

Summary of the CoR Formal Radiography Research Mentoring (FoRRM) scheme 2022 cohort

The College of Radiographers FoRRM scheme continues to grow and this has been another successful year.

CoR FoRRM 3 (2022 cohort) had nine successful pairings with many successes throughout this mentorship program.

Highlights

Mentoring pair 1:

- Completion of a joint paper and submission to *Radiography* journal.
- Pitched and accepted to design and create an MRI safety program, which will be available through the eLearning for Healthcare (eLfh) platform.
- Governance approvals for two different NHS Trusts, necessary in order to proceed with the eLfh project.
- Successful application and award for the NIHR Pre-Doctoral Clinical Academic Fellowship (PCAF) program.

Mentoring pair 2:

- Prepared and submitted an NIHR Doctoral Fellowship application.
- Developing a Clinical-Academic career role.
- Draft journal article, almost ready for submission.

Mentoring pair 3:

- Started a PhD. Mentor was instrumental in this achievement.
- Draft journal article, almost ready for submission.
- Presented a poster at ECR and a poster and toolbox at UKIO.

Mentoring pair 4:

- Successful CoRIPS application October 2022.
- Poster at UKIO.
- Started a PhD by publication.

Mentoring pair 5:

- Started a Professional Doctorate.
- Joint paper in *Paediatric Radiology*, first publication as a co-author.
- Presented two posters at UKIO.

Mentoring pair 6:

- Enrolment on Doctorate of Clinical Research programme; starts September 2023.
- Undertook a leadership programme.
- Paper in the *Journal of Radiotherapy in Practice*.

Mentoring pair 7:

- Started a PhD by publication.

Mentoring pair 8:

- Joint paper in *Children*.
- The initial plan to apply for the NIHR Pre-Doctoral Fellowship was not achieved due to a work probation policy.
- Proposals to run research hubs at ECR and UKIO both unfortunately did not occur.

Mentoring pair 9:

- Joint paper in the *Journal of Medical Imaging and Radiation Sciences*.
- Poster at UKIO which won the SoR Beth Whittaker award.

Struggles across all teams

- Time pressures.
- Maintaining a healthy work/life balance.
- All mentees stated that being part of this programme kept them 'steady' and served as a reminder to take time and to prioritise.
- Some targets were not met but mentors agreed that some targets were too ambitious to be achieved in the year.

Conclusions

Mentors reflected that key to the scheme is the importance of adaptability and flexibility. Each mentee has unique strengths, areas for improvement and research interests. Mentors have had to tailor their approach to meet their mentees specific needs and learning styles. Mentees reflected that without the support of their mentors few of the above achievements would have happened.

Mentor:

"I could not be prouder and more pleased for [my mentee] and I would say this was a very successful partnership. I learned and she learned, and we learned!"

Mentee:

"Personally, the programme has given me the confidence to publish and reflect on my career and what I have achieved and what I would like to in the future. To me this is far more valuable than any measurable success."