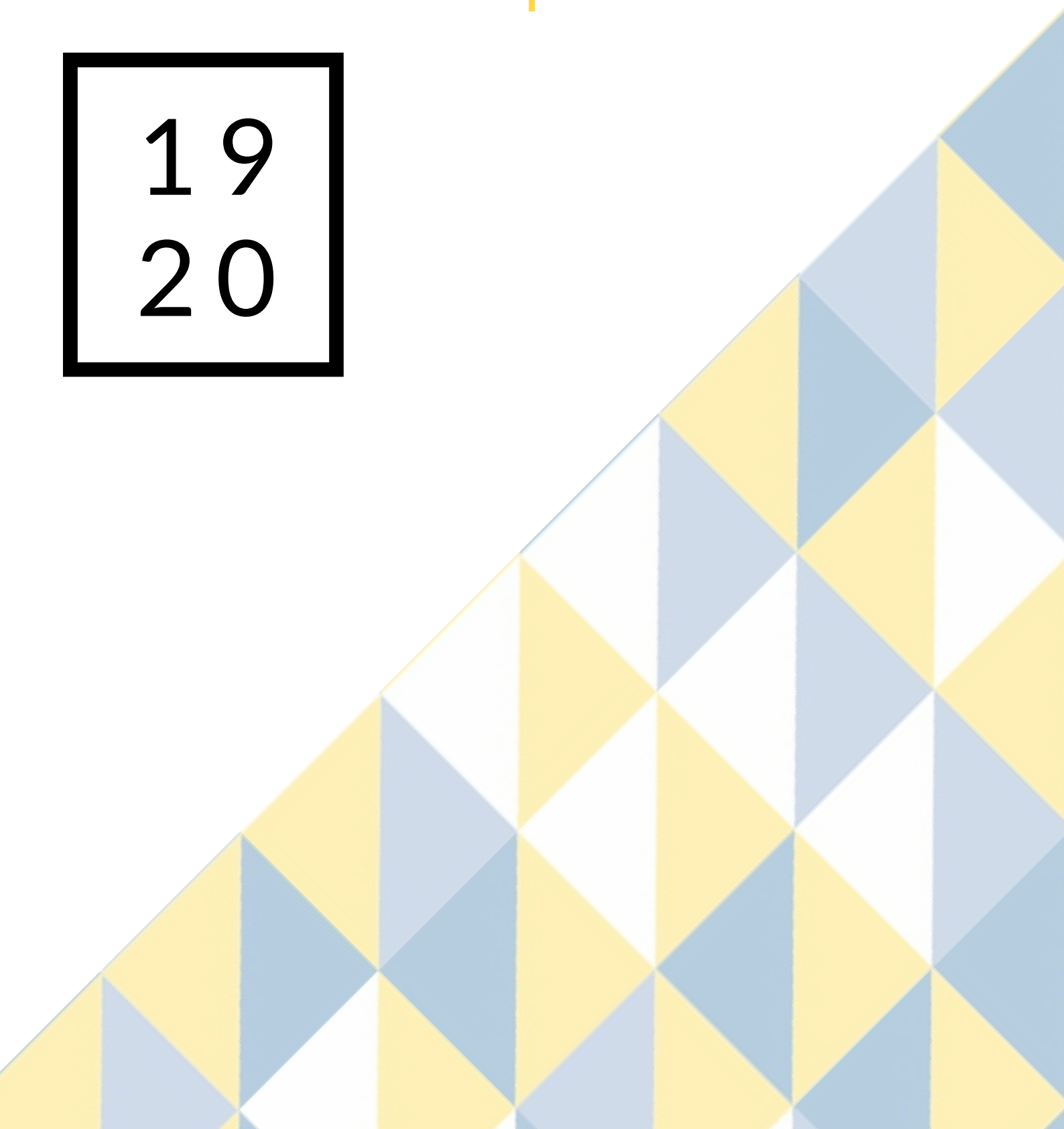


ANNUAL REPORT

scottish
mentoring
network

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WHO ARE SCOTTISH MENTORING NETWORK?

Scottish Mentoring Network (SMN) is the National Intermediary Body and membership organisation for mentoring programmes. For a number of years, mentoring has played an increasingly significant role in the development of individuals and organisations across all sections of Scottish society. A clear need was identified for an organisation in Scotland able to keep track of developments, work with policy makers and national organisations to promote the use of mentoring, focus on strategic issues for mentoring in Scotland and provide quality assurance. Scottish Mentoring Network, which had previously existed as an informal grouping of individuals and organisations interested in mentoring, was incorporated as a not-for-profit membership organisation in 2005 to meet this need. SMN is a charity registered in Scotland and a company Limited by Guarantee.

