

MAYOR'S MENTORING PROGRAMME

UPDATE REPORT
April 2013

For further information, please contact the Education & Youth Team, Health and Communities Unit, at mentoring@london.gov.uk



The Mayor's Mentoring Programme aims to provide mentoring for 1,000 young black boys (10-16 years - in targeted London boroughs) who are at risk of offending, committing anti-social behaviour or from disengaging with education, employment and training. Through positive mentoring support these young boys will be able to get their lives back on track, make the right decisions for themselves and reach their full potential.

"The Mayor's mentoring programme has the potential to affect many lives. It combines the best traditions of the voluntary sector with the management and strategic overview of governmental agencies."

Ray Lewis – Mayoral Advisor on Mentoring

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1. Summary - Progress to date

Performance

Overall the programme performed broadly in line with its targets. Minor delays in completing the contracting with the six new delivery partners resulted in the project achieving 98% of mentee referrals of young boys to the programme (490 vs. 500 target), 96% of vetted and trained mentors (443 vs. 460 target) and 94% of matched relationships (283 vs. year-end target of 300). See page 4 for programme targets graph.

Programme delivery expansion

The Mayor's Mentoring Programme works in partnership with community organisations (local delivery partners), who will train and match mentors with boys in seven London boroughs: **Brent, Croydon, Hackney, Haringey, Lambeth, Southwark and Waltham Forest**. The major focus of the project in Q4 2012/13 was selecting and contracting with six additional local delivery partners. We now have nine active local delivery partners (10 including University of East London) outlined in the full report below. Additionally we are extending the programme to Westminster and the procurement process for the local delivery partner is underway.

Mentor Recruitment

Ray Lewis, Mayoral Advisor on Mentoring, is leading a mentor recruitment drive through a series of events with local delivery partners.

Communications & evaluation

Marketing materials are being produced for various recruitment events. The first of a bi-monthly newsletter, '**Mentoring Round Up**', is being issued this month. This will be a source of news and an opportunity to share practice for interested parties, the programme delivery partners and mentors. An independent organisation has been commissioned to evaluate the programme, with work starting in March.

MAYOR'S MENTORING PROGRAMME CASE STUDY*

Daniel (14) lives with his mum and siblings. He was excluded from both his current and previous mainstream secondary school due to anger management issues and aggression towards teachers and peers, being violent both inside and outside of school: on one occasion he took a knife into school. Daniel's referral came from his Learning Support Mentor at the Pupil Referral Unit who felt he needed a positive male role model in his life.

In the preliminary meeting, prior to the matching process, Daniel expressed an interest in computers. This was mainly in playing computer games, but he also seemed to have a natural talent for working programmes out. The mentor assigned to Daniel was Jason who had a graphic design background and an excellent working knowledge of computers.

Jason established the following targets in Daniel's personal development plan:

- To maintain good relationships with family, teachers and peers;
- To work on anger management issues and explore positive outlets

Jason used the following methods to help Daniel achieve his goals:

- Supporting Daniel to create story boards, focusing on the circumstances that caused him to feel angry and react in a negative way. Jason explored different scenarios and outcomes to these stories encouraging Daniel to reflect and think about other ways to respond.
- Working with Daniel to investigate measures that could be put into place to prevent certain situations arising that may have negative outcomes. Jason also explained to Daniel how animations can be created from characters and story boards using specialised software.

Daniel's mother believes that as a result of the mentoring relationship, there has been a deep-seated change in his attitude towards his present situation and future prospects. Daniel's mum also sees signs that he is trying to control aggression when a situation arises that may cause a negative reaction.

** all names have been changed*

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2. Participating Boroughs



* Borough local delivery partner for Westminster (in blue) is currently being procured

The following local delivery partners have been contracted to deliver the programme:

Local Delivery Partner	Borough
South London YMCA	Croydon/Lambeth
Track Academy	Brent
The Soul Project	Waltham Forest
Tottenham Hotspur Foundation	Haringey
The Salmon Youth Centre	Southwark
Kori	Haringey
Brighter Future (consortium led by Hackney CVS)	Hackney
Bang Edutainment	Brent
Croydon Mentoring Consortium	Croydon

