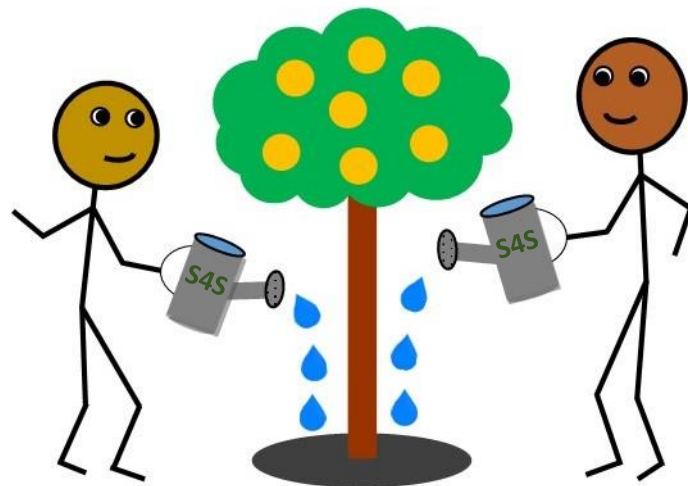




# Mentoring Programme



**An introduction to mentoring  
young people with Seeds4Success**

*Seeds4Success, Mere Youth Centre, The Recreation Ground, Queens Road, Mere. BA12 6EP*

*Registered charity number 1151541*

## 1 Welcome to Seeds4Success

**Our Mission:** “Through inclusive engagement of young people in social action and a range of positive activities, our aim is to develop confident, healthy, skilful, valued and empowered members of our local community, providing targeted support to those facing additional barriers”

Thank you so much for your interest in the Seeds4Success mentoring programme. We are sure that you would find mentoring a positive, valuable and enjoyable experience. This booklet has been put together to give you information to help you decide if mentoring a young person with Seeds4Success is right for you.

## 2 Contacts

Contact details for the mentoring programme team are below. Scan the QR box with your phone for a vCard to add to your contacts. Please get in touch if you have any questions, want to arrange a chat, or require any additional information about the mentoring programme or other projects offered by Seeds4Success.

**Lee Cherry**  
**Mentoring and Support Manager**



07570 819140



lee@seeds4success.org.uk



**Jaki Farrell**  
**Charity Director**



07585 723824



jaki@seeds4success.org.uk



### 3 Our Charity

Seeds4Success is a local youth work charity providing developmental opportunities to young people in South West Wiltshire. In addition to the mentoring programme, we deliver a variety of projects including practical conservation work and reward opportunities through our Leisure Credits Scheme, programmes targeted at young people with SEND to enhance their social and physical development, a leadership programme to develop the young person's committee for the charity and to grow peer leaders to support our youth work offer to younger members, activities to promote health and wellbeing, specific projects to develop young people's skills, 1:1 and small groupwork sessions that support young people who are Not in Education, Employment or Training and open access youth work opportunities.



Seeds4Success is a local charity, grown in response to local need and developed with the support of the local community, with young people at its heart. The relationship between Seeds4Success and the communities around South West Wiltshire is a real strength, local town and parish councils support our work and we enable young people make a positive contribution to their communities. Many of our funders are local individuals, grant making bodies and charitable trusts who know the local area and recognise the impact Seeds4Success is having on young people and the wider community.

Our board of trustees are local people, with a real understanding of the issues affecting young people growing up in South West Wiltshire, individuals from the local community regularly volunteer at our youth work sessions and support the work of the charity and our young leaders and youth committee are the driving force behind our development.

## 4 Jamie's Fund

In November 2018, Jamie Mackaness, a keen supporter and advocate of Seeds4Success, sadly passed away suddenly in his sleep, leaving a huge hole in his family and the local community. Jamie was an energetic and enthusiastic individual who during his time in the military, coached and mentored young recruits and his peers, having a lasting impression on them. He wanted to put these skills into practice in the local community through his support of Seeds4Success.

Following Jamie's death, his family and friends have raised and continue to raise a significant amount of funding for Seeds4Success in Jamie's name. This funding has enabled us to establish a mentoring and coaching project for young people, supporting those who need that bit of extra support to achieve their goals and aspirations. In addition to personal donations in Jamie's memory, family members and friends have also taken part in their own fundraising activities and together they have raised over £40,000.



We are so grateful for the support of Jamie, his family and friends, and their contribution to Seeds4Success is making a significant difference to the level of support we are able to offer local young people. The legacy of Jamie Mackaness will live long in the hearts and lives of young people in South West Wiltshire and all involved in Seeds4Success.

