



## CONTROVERSIAL OR SENSITIVE TOPICS POLICY

This policy applies to one-to-one conversations with mentees, close family, friends and speaking in public where mentees live or are known to be frequent in, or in the media where a mentee could hear. This policy restriction is based on the likelihood of mentees hearing; it does not apply to mentors speaking in private and where mentees are unlikely to hear.

**Ment4 strongly advises mentors to not discuss personal opinions on controversial or sensitive issues, when in the working environment.**

**We understand that many young people you may work with, have had experienced traumatic exposure to such situations, such as; domestic violence or discrimination, in which upon certain discussions may be areas of great sensitivity and cause triggers to their trauma or may be seen as bias.**

To avoid these circumstances, Ment4 created this policy to ensure safety upon you and the young people/families you work with.

Examples of controversial/sensitive topics can include:

- Physical discipline
- Abortion
- Sexuality
- Eating disorders
- Suicide and self-harm
- Moral, cultural and religious beliefs

Where there is any concern, mentors will refer to their Team Leaders before giving opinions of any relevant topics that have may been raised with the young person/family you work with.

Ment4 are also aware that young people may have various beliefs that could create a wedge between them and their mentor. We will therefore avoid discussing such controversial issues and will instead focus the young person back to the key aims of their mentoring.

The general procedure Ment4 follows is '*if in doubt, don't comment*,' meaning if you are uncomfortable with the conversation between you and the young person/family, do not comment on it and try to switch the conversation back to what is meant to be spoken of linking to the mentoring action plan. As mentioned above, if anything said by the other person concerns you, do not hesitate to contact your Team Leaders for guidance.

Ment4's main approach towards the young people in our care, is that we must treat them all the same and include them with open arms, regardless of their difference in backgrounds, behaviors and beliefs.

This document was created in March 2015 and updated January 2025. #



**Signed:** *Luke Peters, Senior Operations Lead, Ment4*

A small, square, black-and-white image of a handwritten signature, which appears to be the name "Luke Peters".

January 2025