



intandem

Information for organisations interested in applying to intandem

intandem recognises the value of a positive, trusting, supportive and consistent relationship in a young person's life. Initially focusing on providing mentors to children and young people aged between 8 and 14 years who are looked after at home, intandem will seek to improve the personal outcomes of this group with distinctive needs and help them realise their full potential.

Context

A child is looked after at home when he or she has been placed under a supervision requirement with no condition of residence as part of the Children's Hearing process. As at 31 July 2015, there were just under 4,000 looked after children and young people accommodated at home, of whom 1,658 were aged 8 and 14 years.

These children may have experienced considerable difficulties and obstacles through no fault of their own. They continue to live at home because it is hoped that by providing support to child and family, the problems affecting these children can be resolved, without the need to separate them from their family.

However, children and young people who are looked after at home are amongst the most disadvantaged in society and have been shown to have some of the poorest personal outcomes of any group.

intandem recognises that a trusting, supportive and consistent relationship can have a positive impact on a young person's life and seeks to reflect the recommendations of the report by Dr Susan Elsley on Developing a National Mentoring Scheme for Looked After Children and Young People.

intandem aims

intandem aims to improve outcomes for looked after children and young people to help them realise their full potential. Initially, intandem will focus on providing a mentoring relationship for children and young people aged 8 to 14 years who are looked after at home.

Mentoring, for the purposes of intandem, is defined as a relationship-based approach to supporting an individual by another. It includes both goal orientated and social aspects of



mentoring, based on the intrinsic value of relationships and the consent of the child or young person.

The circumstances of children and young people who are looked after at home vary considerably. Volunteer mentors will be trained to understand the individual needs of the young person, to build a trusting relationship and to help them deal with difficult situations.

In line with the Scottish Government's national outcomes, the intandem programme will contribute to the following outcomes:

- Our children have the best start in life and are ready to succeed
- We have improved the life chances for children, young people and families at risk
- Our young people are successful learners, confident individuals, effective contributors and responsible citizens
- We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others

Additionally, intandem specifically supports the Scottish Government's wider Getting It Right For Every Child (GIRFEC) approach by helping children and young people access the right help at the right time.

intandem will build strong links with other initiatives and services supporting the well-being of this unique group of children and young people.

intandem expectations

The quality of the mentoring programme will be critically important. Organisations that are part of intandem will be expected to meet minimum standards determined by the programme and to participate in the development of intandem as a national programme through, for example, co-designing approaches to evaluation and sharing of good practice.

Organisations receiving funding will have to meet, or work towards achieving, the recognised quality awards from either the Befriending Networks (Quality in Befriending) or the Scottish Mentoring Networks (Quality Award). Additionally, due to the critical role of volunteers to the success of the programme, organisations will also have achieved, or be willing to work towards, the Investors in Volunteers in Scotland quality standard or an agreed equivalent.



These standards will provide assurance of quality over important areas such as service delivery, recruitment, training, risk assessment, volunteer support and monitoring. Funding will be available from the intandem programme to support organisations to achieve these standards for their mentoring service.

As the safety of our children and young people is paramount, detailed procedures around volunteer screening, data protection and safeguarding will also be required.

The success of intandem will depend on the organisations that are delivering the programme. In order for these to gain most benefit and contribute most effectively, organisations will be expected to participate fully in the development of the programme and its evaluation.

Members of intandem will share their experiences to further develop the effectiveness of mentoring this unique group of young people. This will include regularly reporting on their activities, outputs and most importantly evaluating the impact achieved to help develop and inform the future of intandem.

Development of the intandem programme

The first wave of organisations funded by the intandem programme will be critical to its on-going success. This will be a particularly exciting time to be part of the programme, as use and testing of the infrastructure will be combined with co-design of new elements.

For the first organisations, intandem will be proposing and supporting approaches to recruiting volunteer mentors and their training. Some of this training will be specific to understanding the circumstances and needs of children and young people who are looked after at home. We hope to develop a small number of approaches for organisations to use and, through their experiences, build a better understanding of what combinations are most effective.

Co-design of additional elements of the programme is planned. For example, organisations, their volunteer mentors and the children and young people themselves will be involved in co-designing consistent approaches to evaluating the impact of mentoring for children and young people. These approaches will be rolled-out across the intandem programme and will lead to the development of a sound and widely-recognised evidence base.



In addition, intandem organisations will support the design of a child and adult friendly app which will manage the monitoring of activities and collecting data on indicators such as the child's well-being – and possibly much more!

intandem organisations are therefore going to be key to the development of approaches, initiatives, and tools of value to mentoring service providers, as well as contributing to the creation of a base of evidence showing the impact of mentoring for looked after children and young people.

intandem eligibility

Organisations to be funded must be **OSCR registered**.

Funds will be available to organisations proposing to address, through mentoring, the needs of **children and young people who are looked after at home** and who are **aged between 8 and 14** when matched with a mentor who must be a volunteer.

Scottish Government statistics are included in appendix 1 on the number and location of children and young people falling into this age range and unique situation.

Organisations proposing to offer a relationship-based approach to mentoring which aims to support individuals through both goal orientated and social aspects of mentoring will be considered for funding. Research suggests that longer term mentoring relationships are more beneficial and it is anticipated that organisations should provide mentors for as long as the child or young person needs it. This will typically be for more than a year. An example of a service which could be funded by intandem is included in appendix 2, although this is not meant to be prescriptive.