SMN's charitable objectives focus on the role of mentoring in relation to social inclusion, diversity and equality. It does this through encompassing all sectors in Scotland including private sector companies utilising mentoring for staff development and in pursuit of a corporate social responsibility and/or diversity agenda.

Scottish Mentoring Network's **vision** is

"Effective, high quality mentoring, recognised, valued and available to all".

We exist to:

- support the development and delivery of mentoring projects across Scotland;
- deliver services that make better mentors and increase the impact of high-quality mentoring;
- work with a wide range of projects across all sectors and to be their voice in influencing policy and decision-makers.

SMN's **strategic aims** are:

- to improve the quality, reach and profile of mentoring across Scotland;
- to demonstrate the impact of mentoring across Scotland and beyond;
- to exert effective influence on policy and practice at both national and local levels.

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WELCOME FROM THE CHAIR



As Chair of Scottish Mentoring Network (SMN), I am delighted to introduce to you our first ever digital Annual Report. This report outlines SMN's key activities and outcomes up to 31st March 2020. As we all know, the Covid-19 pandemic and subsequent phases of restrictions have effectively changed the world, including the way that SMN delivers its services to you and the nature of the services that you now seek from us. Our team have been working from home since 17th March 2020 and will continue to do so for some time yet. We continue to be here for you and to continuously develop new services and delivery methods. The quickest way to contact any of our staff is via the email addresses posted on our website [here](#).

The good news is that we now have a range of services that are easily accessible to any of our members irrespective of location. This year saw SMN begin the shift towards a more digital way of working with our members. This proved invaluable as the events of the coronavirus pandemic unfolded before our eyes. I wish to take this opportunity to thank the SMN team and all our partners and stakeholders who were so pivotal in ensuring that this challenge was met head on.

We have a diverse and driven Board of volunteer Directors who are all passionate about mentoring. Our Board drives our strategic direction while our small but highly effective staff team deliver the strategic aims and objectives on a day-to-day operational basis. The Board and staff team are committed to a set of values that underpin our vision for "Effective, high quality mentoring, recognised, valued and available to all."

I hope you enjoy reading this reading this report and share my pride in our achievements.

Allison Calder
Chair, Scottish Mentoring Network

THE SMN BOARD

The SMN Board comprises of member directors and co-opted directors. Member directors are representatives from Scottish Mentoring Network's member projects and Co-opted directors are those with an interest in mentoring who can provide specific skills, aiding in governance and strategic direction.

Trustees

Ms F H Ellis

Ms A Calder (Chair)

J M R Hinton (Treasurer)

Ms E M MacGlone

Ms M Duncan

C J Martin (Vice-Chair)

C G Henderson

Ms F A Reith (resigned 23.7.19)

Ms M J Armstrong (appointed 13.11.19)

A MacGregor (appointed 13.11.19)

Company Secretary

Ms M Watson

We would like to thank all our board members who were instrumental in the smooth and effective running of Scottish Mentoring Network throughout 2019-20

QUALITY, REACH, PROFILE

A decorative vertical line in blue is positioned to the right of the title. The right side of the page features a large, repeating geometric pattern of triangles in shades of blue, yellow, and white.

Our strategic aims, as outlined in the introduction of this report, demonstrate that Scottish Mentoring Network is committed to continuously improving mentoring practices.

Our strategic aim;

“To improve the quality, reach and profile of mentoring across Scotland”

Is enacted by the main services which SMN offers. These are:

- Quality Standards
- Membership
- Networking
- Training

These services provide mentoring co-ordinators the opportunity to learn from one another. The foundations of all of SMN’s services have been created by harnessing the collective learning from our members and making it accessible across our entire network.

In this section you can read how SMN’s activities in 2019-20 contributed to this strategic aim.

