

scottish
mentoring
network

Mentoring in
Scotland:

Rebuilding
Through
Relationships

Call to Scottish Government

2021

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As we are coming out of the pandemic and Scotland recovers and works on renewal, mentoring can play a critical and powerful role in addressing many of the more significant impacts of the past year. Mentoring can increase the confidence and improve the life chances of the people of Scotland.

Mentoring has a fundamental role to play in helping Scotland positively embrace the future. Some of the impact mentoring can have on issues currently facing Scotland's people are:

- Working alongside individuals to navigate changes, challenges and opportunities in their personal and professional lives
- Supporting people to realise their full potential
- Combatting loneliness
- Rebuilding social connections

Mentoring can enable positive developments in a number of specific areas of Scottish life

Children, Young People and Families:



Mentoring projects are proven to have a positive impact on the life chances of our children and young people. The continuity and consistency of a mentor can provide the stable and nurturing environment that a young person needs to identify their goals and thrive. Many of our members currently provide crucial support in this way across Scotland, however access to mentoring for young people who need it should not be left to chance. It is time to ensure that these opportunities are available across Scotland.

Scottish Businesses and Workforce:



Businesses in Scotland are crucial to the recovery and revitalisation of our communities. Over the past year, many have faced severe challenges and had to adapt to new ways of working. Mentoring programmes that operate in Scotland have a proven record in aiding business development and supporting organisational change within businesses. Promoting the importance of well-managed mentoring services and supporting business to implement mentoring in an efficient and effective manner will play an important part in their continued development.



Education:

Across the spectrum of educational opportunities in Scotland, from primary to further and higher education, mentoring is used effectively to widen access to opportunities, support engagement and increase attainment of students. With the disruption to the normal delivery of education over the last year, mentoring will play a key part in the reinvigoration of people in the educational systems and increase the support available to students to reach their potential.



Community Justice:

Previous investment from the Scottish Government to encourage the use of a mentoring approach in the reintegration and rehabilitation of offenders means that mentoring methods and techniques are now used widely in the community justice sector in Scotland. Continued recognition and support of adequately resourced quality mentoring activities will allow the positive impact already being demonstrated to be maximised within the sector.



Creative Arts:

As a result of the COVID19 crisis, the creative arts sector in Scotland is struggling to survive. The arts are critical to our economy, our wellbeing and our recovery. We cannot afford to neglect them now. Mentoring is already being used in various creative arts settings to improve access to education in the arts and to help artists to develop a sustainable income from sharing their skills and talents. Further investment to allow these successful initiatives to play a part in the recovery of the sector would be welcomed.

Our Call to Scottish Government

The current and historical investment the Scottish Government has made to the establishment of Scottish Mentoring Network has allowed us to progressively develop mentoring practice in Scotland. We have achieved this by learning from our **members experience, sharing good practice** and **responding to the needs** identified by mentoring projects. This means that Scotland is now at the forefront of effective mentoring delivery. We currently support and develop mentoring programmes that work across all sectors of Scottish society and to this end Scottish Mentoring Network has one **BIG** ask of the Scottish Government –

Currently, funding for the mentoring infrastructure comes from the Children and Families Directorate. We would ask that this support is replicated across other Government departments to allow us to grow the reach of our support services and maximise the positive impact mentoring can have in the aiding of the recovery of Scotland's communities, enabling the people of Scotland to thrive in 2021 and beyond.

Scottish Mentoring Network can provide strategic oversight to help to enable understanding about the benefits to be shared across government departments.

We can assist in the broadening of cross-departmental working, consistency of application, joined-up thinking and collective action, across departments.

*Mentoring has a great track record in Scotland. From our most recent member survey, we estimate that there are over **12,000 mentors**, and **32,000 mentees** across Scotland. As the majority of mentors are volunteers, this represents around **1,948,684 voluntary hours** of mentoring giving a value of around **£27m** in unpaid time.*

Increased investment in mentoring projects represents excellent value for money for the public purse. It is preventative spending that reduces more expensive crisis interventions in, e.g. health and social care, education.

Scottish Mentoring Network has the expertise to support the development and delivery of new and expanded mentoring projects. We have high quality accessible services, including a unique Quality Standard, that increases the impact of high-quality mentoring.

Our vision is of a Scotland where “Effective, high quality mentoring, is recognised, valued and available to all.”

Mentoring has the potential to improve the life chances of *everyone* who needs it across Scotland. There has never been a more important time for the Scottish Government to invest in mentoring as part of its post-pandemic recovery and renewal programme

#MentoringWorks

About Scottish Mentoring Network

Scottish Mentoring Network is the intermediary and membership organisation for mentoring projects across Scotland. We support mentoring projects across Scotland and can evidence the growing use of mentoring as an effective support to a wide range of people. Many of our members support children and young people, a great number of whom are disadvantaged and vulnerable. Others work within communities and with families and with individual adults in a range of contexts, e.g. employability, health and disability, the justice system and business/professional fields.

Scottish Mentoring Network
3rd Floor, Brunswick House, 51 Wilson Street, Glasgow, G1 1UZ
www.scottishmentoringnetwork.co.uk

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