



Association for
Language Learning

**Become a Mentor
with the ALL Language Teacher
Peer Mentoring Programme**



Become a Mentor with the ALL Language Teacher Peer Mentoring Programme

Support colleagues. Share your expertise. Grow as a professional.

The Association for Language Learning (ALL) Peer Mentoring Programme connects experienced language teachers with colleagues seeking support, ideas and encouragement. As a mentor, you play a key role in strengthening the languages community and championing high-quality language education.

Who can be a mentor?

Mentors are experienced language practitioners who:

- Are members of ALL
- Teach or have taught in an educational setting (any sector or phase)
- Care about the future of languages and want to support colleagues' growth
- Are willing to listen, share experience and offer constructive feedback.

You do not need to “know everything” – mentoring is about partnership, not perfection.

What will a mentor do?

As a mentor, you will:

Support and encourage

- Offer a safe, non-judgemental space for your mentee to talk about practice, workload, successes and challenges
- Celebrate progress and help build confidence and professional agency
- Listen actively to understand your mentee's context
- Use open questions to help them clarify their thinking and explore options, rather than telling them what to do

Share experience and ideas

- Draw on your own classroom practice, leadership experience or subject knowledge when helpful
- Signpost useful resources, networks and ALL opportunities (events, publications, local branches)

Offer critical friendship

- Provide honest but kind feedback
- Help your mentee reflect on assumptions, try new approaches and learn from experience
- Focus on growth and learning, not appraisal or judgement

Keep mentoring purposeful

- Work with your mentee to set clear goals for the year (e.g. curriculum planning, assessment, behaviour, multilingual approaches, wellbeing)
- Agree how you will use meeting time and review goals on a regular basis through the mentoring partnership

Respect boundaries and confidentiality

- Keep conversations confidential within professional and safeguarding requirements
- Be clear about what you can and cannot do in your role (you are a mentor, not a line manager or counsellor)
- Encourage mentees to follow school/college procedures for safeguarding or serious concerns.

What commitment is involved?

- An online induction session to introduce the programme, principles and tools
- One substantive mentoring meeting per half term (around 60 minutes), online or in person
- Light contact between meetings if agreed (e.g. email check-ins, sharing resources)

The programme is designed to be manageable alongside a full teaching timetable.

How will mentors be supported?

As a mentor, you will have:

- A clear framework and mentoring agreement template to guide conversations
- Induction and simple guidance on mentoring skills (listening, questioning, giving feedback)
- Access to ALL's resources and networks to enrich discussions
- A named ALL contact/coordinator to approach if any issues arise
- Optional mentor reflection sessions with other mentors to share ideas and challenges.

What are the benefits for mentors?

Mentoring is professional learning for you as well as for your mentee. Mentors often report that they:

- Gain fresh perspectives on teaching, curriculum and policy
- Reflect more deeply on their own practice and leadership
- Feel renewed purpose and connection to the language community
- Develop skills in coaching, communication and supportive leadership

Being a mentor is a tangible way to contribute to the future of languages and to live out the values of collaboration, inclusion and professionalism at the heart of ALL.

How to get involved

- Register your interest via the ALL Peer Mentoring Programme sign-up form or contact the Peer Mentoring Coordination team via the ALL office
- Briefly outline your experience, context and areas of interest
- You will be matched with a mentee and invited to an induction session before mentoring begins.

By offering your time, experience and care, you are playing an active role as an ALL member, and can make a real difference to another teacher – and to learners of languages across the UK.