Quality Standards

SMN strives to raise the quality level of mentoring schemes within Scotland and to encourage organisations to obtain a relevant quality award where appropriate. During 2019-20, SMN revised and relaunched its Project Quality Award. It was achieved for the first time by YMCA Plusone Aberdeen, Aberlour Intandem, The Wise Group and YMCA Central Halls. In addition, YMCA Kirkaldy Plusone, Barnardos Life Changes Trust and Intandem and Y sort it were re-accredited during the year. A number of other member organisations are currently working towards achieving the award. SMN's Good Practice Guide continues to be an extremely popular resource and is being well used by member projects. For ease of access and administration for members, both the Project Quality Award and the Good Practice Guide are fully accessible online to members.

The Life Changes Trust's national mentoring pilot for peer mentoring support for young people transitioning out of care placed a condition on all applicants that they must either currently hold the SMN Project Quality Award or be prepared to work towards it. Inspiring Scotland, who manage the Scottish Government funded national Intandem programme (launched in July 2016 to use mentoring to support children and young people Looked After by their local authority but living at home), have also made it a condition for the projects they fund. We are supporting all projects which have been awarded funding to achieve the award.

Training

During the year, SMN continued to deliver the three training programmes:

- the Professional Certificate in Coordinating Mentoring Programmes (accredited at Level 9 on the Scottish Credit and Qualifications Framework)
- the Professional Practice Award in Mentoring (accredited at Level 7)
- the Training Guidance for Mentoring Co-ordinators course (for staff who have responsibility for training mentors).

In addition to the scheduled training courses, SMN also delivered the Professional Practice Award in Mentoring on an in-house basis to three member organisations. SMN also launched an online mentor assessment tool, "Mentor Training Assessment", which enables mentoring co-ordinators to put their mentors' knowledge to the test. The assessment tests the topics covered in the Training Guidance for Mentoring Co-ordinators course and allows mentors to have a tangible assessment of their knowledge and understanding.

SMN members can also access SMN's customised award in Peer Mentoring and Support for Vulnerable Groups (CAPMS). This provides training and qualifications to organisations dealing with vulnerable client groups. The programme is available to use in all sectors and areas of Scotland with Tayside Council on Alcohol currently delivering in-house training for the award. SMN is an Accredited Centre recognised by the Scottish Qualifications Authority and offers assessment, internal verification support and a quality management service to members seeking to offer the award.

All of SMN's training activity increases the number of trained mentors in Scotland. It also improves access to mentoring support for increasing numbers of disadvantaged and vulnerable people.

Local and Thematic Mentoring Networks

SMN continued to deliver regional and thematic networks, which enabled us to increase the sharing of good practice and experience around Scotland. At the end of the financial year, we had 9 networks in total, comprising:

- **regional networks** covering Greater Glasgow, Edinburgh and Lothians, Fife and Tayside and Ayrshire.

- **thematic networks** for projects working specifically in Youth Work, Education, Business and with Care Experienced young people.

The members reported the following reasons for attending the networking events:

- Networking
- Sharing Information
- Keep up to date with SMN.
- Advice around setting up mentor project
- Expand my knowledge.
- Share best practice/ideas
- Find out about other mentoring programmes
- Visibility, promote mentoring
- Discuss experience with mentoring
- Hear examples of effective mentoring
- Have fun
- New to network and mentoring learning

Here's what our members got out of the networking events:

- New contacts
- Lots of knowledge, advice and information on evaluation
- Great ideas
- Tips to improve service
- Understanding of challenges of mentoring
- Meeting others/ networking
- Ideas about recruitment
- Advice on how to handle issues and problems
- Fresh thinking about how to do things
- More awareness of the breadth of Mentoring
- Advice on GDPR
- Opportunity to showcase our mentoring project
- Real world examples of effective mentoring
- Good discussion on endings
- New connections

DEMONSTRATING IMPACT

Part of SMN's role is to "*demonstrate the impact of mentoring across Scotland and beyond*", and to highlight the positive changes that can occur because of a mentoring relationship. This can be on a number of different levels and is why SMN believes that **#MentoringWorks** in a whole host of contexts. Our member projects span a wide range of thematic areas of work, from care experienced children and young people, to business/industry specific and to health based.

When used appropriately, mentoring works to nurture employability skills, to work on achieving personal development goals or to help navigate complex systems. SMN has also committed to highlighting the best practice and excellence of the membership since 2010 through our National Event and Recognition Awards.

Impact

The SMN Evaluation Framework is available to all of our members. We collate statistics and "stories of change" from our members on an annual basis and publish a summary in our "Mentoring Works" series of publications. The outcomes from this, together with the evaluations required by funders, provide helpful information to members and contribute to assessing the impact of mentoring on a national basis.

