

# Mentoring Works *in* Scotland

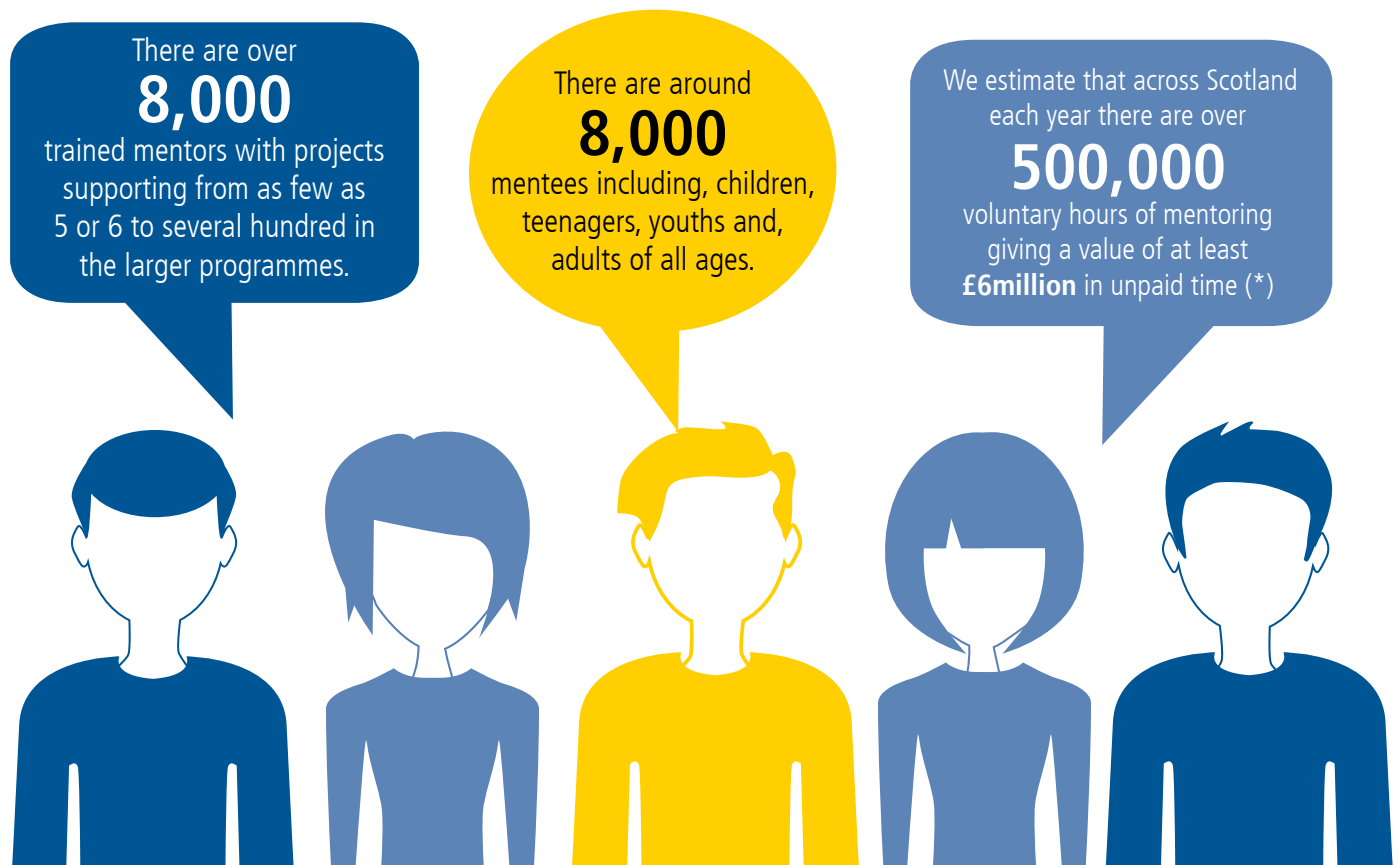
scottish  
mentoring  
network

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Scottish Mentoring Network supports mentoring organisations across Scotland from the Borders to the Highlands and from the Western Isles to the Shetland Isles. We have developed an evaluation framework to help highlight the usage and impact of mentoring in Scotland.

From the most recent data collected from member projects we can illustrate the widespread and growing use of mentoring as an effective support to a wide range of service users. The majority of our member projects support children and young people many of whom are disadvantaged or vulnerable. Others work with adults in areas such as further and higher education, arts and culture, employability, health and disability, the justice system and, business/professional fields.

