

GHM Annual Relationship Survey - June 2016



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1. Introduction

GreenHouse Mentoring(GHM) is a project of Stopsley Baptist Church (SBC), a company limited by guarantee, Registered in England and Wales, Company Number - 7605036, Registered Charity Number - 1150563, Registered Office - Stopsley Baptist Church, St Thomas' Road, Luton, LU2 7XP

GreenHouse Mentoring (GHM) has been operating since 2002.

This document describes the results of the annual relationship survey of Volunteers & Mentees, taken in June 2016.

2. Distribution

The survey was distributed by hand and via post to all active relationships in June 2016. Only active relationships that had passed the 4 Session Check stage were considered. English Corner relationships were omitted.

Of the 39 questionnaires distributed 29 completed replies were received and one spoiled paper was returned with no results given and therefore is not included in the statistics. Overall a 74% response rate was achieved, which is a good return.

3. Analysis

The detail results are shown in section 7 and 8, but overall they paint a picture of mentees and volunteers who appreciate the assistance that GreenHouse Mentoring provides and that working within GHM is making a difference to their lives.

4. Highlights – Outcomes

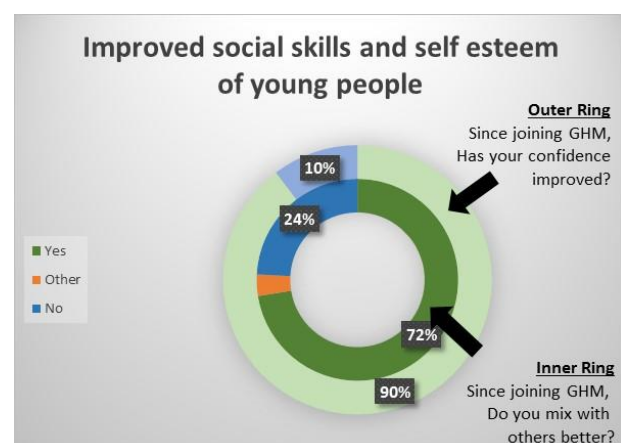
4.1 GHM aims to help young people with the following Outcomes ...

Improved social skills and self-esteem of young people;

We asked the questions:

- Since joining GHM, do you mix with others better?
- Since joining GHM, has your confidence improved?

The answer – Yes!



Improved awareness of self and their situation;

We asked the question:

- Since joining GHM, do you see better how your behaviour affects others?

The answer was that 86% felt that since joining GHM they saw better, so the answer is Yes!

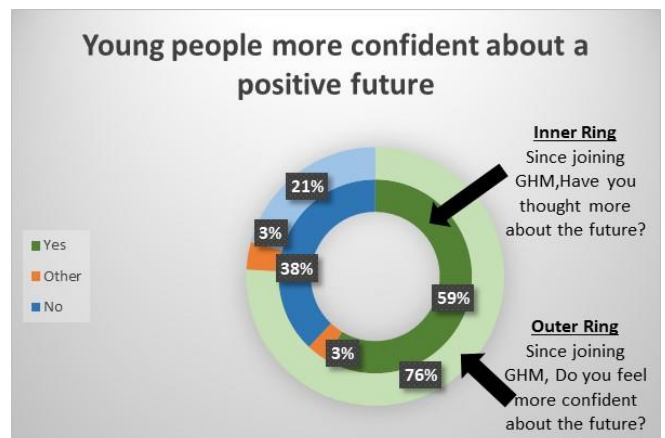


Young people more confident about a positive future;

We asked the questions:

- Have you thought more about the future?
- Do you feel more confident about the future?

An encouraging 59% of Mentees have thought more about the future since joining GHM and 76% now feel more confident about the future.



Greater resilience in home / school / social situations.

We asked the question:

- Do you feel more able to deal with difficult situations at home or school?

76% of all Mentees felt that they were more able to deal with difficult situations they encountered compared to before joining GHM.



4.2 GHM aims to help Volunteers with the following Outcomes ...

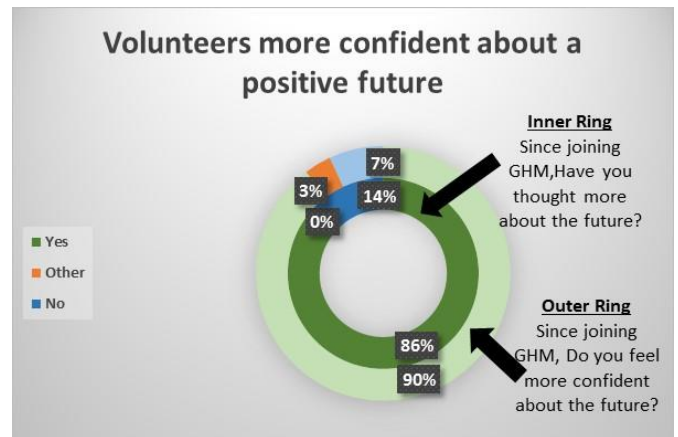
Volunteers have goals and have started to meet them;

Whilst we did not ask Volunteers specifically about their goals and whether they had begun to achieve them, they did feel better about the future in general.

