



Association for
Language Learning

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



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Talk through ideas. Build confidence. Feel supported.

The Association for Language Learning (ALL) Peer Mentoring Programme connects language teachers with experienced colleagues who can offer support, ideas and encouragement. It is there to help you grow as a professional, look after your wellbeing and feel part of the wider language community.

Who is the mentoring for?

The programme is for ALL members who:

- Teach a language
- Work in educational settings
- May be early in their career, changing role or sector, taking on new responsibilities, or simply feeling in need of professional support
- Want a trusted colleague outside their own line-management to talk to about practice, decisions and next steps.

You do not need to have a problem to join; mentoring is for reflection, growth and development at any stage.

What will a peer mentor do for me?

Your peer mentor will be an ALL member with relevant experience:

Support and encourage

- Offer a safe, non-judgemental space to talk about your classroom, learners, workload and aspirations
- Help you to recognise your strengths and celebrate progress, however small.

Listen carefully

- Help you to understand your context
- Ask open questions that help you clarify what matters, explore options and decide on realistic next steps.

Share experience and ideas

- Draw on their own practice and experience where it may be relevant to you.
- Suggest strategies and signpost resources, networks and ALL opportunities that might help (events, publications, local groups).

Act as a critical friend

- Offer honest, kind feedback
- Help you reflect on assumptions, try new approaches and learn from what happens
- Focus on your learning and development, not on judging your performance.

Keep things purposeful

- Work with you to set a small number of clear goals (for example: curriculum planning, assessment, behaviour, multilingual approaches, confidence, wellbeing).
- Use meeting time to revisit these goals and review how things are going.

Respect boundaries and confidentiality

- Keep your conversations confidential within professional and safeguarding requirements
- Make it clear what they can and cannot do (they are not a line manager, counsellor or union representative)
- Encourage you to follow your school or college procedures for safeguarding or serious concerns.

What will I be asked to do?

As a mentee, you will be invited to:

- Attend an online induction so you understand how the programme works and what to expect.
- Meet with your mentor at least once per half term (around 60 minutes), usually online.
- Agree with your mentor how you will communicate between meetings (if at all).

The programme is designed to fit alongside a full teaching timetable.

How can mentoring help me?

Mentoring can support you to:

- Talk openly about your work in a space that is separate from your place of work
- Develop your teaching, curriculum and assessment with subject-specific support
- Manage change, challenge or new responsibilities with someone alongside you
- Build confidence in your professional judgement and decision-making
- Look after your wellbeing by not “doing it all alone”.

Many mentees say that having a regular conversation with a trusted colleague helps them to feel more focused, hopeful and connected.

What is my role as a mentee?

You will get the most from mentoring if you:

- Take an active role in setting goals and deciding what you want from the mentoring programme
- Come to meetings with questions, examples or issues you want to think through
- Are open to reflecting, trying new approaches and receiving honest but supportive feedback
- Respect your mentor’s time and boundaries and let them know if your needs change.

Mentoring is a partnership: your mentor brings experience; you bring your context, ideas and commitment to your own growth.

How to join the programme

- Complete the short sign-up form for mentees or contact the ALL Peer Mentoring Coordination Group via the ALL office.
- Share a little about your context, languages, phase and what you hope mentoring will help with.
- You will be matched with a mentor and invited to an online induction before your first meeting.

By taking part as a mentee, you invest in your own professional development and wellbeing – and strengthen the wider community of language teachers that learners depend on.