## Extrapolating the data across our full membership we can conclude:



These figures indicate that the number of hours of mentoring taking place across Scotland each week is significant and growing.

\*Annual Survey of Hours and Earnings 2016(ASHE) Median hourly rate of £12.23 excluding overtime for adult males and females.

"As a mentor, S is easily approachable, always motivated, dependable and quick to help whenever possible. Always felt that she gave me a listening ear while still projecting a composed presence, a great sense of humour and maintain a positive attitude. She enabled me to believe in myself despite the many misconceptions I had about myself... always there when needed someone to talk to which made me feel reassured. Due to her continued help, I feel my confidence has been boosted and will forever be thankful for all the help.... "Mentee, Shine Women's Mentoring Service.

# Improved Life Chances

Projects deliver a wide range of outcomes amongst both mentees and mentors.

## Improved Confidence

For many mentees improving confidence and self-esteem will be the first and most important step towards achieving their goals.

## Improved Motivation

Improving confidence and giving people a voice can lead to increased motivation.

## Improved Attainment



Mentoring relationships have been proven to lead to real improvements in people's lives. e.g. in education, training, employment, or simply developing meaningful and helpful social networks.

"I spent a lot of time working on interview techniques and building confidence. It was great to know that this was really useful when my mentee used the tips and was asked for a second interview for a position he applied for."

**Mentor, University of the West of Scotland Employer Mentoring Programmes**

"D's confidence and social interaction has increased, he is now traveling independently and has managed to access and sustain Connect 2 training course"

**Mentor, Move On**

"I have enjoyed every minute and learned so much, it's definitely improved my confidence"

**Mentee, East Dunbartonshire Voluntary Action Making a Connection**

"X has begun to set goals with his mentor and this is done with a person centred approach and X is asked to come up with his own goals. He is very motivated to working towards them and has reported a significant improvement in school over the past 6 months – X has reported that he has been getting fewer comments on his behaviour chart each day."

**Mentor, YMCA Scotland Plusone Mentoring**

"I'm loving this experience. The bond I have with my YP is genuine and trusting. She reminds me so much of what I was like at her age, and watching her confidence and motivation grow week by week means the world to me."

**Mentor, MCR Pathways Young Glasgow Talent**

"Mentee M also reported feeling more able to communicate and support her family as the feeling of isolation and loneliness had started to reduce and she was feeling more positive about things. Over the next few months Mentee M continued to engage in meaningful activities with Mentor S such as Fitness Classes and Fellowship Meetings. The Mentoring relationship came to a natural end when Mentee M began a college course in health & social care."

**Phoenix Futures Community of Recovery (Glasgow)**

"On returning for my S6 I had made my mind up that I wasn't good enough for university, even though this was a dream of mine. As a result I wasn't going to apply. However, thanks to the support I received from the SCOT team I was convinced that I was more than good enough... As a result of their work, I was offered a place on the course I have always wanted. Had it not been for the SCOT programme I would not be on the way to fulfilling a lifelong dream of becoming a journalist."

**Mentee, GCU School Connect Outreach Team**

"W learnt he could paint and draw whilst in prison however his relationship with his mentor has encouraged him to develop his skills to produce amazing work. His mentor has challenged him by accompanying him on visits to art galleries and museums to demonstrate different styles of art to W. The successful outcome of this mentoring relationship culminated in W displaying his work in 2 different art exhibitions in Ayrshire where he has sold many pieces."

**Centrestage Communities**

"My mentor put me in the right frame of mind to chase new business and I have 2 new customers for my catering business as a result"

**Mentee, Growbiz Perthshire**



# What Makes the Difference

It is important when reporting on outcomes to identify the particular value that the mentoring projects bring to those they work with. From the stories of change gathered over the past year we have identified the following factors that respondents have seen to be important.



## Someone to talk to & someone who listens ...

"It's like having someone to talk to who won't moan when I'm bad, but they ask me why and then help me to try fix it"

**Bellshill & Mossend YMCA Plusone Mentoring**

"I was a great sounding board for new ideas, and also a great source of inspiration given the success of her own company."

**Growbiz Perthshire**



## A positive role model....

Mentors can inspire people to move forward and to reach their potential. Often they provide a role model where there was none before.