We asked the questions:

- Have you thought more about the future?
- Do you feel more confident about the future?

An encouraging 86% of Volunteers have thought more about the future since joining GHM and 90% now feel more confident about the future.

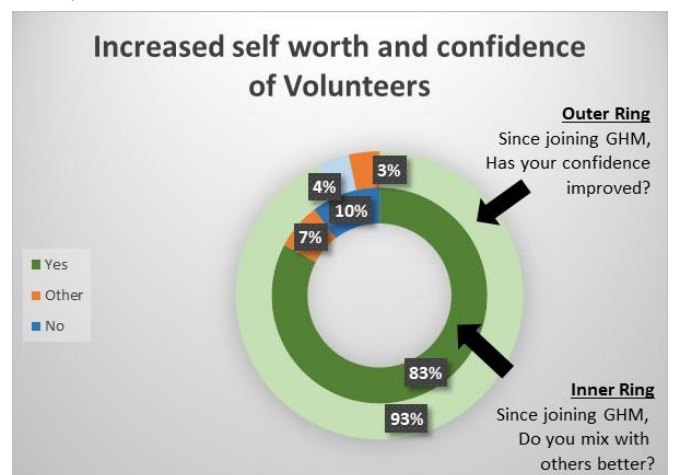


Increased Self Worth and / or Confidence;

We asked the questions:

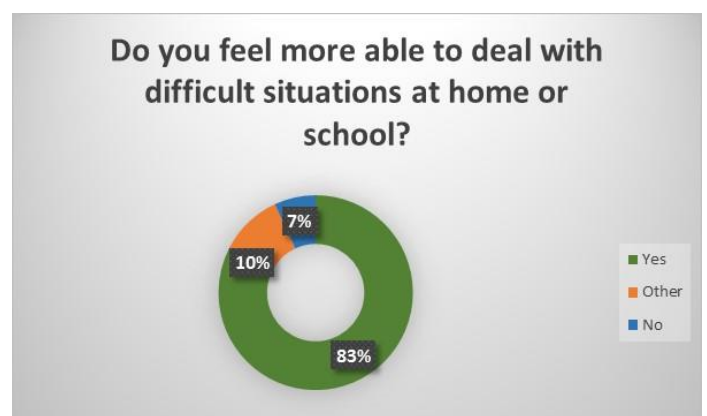
- Since joining GHM, Do you mix with others better?
- Since joining GHM, Has your confidence improved?

The answer – Yes!



Increased Skills of Volunteers.

We asked if Volunteers felt more able to deal with difficult situations since joining GHM. 83% of Volunteers said they did!



5. Recommendations

This was the first annual relationship survey. Bearing in mind the results and the comments made by both Mentees and Volunteers, the following recommendations are suggested:

- That the survey be repeated each year in June;
- Minor adjustments to the format and questions should be made:
 - More room for comments;
 - Additional questions regarding outcomes for Volunteers;
 - Improved instructions for Mentors, especially to make the completion of the questionnaire a fun and encouraging task.
- Investigate a Mentoring Module on the subject of Bullying/ Cyber Bullying;
- The results of the survey should be presented to the GHM Management Committee, the Church and potential and existing funders.
- The results should be shared with all Volunteers.

6. Methods

The questionnaires were distributed via hand wherever possible, along with a letter giving guidelines (see below).

Dear

Annual Mentoring Relationship Questionnaire 2016

GreenHouse Mentoring (GHM) is carrying out a yearly survey of Mentoring Relationships.

It is important for GHM to know how relationships are progressing, so that we can:

- Explain to Funders how effective GreenHouse Mentoring is and encourage them to support GHM – without funds we cannot continue; 😊
- Show Referrers the benefits of the work we do;
- Update the GHM Management Committee on progress.

Please can you help us by working together with your mentee to complete this form carefully, legibly and honestly, at the next opportunity.

