

SJLD X SLS

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MENTORING SCHEME 26

The 2026 Sussex Law Society x Sussex Junior Lawyers Division are proud to launch their Mentor Bridging Scheme.

Mentoring schemes are not only valuable for mentees; they offer proven benefits for mentors and their firms alike. Currently, 84% of Fortune 500 companies and 100% of Fortune 50 companies operate mentoring programmes, recognising their role in staff development, engagement, and retention. The Law Society also highlights the significant professional advantages of mentoring on its website.

Benefits for Mentors

- **Give back to the profession** by supporting the development of future legal talent
- **Share your experience** and expertise in a purposeful and impactful way
- **Develop leadership, coaching, and communication skills** that are valuable at every stage of your career.
- **Gain fresh perspectives** from mentees at different points in their careers
- **Build and strengthen connections** within the Sussex Law Society and the wider legal community.

Benefits of Mentorship for Firms

The Sussex Law Society is proud to represent 50+ corporate member firms, with plans to grow further this year. Mentoring programmes do not only benefit individuals; they also deliver clear advantages for firms:

- **Employee engagement and retention:** Mentors and mentees consistently report higher job satisfaction than non-participants. Research shows that employees involved in mentoring programmes are 70% more likely to remain with their organisation for more than five years.
- **Employee development:** Mentors frequently report increased confidence, capability, and job satisfaction. Professional development opportunities continue to rank among the top priorities for legal professionals at all career stages.
- **Recruitment and attracting talent:** Mentoring schemes are increasingly attractive to prospective employees, particularly Millennials and Gen Z, who have come to expect structured development and career support from firms.
- **Supporting the next generation of lawyers:** Industry analysis shows that peak movement between firms typically occurs around three years post-qualification, with newly qualified lawyers demonstrating greater mobility than previous generations. Mentoring offers firms the opportunity to build early relationships with the next generation of legal talent.
- **Positive company culture:** A successful mentoring programme fosters a culture of learning, support, and growth. This culture permeates the firm, creating teams that feel motivated, valued, and engaged.

Mentoring is flexible, manageable alongside professional commitments, and highly rewarding on both a personal and professional level. We all face overflowing inboxes, back-to-back meetings, and the occasional burn-out day, the good news is that mentor-mentee relationships are shaped by you both.

To ensure the scheme is meaningful and effective, mentors are asked to commit to a **minimum of three meetings** with their mentee. This helps establish a focused, constructive relationship that delivers value for both parties. To apply to be a mentor, complete this short [form](#).

For more information and to direct any hopeful mentee's to sign up, please visit <https://www.sussexjld.co.uk/mentoring-scheme>