

HSA Mentor Partnership

What does being part of the HSA Mentor Partnership involve?

Mentor:

You will be an Early Career Researcher (ECR) working in animal welfare science who has the time and capacity to help guide a Student (that you have been paired with by HSA), who is interested in carrying out their own project on animal welfare. This will involve building a relationship with the Student and helping them through the process of planning a scientifically robust project proposal.

Examples of good practice when designing a project can be found on the following websites:

PREPARE Checklist: <https://norecopa.no/prepare/prepare-checklist>;

NC3Rs Experimental Design and Reporting: <https://www.nc3rs.org.uk/experimental-design-and-reporting>;

ILAR Journal: <https://academic.oup.com/ilarjournal/issue/55/3>;

ARRIVE Guidelines: <https://arriveguidelines.org/arrive-guidelines>.

The Mentor Partnership will last for approximately 4-8 weeks, although it may be longer if both Mentor and Student wish to continue the partnership, for example, through the project implementation stage.

What is an ECR?

For the HSA Mentor Partnership, an Early Career Researcher (ECR) is considered to be an individual who is currently studying for their PhD, or is a fellow/scientist who received their PhD certificate within the past seven years. The seven-year period can be extended to allow for periods when the scientist was not working in science because of, but not limited to, unemployment, caring and/or parental responsibilities, disability, personal illness, community obligations or national service.

Student:

You are interested in farmed animals and their welfare, and you would like to conduct your own scientific research in this area. However, you feel that you would benefit from help in project planning to ensure that your methodology and project proposal is scientifically robust and to ensure valid results. You have the time and willingness to work together with a Mentor in achieving your goals.

What is a Student?

For the HSA Mentor Partnership, a student is considered to be someone who is currently enrolled on an undergraduate or Masters programme at a University, or other learning institution.

How do I register my interest in becoming an HSA mentor?

Fill in the short online form <http://hsa.org.uk/mentor>. HSA will then contact you.



Humane Slaughter Association

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Charity Registered in England and Wales No 1159690 : Charitable Incorporated Organisation

Steps in forming a UFAW Mentor-Student partnership:

1) Register your interest

- To be considered as a Mentor or Student, you first need to register your interest.
- Please fill in the short online form:
<http://hsa.org.uk/mentor>

2) Mentor / Student selection process

- The HSA Panel will sort the list of registered Mentors and Students to be involved in the HSA Mentor Partnership scheme, based on relevant subject areas and availability.
- HSA will then facilitate Mentor/Student pairings depending on the interest and experience of the candidates.
- Although we aim to include as many of you as possible, a place in the Mentor scheme is not guaranteed. All those who registered to be a Mentor or a Student will be informed about the outcome of their application to be part of the scheme and, if they were not selected, ECRs wishing to be Mentors will be asked if they wish to remain in our Mentor data base, and Students encouraged to apply again next year if still relevant for them.

3) Video meeting with UFAW, Mentor and Student.

- Liz Carter (Scientific Officer) will arrange a video meeting for the proposed Mentor/Student pairing, where she will also take part. This meeting gives participants a chance to meet their proposed partner, and to ask any questions that they may have with regards to the scheme and each other.
- The Student and Mentor will have the opportunity to continue the meeting by themselves once Liz has addressed any questions.
- Liz will follow up with all participants individually to ensure that they are happy to continue.

4) First Mentor/Student meeting and completion of Mentor Partnership Agreement form.

- If both Mentor and Student agree to continue as a partnership, the next step involves the Student and Mentor arranging their own meeting, during which they can discuss in more detail the Student's project plans, and their expectations.
- A brief Mentor Partnership Agreement form is completed to give some structure to the partnership and outline the goals and expectations of both participants.
- Once the completed Agreement form is submitted to HSA, the partnership is formally underway!

5) HSA is available throughout and will check-in on partnerships through the following weeks.



First meeting guidance:

It can be a bit nerve-wracking meeting a potential Mentor or Student for the first time, which is why HSA arranges the first video call. We have also put together a few starting points that you may like to think about covering when talking to your Mentor/Student.

- 1) **Identify goals** – what is the Student hoping to achieve from this mentoring partnership? What are the Student's longer-term goals?
- 2) **Discuss confidentiality** – it is important to agree confidentiality boundaries to allow all parties to feel comfortable and talk openly.
- 3) **What expectations does the Mentor have? What expectations does the Student have?**
- 4) **How can you both work together to achieve the Student's goals? What are the limitations (e.g. project resources/time/money...etc) ?**
- 5) **Practicalities** – How often do you hope to meet? In what format? Approximately how long will meetings last? Who will arrange each session? Will you make contact between meetings (e.g. email)? What level of contact is acceptable?
- 6) **Ending the partnership** – will your partnership end when the Student has submitted a research proposal? Would you like to see the project through? Or put an initial ending date in that is open to adjustment should both Mentor/Student wish to change it?
- 7) **Assess partnership chemistry** – once you have had your first solo meeting to discuss your partnership and the Students project, it is important that you still feel comfortable continuing the Mentor/Student pairing. A good match feels genuine and relaxed. If something isn't right – contact HSA.

What if I have a question, or something goes wrong?

Although we have deliberately made our Mentor Partnership scheme flexible to allow partnerships to follow a schedule and work pattern that suits each individual pairing, HSA is always available should the need arise. If you have a query, concern, or would just like to check-in, then please contact Liz Carter directly on: carter@ufaw.org.uk, or ring the HSA Office: 01582 831919.