The questionnaire should be relatively easy to understand and is an opportunity to speak with your mentee, encourage them and share with each other. However, the following may also help:

- Please complete the questionnaire with your mentee, each question needs to be answered by both yourself and your mentee;
- Have fun together with it, finding out how each other feels;
- For every completed form we will award the Mentee and Mentor with a GHM enamel badge;
- NA means Not Applicable. If the answer to a question is “No” then there is no need to answer any supplementary question that grades how much better;
- **Please return the form by 30 June at the latest to Ian.**

Thanks for your help!

In the course of analysing the data, variations in responses were received and the following rules used to decide what data to admit.

6.1 How to deal with incorrectly completed or illogically answered papers

Spoiled papers – a single paper was received that had been scribbled on no data was able to be ascertained and thus this was omitted from results;

"has mentoring worked out as expected?" if the answer was given as “yes” but an answer was given to “how is it different”, we included these answers;

If questions were not answered - leave blank but these blanks affected the overall percentages e.g. if 58 returned with yes and 40 returned with no and 2 didn't reply then the percentages would be 58%, 40% and 2%.

If N/A given as an answer to a question – include this comment in the count.

If a "since joining GHM..." question is answered "yes" or "no" and no numeric value given as to "how much different" in the next question, then include the first answer and leave other blank .

If a "since joining GHM..." question is not answered but a numeric value given in the next question, then include the number only in the analysis of the second question.

If a "since joining GHM..." question is answered with "No" and a numeric value given as to "how much different" in the next question, then include the first answer and leave other blank - do not include the number.

Include any comments made in relevant questions even if they just say "No!"

Where an added comment makes it clear that the question as intended was not answered properly then omit any answers related to that question.

If answers are all crossed out omit.

Where scores given are ringed - 2 digits - input a score half way between.

if an answer has a "?" alongside - include answer if clear, if no other info leave.

7. Detail Results – Mentees

		Totals											
No	Question	Mentees Id	Yes	Yes %	No	No %	N/A	Better	Same	Worse	Total/ Average	Distributed	Percentage Returned
1	Are you enjoying your mentoring together?		29	100%	0	0%	0	0	0	0	29		
2	Has mentoring worked out as expected?		26	90%	3	10%	0	0	0	0	29		
	How is it different?		0		0		4	20	3	0	27		
3	Do you think meeting has helped you in any way?		28	97%	1	3%	0	0	0	0	29		
4	Do you think you have changed since starting mentoring?		25	86%	4	14%	0	0	0	0	29		
	Since Joining GHM....												
4.1	Do you mix with others better?		21	72%	7	24%	0	0	0	0	28		
	On a scale of 1-6—how much better?										4.4		
4.2	Do you see better how your behaviour affects others?		25	86%	3	10%	0	0	0	0	28		
	On a scale of 1-6—how much better?										4.8		
4.3	Has your confidence improved?		26	90%	3	10%	0	0	0	0	29		
	On a scale of 1-6—how much has it improved?										4.8		
4.4	Have you thought more about the future?		17	59%	11	38%	0	0	0	0	28		
4.5	Do you feel more confident about the future?		22	76%	6	21%	0	0	0	0	28		
4.6	Do you feel more able to deal with difficult situations at home or school?		22	76%	6	21%	0	0	0	0	28		
4.6.1	On a scale of 1-6—how much more?										3.7		
4.6.2	How or in what way do you feel more able to deal with difficult situations		21	72%	8	28%					29		
5	Do you feel that GHM listens to your ideas		26	90%	2	7%	0	0	0	0	28		
6	Do you feel you have a say in what you do in your mentoring relationship?		29	100%	0	0%	0	0	0	0	29		
7	What School is Mentee attending?		29	100%	0	0%					29		
8	Group Mentoring comprises the Skills & Activity Clubs— ACE KIDS, ACE PLUS and THE BASE along with the Skills Courses—Dealing with Anger and Self-Esteem												
8.1	Have you tried Group Mentoring?		18	62%	11	38%	0	0	0	0	29		
8.2	Have you enjoyed Group Mentoring?		15	83%	2	11%	12	0	0	0	29		
8.3	Did you feel Group Mentoring was helpful?		15	83%	3	17%	11	0	0	0	29		
9	Have you suffered bullying in the last year?		13	45%	16	55%	0	0	0	0	29		
10	Have you suffered cyber-bullying in the last year? i.e. texts, emails or social media		7	24%	22	76%	0	0	0	0	29		
11	Are there other things you need that would help you?		9	31%	19	66%	1	0	0	0	29		
11.1	What things?		13	45%	16	55%					29		
12	Any other comments or Mentoring stories?		4	14%	22	76%	0	0	0	0	26		
	Please Comment	0	6	21%	23	79%					29		
	Spoiled Sheet		1	3%	29	97%	0	0	0	0	30		
	Given Badge?		2	7%	27	93%	0	0	0	0	29		

7.1 Commentary on Detail Results

All young people are enjoying mentoring together.