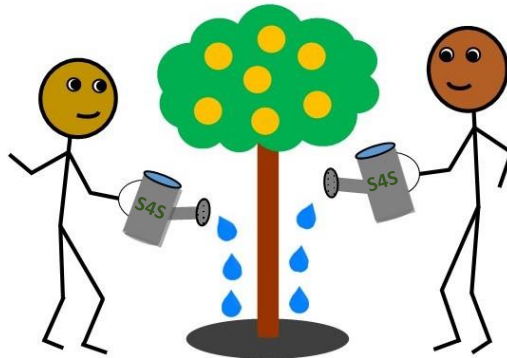
## Mentoring Questions

### 5 What is mentoring?

Mentoring is a one-to-one, non-judgemental relationship in which the mentor is a positive role model who gives time to support, encourage, guide and advise the young person. A mentor uses their skills and experience to help the young person to set and meet goals, challenge the young person's views, and help them to achieve their potential.

It is important for a young person to have somebody they can talk to who is independent from their family, school and any other agencies involved. Sometimes a young person can lack a consistent, stable role model in their life.

A Seeds4Success mentor is an independent, trained volunteer who meets and talks with a young person on a regular basis and over a long period of time. This reliable and stable relationship focuses on the hobbies, interests and talents of the young person and in doing so enables them to develop their social skills and relationships with family and friends, to build self-esteem, confidence and resilience, and helps them to achieve their goals and potential. In doing so, the young person becomes a valued member of and positive contributor to their community.



"You may think that making a difference to a young person's life is too challenging, but sometimes just being there every week is all the difference they need"

## 6 Who will you be mentoring?

The young people we support are usually between the ages of 10 and 18, although we may have young adults with additional needs, aged up to 25 who would benefit from mentoring. All will at risk of, or are already Not in Education, Employment or Training (NEET). They may have been referred to us by their school or other local agency, their family may have asked us for support, or they may have approached us themselves.

The young person may be struggling to make progress at school through poor attendance, lack of motivation, confidence or self-esteem and maybe at risk of exclusion. They may have or be at risk of offending, have welfare issues, few friends or negative social networks, anxiety or are being bullied. Perhaps they need time away from their normal situation and require transport to get them to a club, class or activity each week.

The young people (and their parents, guardians or carers) have voluntarily agreed to joining the Mentoring Programme and we aim to give them every opportunity to reach their goals and potential.

## 7 When, where and for how long will you be mentoring?

There are no fixed rules when it comes to what works best with mentoring, however consistency and stability is vital. Frequent and regular usually works best so we normally ask you to contact the young person every week for a chat or more often, meet for an hour or so. The mentoring relationship takes time to develop, and the young person needs time to achieve their goals, so we usually ask for a commitment of at least a year, although sometimes the process may be shorter and sometimes longer.

Where the mentoring sessions take place varies, depending on the needs and interests of the young person. Sessions should be in a public place wherever possible. It could be a local park, café, museum or attraction. Sometimes a public place is not a possibility; for example, the young person may need transport to and from an activity, club or class and so part of or all the session may take place in your car.



## 8 What makes a great mentor?

Anyone with a passion to improve the lives of young people can be a great mentor, however there are some requirements.

A mentor needs to be 18 or over, be able to attend three training sessions during weekends or evenings and commit to a few hours per week for a year.

Ideally a mentor would:

- be reliable
- have a positive outlook
- be approachable
- be a good listener
- be a good communicator
- show commitment
- be realistic



There is a brief planning form and report to complete before and after each session. There are also goal setting and progress forms which the mentor helps the young person fill in during some sessions.

We ask all our mentors to complete an enhanced DBS check with the Disclosure and Baring Service (this is free of charge for volunteers) and to provide us with two referees. It is preferable but not essential to have a full UK driving licence and transport.

If you receive benefits, volunteering will not affect your entitlement as long as you continue to satisfy the conditions of your benefit. In fact, the DWP encourages volunteering. Check out the DWP guidance at the GOV.UK website (or scan the QR box with your phone):

<https://www.gov.uk/guidance/volunteering-and-claiming-benefits>



## 9 What are the benefits of mentoring?

Mentoring can be challenging but is life changing for the young person. it can be equally beneficial for the mentor and their local community.