"Having a Mentor who's had a similar thing (anxiety) has really helped me improve my confidence. I only went out socially about 8 times last year, I know it's not healthy but I get scared. It's good to know I'm not the only one who suffers anxiety. Meeting my Mentor each week helps me with conversation skills and gives me a reason to leave the house."

**Mentee, Rock Trust – Peer Mentoring Project (West Lothian)**

"The young person had experienced tragedy and trauma from a young age. He rarely left his bedroom and struggled to get to school... The Mentor persevered with the young person and gradually built up a relationship of trust. The young person gained a positive male role model and a person he could speak to about his worries."

**West Dunbartonshire HSCP Mentoring**



## Practical Help

Mentors can also use their own experience to help people with particular tasks or to develop the skills and confidence required to do things for themselves.

"My mentor helped me with a CV and settling into a workplace setting by letting me know what was expected at work – which was very different to school!"

**Mentee, Day 1**

"...for the first time I had someone who had my back and would come to all my other appointments and support me and now I feel that I'm moving my life in the right direction and that I am changing my life for the better."

**Mentee, Tayside Council on Alcohol, OWLS Mentoring**

"He wasn't able to independently travel and wasn't confident to converse with anyone he didn't know well. Mark & Jamie had a lot of shared interests and Jamie was extremely dedicated to supporting and encouraging Mark. Jamie would practise journeys with Mark, talk about a variety of topics and discuss ideas for overcoming challenges. After a few months Mark began showing progress, he would come to our organisation's offices by himself in order to meet his mentor."

**The National Autistic Society Scotland, Moving Forward Project.**

# Scottish Mentoring Network and members prove Mentoring Works!

## Membership Support

Our membership consists of organisations throughout Scotland and their projects provide mentoring services in many different capacities to a wide range of mentees. Our firm belief is that our strength lies in the experience and expertise of our members. As part of our capacity building support to members SMN's role is to help projects demonstrate their effectiveness in achieving agreed outcomes. We can do this by offering **professional training**, our **Project Quality Award** and advice and guidance on a range of matters. Importantly we connect projects with each other to share good practice and experience through our **Regional and Thematic networks** and our annual conference for practitioners.

## Promotion of Effective Mentoring

Another important role for SMN is to promote the effectiveness of properly structured and resourced mentoring projects and to work strategically with a range of stakeholders including the Scottish Government, funders and policy makers

We believe in the replication of proven good practice and we try to capture as much information and data as possible. Our aim is to provide a platform for the sharing of current practices in measuring the impact of mentoring with a view to seeing if there is a way we can better use the information being collected for the benefit of all stakeholders.

## Contributing organisations

Thanks to the following organisations which provided information for this latest edition of Mentoring Works.

- Aberlour - Moray Mentoring Service
- Aberlour - Scotland's Children's Charity
- Aberlour Childcare Trust
- ACOSVO
- Alcohol & Drug Support South West Scotland - Revival Mentoring Service
- Apex Scotland - Abriachan & Community Challenges
- Ayrshire College (Kilwinning Campus)
- Barnardo's South Ayrshire Peer Mentoring Service
- Befriend a Child
- Bellshill & Mossend YMCA - Plus One Mentoring
- Bridge Community Centre
- Centrestage Communities
- City of Glasgow College - Faculty of Creative Industries
- Cothrom
- Covey Befriending
- Covey Befriending South Lanarkshire Plusone Mentoring
- Cultural Enterprise Office - Flourish Mentoring
- Day1
- East Dunbartonshire Voluntary Action Making a Connection
- Edinburgh College
- Edinburgh Napier University Widening Access Student E-Mentoring Programme
- Glasgow Caledonian University - School Connect Outreach Team
- Growbiz Perthshire
- LinkLiving (SmartLiving)
- Lochaber Hope
- MCR Pathway's Young Talent Glasgow
- Move On
- The National Autistic Society Scotland - Moving Forward
- Penicuik YMCA - YWCA
- Perth & District YMCA
- Phoenix Futures - Community of Recovery
- Project Scotland
- Queen Margaret University Employer Mentoring Programme
- Renfrewshire Council (on behalf of COMI)
- Shine Women's Mentoring Service
- Tayside Council on Alcohol Plusone and Link Up Mentoring
- Rock Trust
- University of the West of Scotland
- West Dunbarton HSCP Mentoring
- Yipworld.com
- YMCA Kirkcaldy - Plusone Mentoring
- YMCA Scotland Plusone Mentoring
- Youth Scotland

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