As of Autumn, 2019, there were over 12,454 trained mentors and over 32,000 mentees. Voluntary mentors were providing over 1,948,684 voluntary hours of mentoring, giving a value in kind of at least £27 million*.

*Annual Survey of Hours and Earnings: 2017 Provisional and 2016 revised results (ASHE)
Median hourly rate of £14.06 (£550 median gross weekly earnings divided by weekly hours worked of 39.1)



Annual Conference

SMN's annual National Conference was held in November 2019 with 69 attendees from 51 different organisations and feedback was again extremely positive. The conference provided an opportunity for the members of the network for a range of learning and networking experiences, with Mark Ballard giving a keynote address. The SMN Annual Recognition Awards for projects and members were presented and the overall winner of the SMN Project of the Year Award was University of Edinburgh "Edinburgh Cares" Staff Mentoring programme. The Mentor of the Year Award was presented to Ashley King of Kirkcaldy YMCA. There was also a special Lifetime Achievement for Services to Mentoring Award for Morag Cassidy for her significant contributions to the development of both the former Glasgow Mentoring Network and Scottish Mentoring Network. SMN also recognised the ten years of Distinguished Service given to SMN by Sarah Barr, our Quality and Support Officer.

Our Impact – The SMN Website

The website continues to evolve into an effective two-way communication tool (e.g., allowing members to update their profiles as their projects evolve, enable those working towards the SMN Quality Award to submit evidence) as well as a channel for disseminating news, activity updates, guidance and providing a bank of highly useful resources. We have also built our social media activity. At the end of March 2020, SMN had:

- 947 Twitter followers
- 90 Facebook fans
- 242 Facebook posts
- 448 tweets
- 357 engagements on Facebook
- 2,000 engagements on Twitter

Our increasing engagements help to demonstrate a growing awareness of our work and our commitment to promoting our work online.

EXERTING EFFECTIVE INFLUENCE



As an intermediary body, SMN exists;

“to exert effective influence on policy and practice at both national and local levels”

We will always seek opportunities to showcase and highlight the work of the member projects, in order to influence policy that supports the development of mentoring schemes.

We will highlight relevant research that underlines the value and impact of mentoring, and any recommendations our members might find useful in influencing their own practice.

The Trustees believe that strategic alliances and involvement with relevant organisations help foster the productive use of mentoring in Scotland. In addition, the work of SMN in connecting and advising its growing membership assists the Scottish Government in achieving some of its National Outcomes, e.g., "we grow up loved, safe and respected so that we realise our full potential" and "we tackle poverty by sharing opportunities, wealth and power more equally".

SMN continues to liaise with Inspiring Scotland (the fund manager for Intandem) and to support all the projects which received funding. SMN has also continued to liaise with the Life Changes Trust on their peer mentoring programme for young people transitioning from care and to support their funded projects.

Good working relationships have been established with a wide range of local and national organisations across various sectors, for example with YMCA Scotland in supporting the development of a new mentoring programme.

ANNUAL ACCOUNTS

Scottish Mentoring Network

Statement of Financial Activities for the Year Ended 31 March 2020

	Notes	Unrestricted funds £	Restricted funds £	31.3.20 Total funds £	31.3.19 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	136,000	-	136,000	136,000
Charitable activities Mentoring Networks	4	44,610	-	44,610	38,963
Investment income	3	53	-	53	4
Total		<u>180,663</u>	<u>-</u>	<u>180,663</u>	<u>174,967</u>
EXPENDITURE ON					
Charitable activities Mentoring Networks	5	180,102	-	180,102	204,892
NET INCOME/(EXPENDITURE)		<u>561</u>	<u>-</u>	<u>561</u>	<u>(29,925)</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		142,082	-	142,082	172,007
TOTAL FUNDS CARRIED FORWARD		<u><u>142,643</u></u>	<u><u>-</u></u>	<u><u>142,643</u></u>	<u><u>142,082</u></u>

GET IN TOUCH

We hope you have enjoyed reading this Annual Report! We are always striving to improve our work so please let us know if you have any feedback or questions.

We have a number of channels that you can contact us on:

Email the team - **[visit our website to find our email addresses](#)**

Our info inbox - **info@scottishmentoringnetwork.co.uk**

You can still call our main office number - **0141 559 5509**

Twitter - **[@ScotMentoring_](#)**

Facebook - **[Scottish Mentoring Network](#)**