

Mentoring Works *in* Scotland

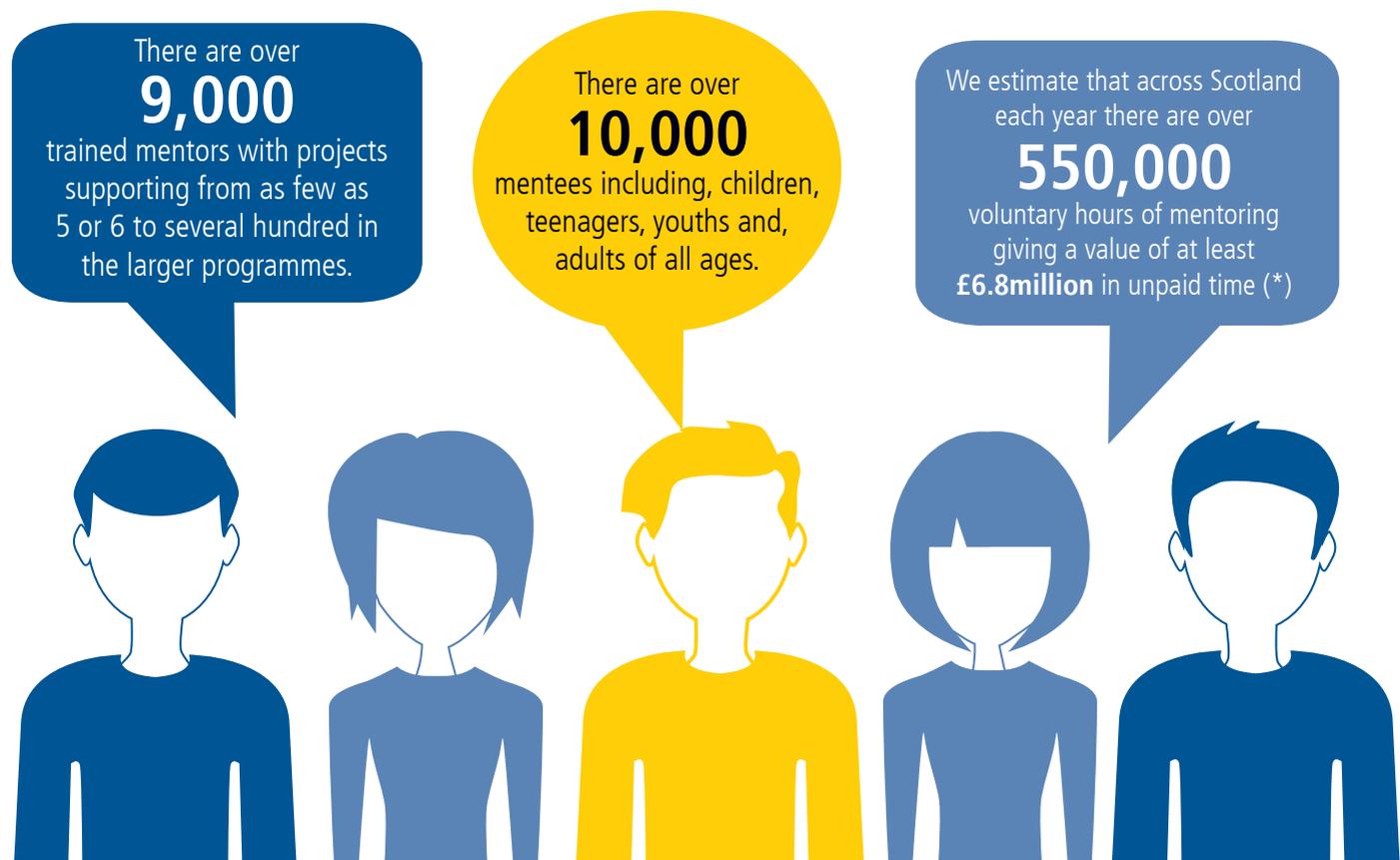
scottish
mentoring
network

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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.

