



THE KENYA SCHOOL OF LAW

STUDENTS MENTORSHIP POLICY

2020

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1.0 INTRODUCTION

This Policy sets out the guidelines to be applied by the Kenya School of Law (School) in the students mentorship programme.

2.0 INTERPRETATION

In this policy, unless the context otherwise provides

“Mentoring” – This is a relationship in which a more experienced lawyer/advocate uses his/her greater knowledge and understanding of the law, work and life to support the development of a student lawyer.

“Mentee” – For purpose of this policy, this refers to a student lawyer being mentored.

“Mentor” – For the purpose of this policy refers to the lawyer advocate mentoring a student lawyer.

“Mentorship Committee” – Refers to the Committee established under this Policy.

3.0 SCOPE

This policy applies to student programmes of the School. These include:-

- a) Career advising;
- b) Industrial Mentorship;
- c) Network events;
- d) Professional ethics and integrity;
- e) Workshops and Seminars on job market preparation;
- f) Presentation skills;
- g) Career fairs.

4.0 PURPOSE

The purpose of the policy is to:

- a) Promote civility, integrity and professionalism in the legal profession in Kenya;
- b) Provide guidance and awareness of professionalism and etiquette among students;
- c) Create an enabling environment for mentorship of the students;
- d) Create professional relationships between mentees and mentors;
- e) Provide an opportunity for the mentor to share their knowledge, advise on life and work experience with the mentee;
- f) Provide a framework for Mentorship at the School;
- g) Institutionalize mentorship at the School;
- h) Provide guidelines on mentorship programmes.

5.0 PRINCIPLES OF THE MENTORSHIP POLICY

The mentorship programme is based on the following principles:-

- a) Integrity of the mentor and the mentee;
- b) Time commitment by the mentor and the mentee;
- c) Trust and confidence;
- d) Mutual agreement;
- e) Clarity of goals and outcomes.

6.0 POLICY STATEMENT

The Board is committed to offering quality teaching and training through mentorship by providing an appropriate mentorship policy framework that leads to acquisition of practical knowledge, motivation, skills and values.

Mentorship will support students to acquire civility, professionalism and ethical standards expected of members of the legal profession.

7.0 MENTORSHIP COMMITTEE

There shall be established a Mentorship Committee.

7.1 Composition and Membership

- a) The Committee shall be constituted of a total of 7 members including a Chairperson who shall all be appointed by the Director/Chief Executive Officer.
- b) The membership of the committee shall consist of two lecturers, the Student Counsellor, a representative from academic services department and two representatives of the students.

7.2 Roles of the Committee

- a) Implement the Mentorship policy;
- b) Develop the Mentorship Guidelines;
- c) Develop Mentorship proposals;
- d) Develop and implement Mentorship projects and programmes;
- e) Identify training needs for purposes of building internal capacity for Mentorship;
- f) Collaborate with strategic partners in the development of Mentorship programmes;
- g) Monitor and report on the implementation of the policy;
- h) Select suitable mentors;
- i) Create a mentorship training manual;
- j) Provide for staff training to ensure effective delivery of the Mentorship programmes;
- k) Any other relevant duty that the Director may assign from time to time.

8.0 STUDENT SUPPORT

KSL will ensure that the student receives adequate support in the course of the Mentorship.

9. MONITORING AND EVALUATION

9.1 Monitoring

The Mentorship Committee will develop a monitoring tool.

9.2 Evaluation

- a) The Mentorship Committee will develop an Evaluation tool;
- b) Evaluation will be undertaken in a continuing basis.

10. FUNDING

10.1 Sources

Sources of funds for the mentorship programme shall include

- a) School budgetary allocation;
- b) Grants and donations;
- c) Endowments;
- d) Bequests;

10.2 Utilization of Funds

Funds for this programme may be utilized for the following purposes:-

- a) Operational expenses;
- b) Incentives for the mentors and secretarial staff.

11. IMPLEMENTATION AND REVIEW OF THE POLICY

- a) The Director shall be responsible for implementing this Policy.
- b) This Policy shall be implemented through Mentorship Guidelines to be developed by the Mentorship Committee.
- c) The School shall review this Policy at least once every five years.

Dated: 26/11/2020

Approved by: The Kenya School of Law Board

Signature: 

Chairperson