S.A.Chapter : International Association of Women Judges

advancing human rights and equal justice for all

Extract: Policy and Guidelines

STUDENT MENTORSHIP PROGRAMME (GAUTENG REGION)

2021 & 2022

[The full text of the policy and guidelines to be provided at the commencement of the programme]

#Purpose #Passion #Prestige

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A. PROGRAMME OVERVIEW

The South African Chapter of the International Association of Women Judges (SAC-IAWJ) is conducting a mentorship programme for final year law students' country wide. In March 2018 the Gauteng Region of the Association launched its mentorship programme. The Gauteng Region of the SAC-IAWJ collaborates with four universities namely Wits, UJ, UNISA and UP. During February to March each year, the programme is advertised and promoted in collaboration with the university law schools to recruit primarily female final year law students (**male students may also participate**) to apply for participation as mentees. Our mentors are recruited from the Judiciary, practicing and non-practicing Advocates and Attorneys, practitioners in the employ of Legal Aid South Africa the Prosecuting Authority and in Corporate and Public office. Participation in the programme is voluntary for all participants. The **duration of the programme** occurs within the final LLB year of study of a mentee, normally for a period of eight months between April to November**.** The components of the programme include a minimum standard of requirements that each participant is required to commit to. **See the core outcomes** herein. The programme has a **practical focus** and is directed at nurturing sought after qualities of a good lawyer i.e professional awareness, ethical conduct, and insider knowledge of legal practice and structure. **Fundamentally the programme is founded upon in person contact between a mentor and mentee. However owing to pandemic demands it is required for social/physical interaction to be limited to avoid health risks. Therefore the programme outcomes and activities have been restructured to also accommodate for contact between mentors and mentees through virtual means. Mentees/students will be matched with a mentor with whom they will make contact via email, phone, video call ect. initially to introduce themselves and to arrange for mutually convenient future contact sessions. A minimum of 10 contact sessions (in person or virtual) is one of the programme outcomes.**

In addition our programme facilitators will organize webinars to be attended by all mentees during the course of the programme in compliance with the core outcomes for successful completion of the programme. Mentors and Mentees are required to evaluate and report on their mentorship experiences to the Mentorship Programme Convener/Champions and or/Administrator once in the course of the programme by end October. Upon successful completion of the programme outcomes, the mentee will be presented with a certificate of attendance and a letter of recommendation from a mentor and/or the SAC-IAWJ. Note it is left within the discretion of a mentor to provide to a mentee a letter of recommendation prior to the completion of the programme in support of a work application. The format, date and time of the annual graduation ceremony shall be considered in due course by the programme facilitators and be announced timeously. **Regular communication by all participants with our administration is required for the efficient running of the programme.**

B. Core Outcomes

- Establishment of a firm mentorship relationship (albeit through virtual means) with a mentor evidenced by a signed mentorship agreement and final evaluation reports by both mentor and mentee.
- 10 contact sessions (in person and or virtual) with a mentor over the duration of the programme with the aim of achieving the core outcomes set in this paragraph.
- Attendance and participation in at least 60% of virtual presentations, refection and discussion sessions.
- Civil and Criminal Court observations
- Demonstrate an understanding of legal writing and research methodology e.g. Heads of argument and drafting of legal processes- to be facilitated by the mentor

- Broad understanding of the hierarchy of courts and the context in which the practice directives, rules and legislation governing the various levels of court operate-to be facilitated by mentor;
- Knowledge and awareness of legal ethics;
- Career direction
- Professional development;