Though most young people thought it was as they expected they also felt overall that it was "Better". No one felt it was worse than expected.

97% of the young people felt that mentoring had helped them and 86% admitted that they had changed since they had begun mentoring.

Since joining GHM ...

- a) 72% felt that they mixed better with others and when asked how much the average response was 4.4 out of a range 1 to 6;
- b) 86% said they saw better now how their behaviour affected others;
- c) 90% said that their confidence had improved;
- d) 59% of the young people said they thought more about the future;
- e) 76% felt more confident about the future;
- f) 76% were more able to deal with difficult situations at home or school;

Young people feel very engaged with the service and feel that GHM both listens to them (90%) and that they have a say in what they do in their mentoring relationship (100%).

On the subject of Group Mentoring 62% of those in a mentoring relationship have tried Group Mentoring and 83% of those both enjoyed and felt that Group Mentoring had been helpful.

7.1.1 Bullying

45% of those surveyed had experienced bullying in the last year and 24% has been subject to Cyberbullying. These results are consistent with the UK Bullying Survey...

THE ANNUAL BULLYING SURVEY 2015: UK BULLYING STATISTICS 2015

- 50% of young people have bullied another person, 30% of which do it at least once a week.
- 69% of young people have witnessed somebody else being bullied, 43% of which see it at least once a week.
- 43% of young people have been bullied, 44% of which are bullied at least once a week.

7.2 Detailed Comments

When asked how Mentees felt more able to deal with difficult situations, the following answers were offered:

- I know now not to shout but stay calm
- Ask for help
- I get less frustrated
- Tell someone who can help you
- thinking the problem through
- I don't get physical or harm myself
- Feel like she has support to deal with
- ?
- Able to speak more confidently in public
- Have more confidence
- more in control
- Think first
- Don't retaliate
- by thinking about them
- Think a little more before I act
- I tell an adult
- Speak to someone with my problems
- By talking to people
- confidence
- N/A

When asked what other things Mentees needed to help them, the following answers were offered:

- A new teacher at school
- GreenHouse ring the school teacher new about my anxiety
- More time
- xxxxx would like someone to talk to at school or be able to email me
- No!

- Making friends. Bullying Skills Course
- Not going to school
- Cyberbullying
- Unsure
- N/A – 3 replies

When asked for any other comments or Mentoring stories, Mentees said:

- This time last year I wouldn't have had the confidence to go to YYYYYY and mentor some people
- Has help me
- Better than I expected
- No!
- Would be nice to have Xbox 1 or PS4
- Been using GHM for 5 years and have really enjoyed it. It's helped a lot

8. Detail Results – Volunteers

		Totals											
No	Question	Volunteers Id	Yes	Yes %	No	No %	N/A	Better	Same	Worse	Total/ Average	Distributed	Percentage Return
1	Are you enjoying your mentoring together?		29	100%	0	0%	0	0	0	0	29		
2	Has mentoring worked out as expected?		25	86%	4	14%	0	0	0	0	29		
	How is it different?		0		0		3	20	2	0	25		
3	Do you think meeting has helped you in any way?		29	100%	0	0%	0	0	0	0	29		
4	Do you think you have changed since starting mentoring?		26	90%	3	10%	0	0	0	0	29		
	Since Joining GHM....												
4.1	Do you mix with others better?		24	83%	3	10%	0	0	1	0	28		
	On a scale of 1-6—how much better?										4.3		
4.2	Do you see better how your behaviour affects others?		27	93%	0	0%	0	0	0	0	27		
	On a scale of 1-6—how much better?										4.4		
4.3	Has your confidence improved?		27	93%	1	3%	0	0	0	0	28		
	On a scale of 1-6—how much has it improved?										4.4		
4.4	Have you thought more about the future?		25	86%	4	14%	0	0	0	0	29		
4.5	Do you feel more confident about the future?		26	90%	2	7%	1	0	0	0	29		
4.6	Do you feel more able to deal with difficult situations at home or school?		24	83%	2	7%	1	0	0	0	27		
	On a scale of 1-6—how much more?										4.4		
4.6.2	How or in what way do you feel more able to deal with difficult situations		15	52%	14	48%					29		
5	Do you feel that GHM listens to your ideas		27	93%	1	3%	1	0	0	0	29		
6	Do you feel you have a say in what you do in your mentoring relationship?		29	100%	0	0%	0	0	0	0	29		
7	What School is Mentee attending?												
8	Group Mentoring comprises the Skills & Activity Clubs— ACE KIDS, ACE PLUS and THE BASE along with the Skills Courses—Dealing with Anger and Self-Esteem												
8.1	Have you tried Group Mentoring?		14	48%	15	52%	0	0	0	0	29		
8.2	Have you enjoyed Group Mentoring?		13	93%	1	7%	15	0	0	0	29		
8.3	Did you feel Group Mentoring was helpful?		13	93%	1	7%	15	0	0	0	29		
9	Have you suffered bullying in the last year?		3	10%	25	86%	0	0	0	0	28		
10	Have you suffered cyber-bullying in the last year? i.e. texts, emails or social media		1	3%	26	90%	0	0	0	0	27		
11	Are there other things you need that would help you?		5	17%	23	79%	0	0	0	0	28		
11.1	What things?		8	28%	21	72%					29		
12	Any other comments or Mentoring stories?		11	38%	16	55%	0	0	0	0	27		
	Please Comment		13	45%	16	55%					29		
	Spoiled Sheet		0	0%	29	100%	0	0	0	0	29		
	Given Badge?		2	7%	27	93%	0	0	0	0	29		

