

Mentoring Works *in* Scotland

scottish
mentoring
network

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Scottish Mentoring Network works with mentoring organisations across Scotland from Dumfries to Elgin and from Aberdeen to the Outer Hebrides.

SMN has developed an evaluation framework to help to highlight the spread and impact of mentoring in Scotland.

We have received data from 41 organisations and this report uses their responses to show how we can pull together information across the country to give the bigger picture about mentoring and its uses.

From the 41 responses received:

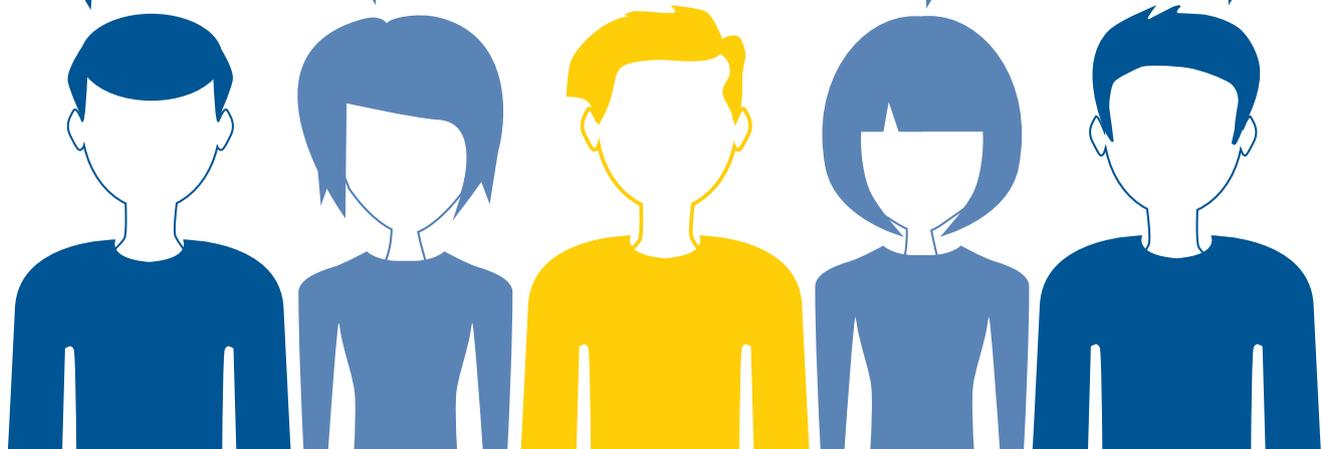
Projects have trained between 1 and 282 mentors and the total number of trained mentors across these projects is **2209**.

41 projects provided figures on the number of people being mentored.

Projects collectively have 4399 mentees engaged with them and **3337 mentees currently matched with mentors**.

These figures give a snapshot into the substantial level of mentoring occurring in Scotland.

The average length of mentoring time per match across the 41 projects is 1.5 hrs a week. This means these projects are on average delivering **5006 hours of mentoring each week**.



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

“On completing the Plusone programme, The mentee was making better lifestyle choice, had distanced himself from the peer group had been having a negative impact on his behaviour and he started attending the gym and swimming with friends on his own initiative. There was no more offending behaviour and his relationships at home had improved... His class and guidance teachers all commented on his improved behaviour, his maturity over the year and the increase in his self-confidence and self-esteem.” Kirkcaldy YMCA Plusone



Improved Life Chances

Projects report a wide range of positive outcomes among those who have been involved in mentoring programmes. These include:

1 Improved Confidence

For most people involved in mentoring improving confidence and self esteem will be the first and most important step towards achieving their goals.

2 Improved Motivation

Through improving confidence and giving people a voice, often people report increased motivation to achieve something.

3 Improved Attainment



Involvement in mentoring has also led to real improvements in the lives of people, for example helping them to re-engage in education or access jobs.

“It’s helped with my confidence, my independence and helped me do things I wouldn’t normally have even dreamed of doing. I’ve been out and about a lot more and I’ve been doing things, not just sitting talking about what I’d like to do.”

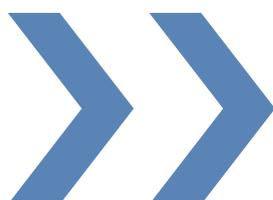
Mentee, Barnardo’s Hopscotch

“EG, 18 and a refugee has been meeting with his mentor regularly for social interaction and to improve his English language skills, this in turn assisting him to complete his English language course at college and his confidence is soaring.”

Rock Trust

“It’s the length of time, consistency and commitment that has made a difference. He knows I want to be there every week and I have seen the growth in self confidence and self-esteem this gives. Since beginning the mentoring he has not been excluded from school or been in any fights, this is a huge change to how things were before.”

Mentor, YMCA Edinburgh Plusone



“Most importantly, when I was on the verge of finishing with education as I thought that experience in the events sector is more important, my mentor made it clear that the full four years are also important.”

Mentee, QMU Employer Mentoring

“ADS worker matched me with volunteer mentor Andy as well as referring for telephone counselling. My mentor supported me with 1:1 visits and then when I felt ready he started to take me to a local Revival Social Activity Group. If it was not for ADS I know I would have done something stupid.”

