Equity, Diversity and Inclusion (EDI)

LSE is committed to building a diverse, equitable and truly inclusive university. All posts (and post holders) will seek to ensure diversity and inclusion, while opposing all forms of unlawful and unfair discrimination on the grounds of age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race, nationality, ethnic or national origin, religion or belief, sex and sexual orientation, or social and economic background.

Ethics Code

Posts (and post holders) are assumed to have a responsibility to act in accordance with the School's Ethics Code and to promote the principles and values that the Code enshrines. The [Ethics Code](#) clearly states that the whole LSE community, including all staff, students, and governors of LSE, are expected to act in accordance with the principles which are set out in the Code. As such you are required to read and familiarise yourself with it. The School's Effective Behaviours Framework is designed to support this Code. It sets out examples for the six behaviours that all staff are expected to demonstrate, these can be found on the following link: [click here](#)

Environmental Sustainability

The post holder is required to minimise environmental impact in the performance of the role, and actively contribute to the delivery of the LSE Environmental Policy.