### Benefits for the young person include:

- improved self-esteem
- increased self-confidence
- developing and maintaining positive relationships
- support with career choices
- improved school or college attendance
- increased resilience and success
- developing new skills, opportunities and understanding
- helps to break down stereotypes
- acceptance and support

### Benefits for the mentor include:

- modelling the importance of education, work and responsibility
- experiencing a new meaningful relationship with a young person
- broadening the young person's horizons
- providing new opportunities and experiences
- passing on and using skills, knowledge and experience
- enhancing your CV
- learning new skills
- having fun

### Benefits for the local community include:

- young people having an active and positive role in the community
- having a stake in young people's futures
- developing and maintaining the community



## 10 Will it cost me anything to be a mentor?

The only thing mentoring should cost you is your time. Seeds4Success will happily reimburse all costs incurred whilst mentoring the young person. This includes fuel, refreshments and entry to venues, just keep receipts and fill out and forward an expenses form. As a local charity, our resources are limited, so we ask for your help in keeping costs as low as possible and within an agreed limit.

You can get discounts at many local places by showing your mentor ID badge. There is a list of participating venues in the mentors' area of website and many of these give a discount when visiting on your own or with family and friends as a thank you for being a mentor.



## 11 What happens if it isn't working?

We carefully match each young person with a mentor based on the skills and experience of the mentor and the needs and interests of the young person, so don't worry, this rarely happens. In the unlikely event the relationship does not work out, we would carefully end the partnership and arrange new pairings for both.

## 12 What support and training will I receive?

We ask all our new mentors to attend a three-session training course before starting to work with young people. The sessions can be at weekends or in the evening and are held at the charity's base in Mere.

### Training Session 1

### Mentoring and mentoring techniques

- *The benefits of mentoring and the role of a mentor*
- *Effective communication and the Growth Mindset*
- *The 4 S's and Strengths & Difficulties*

### Training Session 2

### The Mentoring Programme

- *Planning and reporting sessions*
- *Goal and target setting with the young person*

### Training Session 3

### Concerns and Safeguarding

- *What is safeguarding?*
- *What to do if you have a concern and what to look out for.*
- *Boundaries and how we make mentoring safe for all.*

We ask all our mentors have an up to date certificate in basic first aid, appropriate for young people. We hold one day first aid courses for our mentors at either our Mere Youth Centre or a local training venue.

The Mentoring Manager is in contact with mentors every week via phone, email or messaging service and monthly support meetings are provided. In addition, we arrange social events and opportunities for our mentors to meet as a group, to chat and swap ideas and experiences.

We welcome and encourage feedback from our mentors and young people on every aspect of the mentoring programme.

The Mentoring Manager and Charity Director are always available for support and advice, by phone, messaging service, email or in person.

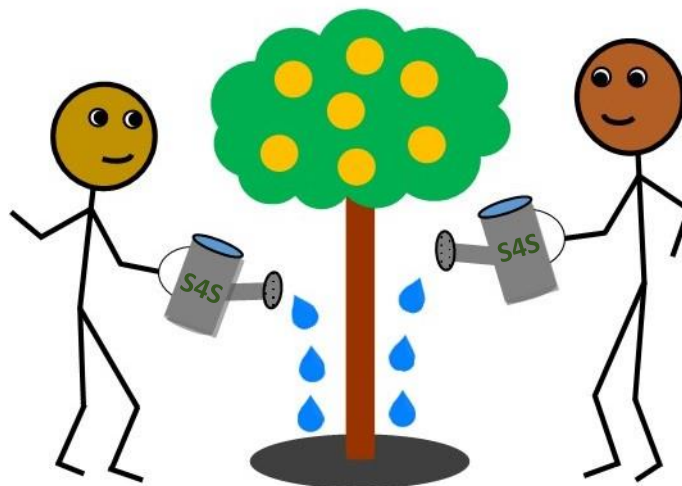
## 13 What happens next?

If you decide volunteer mentoring with Seeds4Success is right for you then please fill out the Mentor Registration Form and contact Lee, the Mentoring Manager by phone or email.

Lee will arrange to meet you for a chat, to collect the registration form and to complete an enhanced DBS application (you will be asked to bring a number of documents for identification purposes such as utility bills, passport, driving licence, birth certificate etc). Your picture will also be taken for your ID badge and our records.

Once references and DBS certificate have been returned satisfactorily, and both parties are happy to proceed, the mentoring training sessions and first aid course will be arranged.

On completion of your training you will be matched with a local young person and your mentoring journey will begin.



Thank you for your interest.

We and our local young people hope to hear from you soon.