“The evidence is clear. One of the most powerful contributions to wellbeing in adulthood is having a trusted and supportive adult mentor during early and teenage years”

Prof. Sir Harry Burns FRSE, University of Strathclyde



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.

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"While mentoring supported Frank to become more socially active in a risk averse manner, the confidence he gained supported his improved engagement with other services. This was the case with employment services where he became more comfortable in disclosing his offence in an open manner which allowed these services to work in an informed manner to identify suitable opportunities. The result of Frank's improved engagement was gaining employment which he had maintained at the point of mentoring coming to its mutually agreed close."

Tayside Council on Alcohol

"One mentee is a lady, with body dysmorphia, she has not left her house for over 3 years, a beautiful lady and a beautiful personality, but she believes she is ugly, she believes she hears people saying she is ugly, she doesn't like being around men, large groups, noise and has other difficult situations that she's been unable to function in, so she stopped going out. She was matched with a mentor. They meet weekly, she is now driving again, coming in to see us twice a week and seeking employability support, her adviser is a male, they get on so well, she says hello to all our staff. The mentee has expressed that her mentor has 'saved her life' and that Lochaber Hope has been such a life changing experience for her."

Lochaber Hope

"Working with my mentor has given me a new confidence in myself that I didn't know I had: The confidence of standing up by myself leading an activity. I now feel more like an adult and more creative within my classes. I would recommend mentoring to people who want to build on their ideas"

Mentee, YTAS

"...when we went out to our joint activity they would hang back a bit behind me when speaking to other people at this activity as they are shy. After almost 6 months of working together now, when we are going to our joint activity I have to a walk a bit faster than normal to keep up with them as they're looking forward to it that much they are in a rush to get there"

Mentor, Move On

"AM observed a real change in SB confidence and her belief that she could reach her goals. She had a drive and ambition for her local area but hadn't yet identified concrete ways of supporting people who lived there. Through discussions with her mentor she was able to identify and focus on 1 or 2 achievable goals, AM helped her work through the process of how to get there. This has led her to apply for funding, seek out partners who can support the work and design and deliver small pilot employability sessions for young people. The main change has been the ability to focus on achievable goals and working out the steps needed to get there."

North West Glasgow Voluntary Sector Network

"I made rapid progress without it becoming painful and in fact I quickly came to look forward to our sessions, and that was due to the playful way in which Robert guided me to move out with my comfort zones by embarking on lots of little tasks. These related to my life and have allowed me to challenge my own thinking which at times had kept me in a really dark place. My mind-set is different now and is continuing to grow, I have much less fear and anxiety which was probably the biggest issue for me...It is my assertion that addiction can only be successfully dealt with in a compassionate way by people who care and there has been no time in the last six months where I have not felt completely cared for and in the right hands."

Mentee, Liber8

"...working on her life and people skills she really blossomed. So much so that by the end of the scheme my colleagues that she spent time with her couldn't believe the difference in her approach to them and the work placement that she was doing offered her a full time job and supported her whilst she continued with her studies. She had all the skills and tools for her career path but lacked belief in herself to deal with all a work place can throw at you."

Abertay Careers Mentoring

"The support has helped her deal with her Mental Health issues in a positive way and she has applied to college full time and feels confident about her future. Although still receiving Mentor support this is needed less and less as she is becoming more resilient and reliant on her new friendship group."

Borders College.

"S's lack of confidence was remarkable. He was paired with a mentor and offered an internship. His mentor helped him understand the sector and his personal qualities and skills. According to S, the mentoring programme helped him to understand his strengths by helping him to meet people in his industry. S managed to create his own film company on his final year at University and secured a graduate level job in the film industry soon after graduation."

Queen Margaret University Career Mentoring

"*** has seen me through knowing nothing about business to beginning to have confidence in being a sole trader and moving on to becoming more independent. I have increased confidence in my own abilities. I am more realistic and flexible about what I do achieve. I am more accepting of difference. I would not have achieved what I have without her"

Mentee, Growbiz



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 ...

