

Business Case: Mentoring Scheme Accreditation

Proposal for External Accreditation of the
Organisation's Mentoring Scheme through



Executive summary



Internal mentoring schemes play a critical role in talent retention, skill development, and employee engagement. However, as business priorities evolve, internal learning initiatives face pressure to prove measurable return on investment (ROI) and long-term sustainability.

To safeguard, elevate, and scale a mentoring scheme, organisations can secure external accreditation through The Mentoring School - a recognised global leader in mentoring standards.

Accreditation will provide independent validation of a scheme's impact, align practice with proven international standards, and protect investment against future budget reallocation. Crucially, The Mentoring School offers a 'Don't-Give-Up' Guarantee, ensuring zero financial or delivery risk in achieving this benchmark.

Strategic Context & Challenge



In today's operational landscape, organisations are increasingly shifting focus and budget toward technology and AI solutions, often putting human-centric L&D programmes under pressure. Without external benchmarking, mentoring schemes risk:

Perceived lack of ROI

Difficulty proving the tangible, long-term impact to senior leadership beyond anecdotal feedback.

Budget vulnerability

High risk of funding cuts or resource reallocation during organisational restructuring or economic shifts.

Growth ceilings

Reaching an operational plateau where scaling the scheme internally becomes difficult without structured external standards.

Proposed Solution: The Mentoring School Accreditation



Partner with The Mentoring School to externally audit and accredit the mentoring scheme.

Why The Mentoring School?

Dual credibility

Accredited itself by independent specialists Tick Accreditation, ensuring rigorous assessment standards.

Evidence based and independent

Assessment is rooted strictly in real outcome data and evidence provided by the organisation.

Proven track record

Over 10 years of experience accrediting mentors and mentoring schemes globally.

Trusted by leading organisations

Partnered with premier public and private institutions, including the Cabinet Office, Home Office, Coca-Cola European Partners, Royal College of Nursing, UKRI STFC, and Nottingham Trent University.

Business Benefits & Strategic Value



Benefit Category	Impact on Organisation
Risk Reduction & Budget Protection	External accreditation validates scheme quality and business alignment, providing concrete proof of ROI to protect current and future L&D funding.
Scalability & Sustainability	Establishes a structured framework (Bronze, Silver, Gold, Platinum tiers) to transition the scheme from a temporary initiative to an embedded organisational asset.
Employer Brand & Talent Retention	External badges of excellence boost internal engagement, attract top-tier talent, and signal a high-value development culture to prospective hires.
Quality Assurance & Best Practice	Guarantees mentors and mentees adhere to international best practices, improving match effectiveness, satisfaction rates, and skill outcomes.

Commercial Protection & Risk Mitigation



A common objection to external accreditation is the risk of failing an assessment after investing time and capital.

The Mentoring School directly eliminates this risk through the 'Don't-Give-Up' Guarantee:

“Even if you don’t pass the first time round, we’ll work with you until you are in a position to complete and achieve your mentoring scheme accreditation.”

In other words, if the scheme does not meet the criteria on the first assessment, The Mentoring School works collaboratively with the organisation at no extra charge until the scheme achieves full accreditation.

This guarantees a **100% success rate** on investment.

Implementation & Tiered Roadmap



The accreditation process follows a flexible, tiered model (Bronze, Silver, Gold, Platinum), allowing benchmarking of the current position and establish a clear path for future growth:

Phase 1: Discovery & Evidence Gathering

Review current scheme documentation, mentor training, and outcome data.

Phase 2: Submission & Independent Audit

Submit evidence portfolio to The Mentoring School assessors.

Phase 3: Feedback & Optimisation

Implement targeted improvements under the 'Don't-Give-Up' guarantee (if needed).

Phase 4: Accreditation Award & Promotion

Receive external badge/certification and roll out internal & external communications.

Strategic Recommendation & Next Steps



Securing accreditation for a mentoring scheme transitions it from a positive L&D activity to an externally validated, high-impact business strategy.

Next steps for approval:

- Approve budget allocation of £14,250 + VAT, or the monthly option of £950 + VAT a month over a minimum period of 10 months, for accreditation.
- Authorise L&D team to initiate the preliminary evidence review with The Mentoring School.



**For any questions or to
speak to the accreditation
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International specialists in high quality mentor training