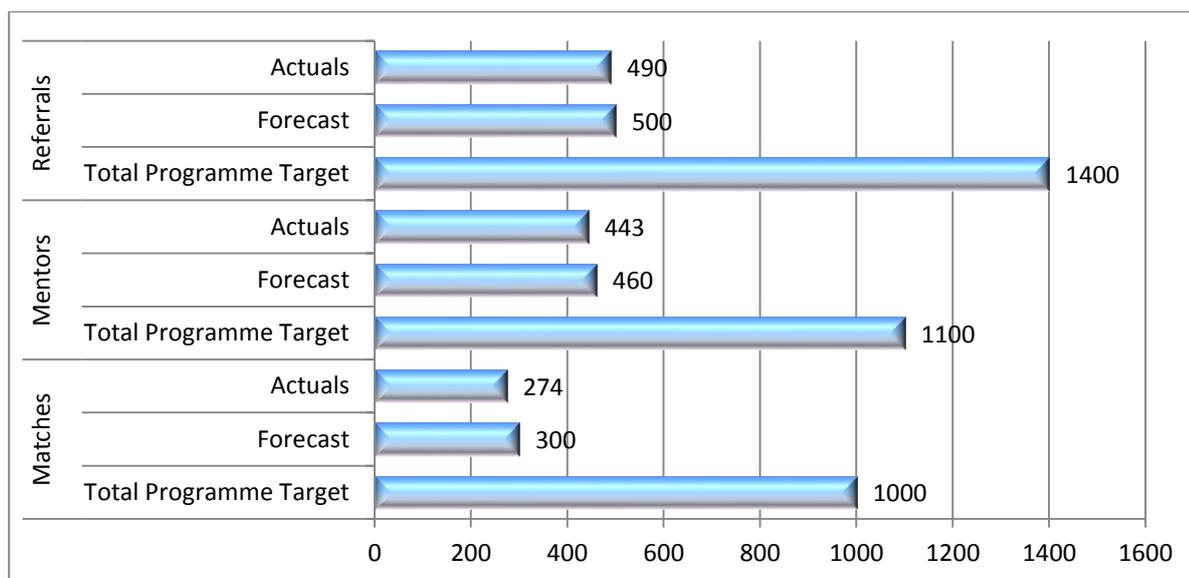
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Six additional delivery partners were recruited in January 2013 (via an open and competitive process) and contracted in February and March.

We provided a comprehensive induction to the programme in March to ensure consistent and high quality delivery across all local delivery partners.

3. Performance & programme forecasts

See below for a summary of the programme end of year profile vs. target across the major performance indicators for 2012/13.



The table below shows the forecast for the programme's primary targets by quarter over the next 12 months. This is a payment by results programme whereby the local delivery partners may exceed the programme targets outlined below providing this is within their maximum contract value.

Mayor's Mentoring Programme Forecast by Target 2012-14* (cumulative)				
Targets	End 2012/13	Jun-13	Sep-13	Dec-13
Referrals	500	900	1200	1400
Fully vetted & trained mentors	400	710	950	1100
Matched (relationship starts)	300	500	700	1000

* Forecast for 6 & 12 month sustained relationships are currently being negotiated with the new local delivery partners

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4. Programme management and project support

Inception Meetings – These have been held with all six of the new delivery partners, affording them the opportunity to go through in detail with a designated account manager the programme's eligibility and evidence requirements, as set out in the Programme Output Handbook. These meetings also informed the contracting process. Rocket Science, the programme's managing agent, plans to introduce streamlining of the processes to improve the project efficiency as well as offer some additional assistance with setting up the necessary filing systems.



Referring potential mentors – Rocket Science receives notifications from the GLA website (Mayor's Mentoring Programme page) as well as via the new Team London portal of anyone who registers an interest in becoming a mentor. This process has been made more efficient through the addition of a Borough Choice question on the London.gov.uk registration form. This enables Rocket Science to send details of potential volunteers to the delivery partners as soon as potential mentors register their

interest, decreasing the likelihood of losing contact. Rocket Science keeps a record of all volunteers whose details are passed on to the delivery partners so that Rocket Science can track their engagement in the programme or, if they are not suitable, refer them back to Team London or other volunteer opportunities.

Workshops – since the programme induction meeting held at City Hall, Rocket Science has organised and hosted two of a planned series of workshops. The aim of the workshops is to support and build capacity amongst the delivery partners, by focusing on key programme issues.

Training: So far session topics have included the training of mentors (part led by Ray Lewis and featuring an inspirational guest speaker Dr Lez Henry). Rocket Science has now set up an online Mayor's Mentoring Programme resource centre for the delivery partners to use to access and share materials.

Evaluation: The second evaluation workshop on the Mayor's Mentoring Programme was led by the evaluation partner, the Centre for Economic and Social Inclusion (Inclusion) and included discussion on the delivery partners' role in evaluation. The session identified, for example, a challenge the delivery partners face in securing the permission of parents/guardians for their sons/dependents to participate both in the programme and separately in the evaluation. Along with Inclusion, Rocket Science subsequently drafted a more accessible consent form to use in order to secure the required permissions.

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5. Communications & project resources

Team London – Rocket Science has set up a profile page for the Mayor's Mentoring Programme on the new Team London volunteering site.

Online resource centre – In response to requests made by delivery partners at the training workshop, Rocket Science has set up an online portal where delivery partners can network, download useful files (such as claims forms), access and share knowledge and practice, ask each other questions and so on. The site features discussion forums and the opportunity to upload documents. All information on the site is closed and can be viewed by approved members only (financial or personal data of mentors/mentees will not be published, eliminating any confidentiality concerns).

Mayor's Mentoring Programme updates – in addition to regular (at least fortnightly) e-mail programme management notices to the delivery partners, the first issue of a bi-monthly **Mentoring Round Up** has been issued. The first issue contains a programme (re)launch message from Ray Lewis, a case study from one of the delivery partners (Kori), an introduction to the nine delivery partners and an announcement of the extension of the programme into Westminster.