"I like that I can talk naturally to my mentor about school and stuff I'm doing. I like that he really listens to me and considers what I'm telling him. **Mentee, Move On**

"We talked about where I wanted to be and how I could get there. This helped me to believe in my own future and made me want to put the effort in. Kirsty really listened to me and never pushed me too hard – she always made it fun!" **Mentee, Care & Learning Alliance**

"It was excellent meeting a sympathetic ear for the problems of arts professionalism" **Mentee, Cultural Enterprise Office**

"Kevin knew it was hard to give something up that was a crutch. He understood, that I had experienced a tremendous amount of personal pain and that I was using whatever drug I could get my hands on to take some of that pain away. He supported me of course but he also recognised my situation and how it made things worse. If it wasn't for Kevin, I would not be here today. That's a certainty" **Mentee, Liber8**



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.

"Lisa continues to be a positive influence in Ryan's life and they continue to meet weekly in the local community. Lisa says 'I can't believe the difference I can see in Ryan over the past few months, his confidence has been given a total boost' **Y Sort It**

"I think it has helped a lot just to meet someone else with the illness. It's reassuring to hear 'I've been through that...' and to know that it has happened to others who seem like a normal person. **Mentor, Action for M.E.**

"Patrick didn't have an adult male in his life that he could respond to. I was the only one he could talk to apart from his teachers, he confided in me quite a lot about his family and what was going on in the background." **Mentor, MCR Pathways**



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.

"During mentoring we have worked on the theme of 'Creative ways to get organised'. At the start E cited his main barrier for being a good leader was that he felt he didn't have the skills to do effective planning. We have reflected on how to be both realistic and ambitious with future planning. E would discuss his goals and we would discover structures which could support him in achieving this." **Mentor, YVAS**

"The main change I saw in my mentee, which I think I helped with, was in getting more organised and balancing the work/college/personal life parts of life. Once she learned to organise these three parts and give herself more personal time, her confidence grew and she was more aware of how capable she actually was and is!" **Mentor, SWAP East**

"It transpired that the mentee's motor skills were impaired and he had no spatial awareness. The mentor has supported the young person in a variety of activities. Initially when he went to the gym, his co-ordination skills were poor and he kept falling off the running machine. He can now run up to 2 miles."

West Dunbartonshire HSPC Mentoring

"...the family of M requested his deferral to starting secondary school this year, preferring that he repeated his last year at primary school. Unfortunately the deferral was declined, so we put in place extra support to ensure M had the smoothest possible transition. The growth in confidence for M has been immense, and his family are very grateful to the support that PYT and M's mentor have been able to offer."

Peeblesshire Youth Trust

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 Youthpoint
- Abertay Careers Service Mentoring
- Action for Children
- Action for M.E.
- Ayrshire College (Kilwinning Campus)
- Barnardo's
- Befriend a Child
- Bellshill & Mossend YMCA
- Borders College Young Talent Programme
- Care and Learning Alliance
- Centrestage Communities
- Children 1st
- Community Volunteers Enabling You
- Cultural Enterprise Office - Flourish Mentoring
- Day1
- Edinburgh Napier Staff Mentoring
- Falkirk Council
- Growbiz Perthshire
- Intandem
- Kibble
- Lochaber Hope
- MCR Pathway's Young Talent Glasgow
- Move On
- National Autistic Society Moving Forward
- North West Glasgow Voluntary Sector Network
- Peeblesshire Youth Trust
- Perth & Kinross Council Resolutions programme
- Project Scotland
- Quarriers
- Queen Margaret University Employer Mentoring Programme
- Rock Trust
- SWAP East
- Tayside Council on Alcohol
- University of the West of Scotland
- Violence Reduction Unit
- Volunteer Glasgow Intandem Mentoring
- West Dunbarton HSCP Mentoring
- WEvolution
- Wise Group – New Routes
- YMCA Edinburgh
- YMCA Kirkcaldy - Plusone Mentoring
- YMCA Scotland Plusone Mentoring
- Youth Theatre Arts Scotland
- YPeople
- Y Sort It

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