To be eligible, organisations applying will have **experience of at least one of the following**:

- Providing mentoring or befriending services
- Working with vulnerable or looked after children and young people
- Providing one to one support to individual children

intandem funding is **not intended to act as replacement funding** for any current support provided to a particular group of children or young people. All funding will be directed towards **children and young people who are not currently receiving the benefits of a mentor relationship and who would not receive a mentor without this funding**.



Local Authority projects will not be eligible to apply for direct funding, however voluntary sector organisations working in partnership with public bodies will be considered.

Initially intandem will focus funding on organisations which are best able to support the development of a national network of mentoring services for looked after children.

intandem is expected to be a long term programme offering open-ended mentoring relationships. Successful applicants can expect to be funded initially to deliver services up to December 2018.

Application process and deadlines

All applications for funding must be submitted online, with a deadline for submitting applications of midnight 9 September. There is an optional registration process from 28 July to 2 September where interested organisations are invited to register their interest and discuss their proposed service with one of the intandem team. The key dates for applying are outlined below:

28 July	Online application opens
28 July to 2 September	Optional registration process offering an opportunity to discuss the proposed service with one of the intandem team
9 September	Closing date for receipt of online funding applications (12 midnight)

After an assessment and due diligence process, funding decisions will be communicated to all applicants in early November.

The first funds will be distributed to successful applicants in November, when organisations are expected to begin intandem funded activities, such as service set up. This will follow a review of initial costs covering the period up to the end of March 2017.

Relationship with Inspiring Scotland

As delivery agent for intandem, Inspiring Scotland will work closely with all the organisations selected to be part of intandem. A critical element of Inspiring Scotland's philosophy is our focus on providing non-financial support to the ventures (charities) we support. Alongside the financial investment, we support our ventures to grow and maximise their impact to become stronger, more robust and sustainable organisations. We also work with them to



ensure they can sustain their operations beyond the lifetime of the Inspiring Scotland investment.

Performance Advisors (PAs)

We will have a dedicated team of Performance Advisors for intandem who will develop an in-depth relationship with each venture. PAs meet with ventures both formally and informally to monitor progress and advise on key issues relating to how the investment is spent. This allows us to build strong relationships with the organisations so we get to know the organisations well and understand what they are delivering. This means we are well placed to offer support where required and the ventures know who their main point of contact is.

Organisational Support

The PAs work with ventures to set challenging targets which need to be met for funds to be released, typically on a quarterly basis and in advance. PAs also advise on operational and strategic issues, and provide tailored support and capacity building to support organisational development and growth. As part of a formal quarterly review process, PAs will consider with each venture its organisational development needs and can tap into the Inspiring Scotland volunteering pro bono pool which provides a broad range of skills such as accountancy, HR, legal advice, business development, mentoring and marketing.

Portfolio

We will bring together successful applicants to build a portfolio of ventures within the intandem fund. We will hold regular portfolio events where all ventures will come together to share information, learning and good practice. Our experience is that ventures find these a useful opportunity to network with other ventures providing similar services.

Next Steps

The intandem online application process opens on 28 July and will run for 6 weeks, closing at midnight on Friday 9 September. Applications must be submitted online.

Interested organisations are invited to register their interest with Inspiring Scotland early in the process. Although not mandatory, registration will offer applicant organisations an opportunity for a discussion about their proposed service with one of the intandem team. This will be on offer to those registering before Friday 2nd September.

Link to application process: www.inspiringscotland.org.uk/our-funds/intandem

Appendix 1

Numbers of children aged 8-14 looked after at home

	2012/13	2013/14	2014/15
Aberdeen City	67	62	46
Aberdeenshire	45	45	43
Angus	27	43	44
Argyll & Bute	34	18	26
Clackmannanshire	16	16	32
Dumfries & Galloway	61	61	67
Dundee City	69	54	42
East Ayrshire	53	53	40
East Dunbartonshire	24	20	21
East Lothian	24	28	26
East Renfrewshire	44	44	24
Edinburgh, City of	148	150	150
Falkirk	58	43	38
Fife	73	49	59
Glasgow	400	302	268
Highland	61	60	57
Inverclyde	67	49	35
Midlothian	49	39	17
Moray	28	15	18
Na-h Eileanan Siar	9	8	<5
North Ayrshire	80	83	98
North Lanarkshire	159	122	116
Orkney Islands	<5	<5	<5
Perth & Kinross	24	17	22
Renfrewshire	107	101	94
Scottish Borders	17	<5	7
Shetland Islands	<5	7	6
South Ayrshire	61	39	29
South Lanarkshire	103	91	83
Stirling	36	36	33
West Dunbartonshire	45	39	43
West Lothian	64	53	68
All	2,064	1,756	1,658



Appendix 2

This is an example of a service which could be funded by intandem.

A project recruits volunteer mentors with relevant life experience from the local community. Mentors are asked to make a long term commitment to the project, with a minimum requirement of one year.

After extensive training and screening, volunteers are matched with a young person seeking a mentor. Together, the mentor and mentee decide where and what to do during their weekly meetings, which last between 1-4 hours.

A project co-ordinator provides on-going support, supervision and training for the mentor, and there are clear procedures for dealing with any issues that may arise for the mentee or mentor.

The impact of the mentoring sessions is captured during regular review sessions using a questionnaire which is completed by both the mentor and mentee. Where possible, parents are also encouraged to contribute any observations of changes in well-being and behaviours.

Mentoring goals are regularly reviewed and updated, allowing the relationship to continue to develop over the longer term.