Mentee ADSSWS Revival Mentoring

“She was not attending school on a regular basis and this resulted in her becoming isolated from her peers. The mentor engaged her in activities within the community and she slowly built up enough confidence to attend regularly at a dance class... The mentee has shown a significant increase in school attendance and improved activity levels resulting in better health outcomes.”

West Dumbartonshire CHCP Mentoring

“I really truly believe the Mentoring Programme is paramount to students being able to bridge the transition from theoretical learning to real world application. The students I have worked with have taken on board advice given, have flung themselves into the programme and embraced the wider working world and this is why they are now flourishing.” **Edinburgh Napier Employer Mentoring**

“A middle manager who was a mentee in our previous Mentoring Programme enjoyed the experience and found it so useful that this time he is a mentor and is finding it interesting, challenging and rewarding.” **Cross Organisational Mentoring Initiative.**

“Sam, our mentor has spent many months building a relationship with his young person who initially refused to trust any adult and struggled to express his emotion without becoming aggressive or violent. Six months on, the young person is now attending school full time and his behaviour has significantly improved. Sam reported that his mentee had completed their first ever piece of unassisted work in class, this is as a direct result of work to improve his confidence and attitude to learning.” **Perth & District YMCA Plusone.**

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 ...

"My mentor has helped me understand my own emotions and feelings and this is something I never had control over before. My mentor was always there any time I had an 'episode' and probably was one of the only people I trusted at that point in my life." **Mentee, TCA OWLS Mentoring**

"I have loved having someone to bounce ideas off, to vent to and to help me feel confident in my own abilities. My mentor has helped with a whole range of personal and professional development."

Mentee, ACOSVO Mentoring

"I now have someone I can talk to and someone who will support me if I need help with anything that is worrying me, the kids, money, anything."

Mentee, OPFS Mellow Parenting



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.

"The Mentoring for Men Peer support group is the opportunity for these lads to 'test out' how to behave in public within a group of peers. I believe that giving these lads this opportunity to experience this and to learn and grow from it equips them with the skills they can take back into the community and potentially avoid future undesirable anti-social acts."

Mentor, Tayside Council on Alcohol (TCA)

"Nicole has been a consistent adult in L's life, helping her to problem solve and giving her the time and space to practice new ways of doing things. L's dad and partner appreciate all the guidance, support and encouragement that Nicole put into mentoring, which has had such a positive effect."

Penicuik YMCA Plusone



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.

"Going on the mentor programme has been very helpful. I have gained a lot of insight in surveying and learned how to tailor my CV to suit the industry."

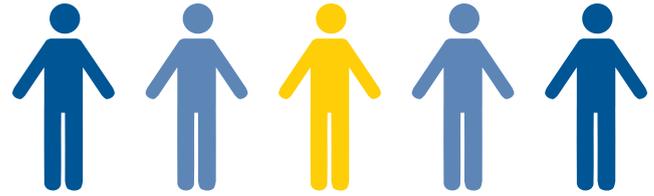
Mentee, Edinburgh Napier Employer Mentoring

"Talking about what the Mentoring service did for him, T. said "you guys sorted out my benefits, ILA account, helped with housing issues, hooked me up with Turning Point and encouraged me, just knowing you were there made a difference and if I can ever do anything for you just ask."

Wise Group, Positive Routes.

"The mentors were non-judgemental, but were very informative on how simple adjustments to our lifestyles could promote good health and reduce the chances of becoming a victim of the common conditions suffered as we get older." **Mentee, Braveheart**

Membership



Our membership is made up of organisations that work across Scotland in many different capacities. Our membership can be broadly categorised in the following themes:

- Employment
- Health and Disability
- Youth
- Social Care and Justice
- Business
- Education
- Culture
- Intergenerational

The more data we can gather from projects the more accurately our reporting can reflect this diversity and highlight the impact that mentoring is having at a local and national level in Scotland.

To learn more about the projects that contributed data to this report please find them on the Mentoring Map on our website - www.scottishmentoringnetwork.co.uk

This is the second edition of our ‘Mentoring Works report :

- We have used data supplied by the organisations listed below.
- The more data from organisations that we can gather on a regular basis the more detailed, meaningful and influential the reports will be.
- Any project which would like to regularly contribute data should contact Sarah: 0141 559 5001
sarah@scottishmentoringnetwork.co.uk

Contributing organisations

- ACOSVO
- Working Rite
- Braveheart
- Covey Befriending
- One Parent Families Scotland
- University of the West of Scotland
- Edinburgh YMCA Plusone
- Bellshill & Mossend YMCA Plusone
- COMI
- Rock Trust
- Aberlour Moray Youth Action
- Central Halls YMCA Plusone
- ADSSWS
- West Dunbartonshire CHCP
- Perth & District YMCA Plusone
- University of Dundee
- QMU Employer Mentoring
- Glasgow Caledonian University
- Skye Youth Drop In
- Tayside Council on Alcohol
- Mental Health Foundation Scotland
- Lochaber Hope
- Ayrshire College
- The Wise Group
- National Autistic Society
- Edinburgh Napier University
- Peeblesshire Youth Trust
- Move On
- Penicuik YMCA Plusone
- Day1
- The University of Edinburgh
- Kirkcaldy YMCA Plusone
- Youth Scotland
- Barnardo's Scotland

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