8.1 Commentary on Detail Results

All Volunteers are enjoying mentoring together with their Mentee.

Though most Volunteers thought mentoring was as they expected they also felt overall that it was "Better". No one felt it was worse than expected.

All volunteers felt that mentoring had helped them personally and 90% admitted that they had changed since they had begun mentoring.

Since joining GHM ...

- a) 83% felt that they mixed better with others;
- b) 93% said they saw better now how their behaviour affected others;
- c) 93% said that their confidence had improved;
- d) 86% of the Volunteers said they thought more about the future;
- e) 90% felt more confident about the future;
- f) 83% were more able to deal with difficult situations at home or school;

Volunteers feel very engaged with the service and feel that GHM both listens to them (93%) and that they have a say in what they do in their mentoring relationship (100%).

On the subject of Group Mentoring 48% of those mentoring have tried Group Mentoring and 93% of those both enjoyed and felt that Group Mentoring had been helpful.

8.2 Detailed Comments

When asked how Volunteers felt more able to deal with difficult situations, the following answers were offered:

- I Have confidence in my ability to manage on my own;
- Able to handle change in situations;
- Speak to the person directly asking them to stop politely. If they don't speak to someone;
- More assertive & confident;
- I think slower to react better practice what you preach;
- Training has taught me how to;
- Taking a step back to evaluate;
- I find working with helpful people has made me feel able;
- Pause;

- More calmer & understanding;
- Talk about it.
- Seek more advice
- Not sure
- Better listening skills and decision making

When asked what other things Volunteers needed to help them, the following answers were offered:

- Working with groups of 3 or more;
- More time;
- Nothing;
- N/A;
- Bullying courses;
- Not at the moment.
- Complex issues when social workers intervene & its impact on mentee

When asked for any other comments or Mentoring stories, Mentees said:

- By working with xxxxxx and being with a younger person has helped me see things from a younger point of view;
- I'm enjoying the sessions and getting to know xxxxxx;
- Feel like I have benefitted from my mentoring relationship with xxxxxx;
- I'm fine and happy with the way things are going;
- I find my role as a mentor extremely rewarding & find that I also learn from experience also. Witnessing my mentee's progression has been a blessing;
- xxxxx and I are feeling a little bored at GHM on a Saturday We feel we have done everything there is to do and need more ideas on activities we can do together;
- xxxxx is one of the best fast learners I have ever met;
- I've enjoyed being part of the GHM Community;
- Enjoying our relationship even though it is early;
- Been a mentor for about 2/3 years. Have really enjoyed my time here. It has even resulted in me changing my career path;
- She is a brilliant girl. I have no complaints.

- Was very privileged to attend xxxxxx graduation at school. He has come a long way and is showing lots of ambition and is starting to plan for the future

9. Questions asked

No	Question
1	Are you enjoying your mentoring together?
2	Has mentoring worked out as expected?
	How is it different?
3	Do you think meeting has helped you in any way?
4	Do you think you have changed since starting mentoring?
	Since Joining GHM....
4.1	Do you mix with others better?
	On a scale of 1-6—how much better?
4.2	Do you see better how your behaviour affects others?
	On a scale of 1-6—how much better?
4.3	Has your confidence improved?
	On a scale of 1-6—how much has it improved?
4.4	Have you thought more about the future?
4.5	Do you feel more confident about the future?
4.6	Do you feel more able to deal with difficult situations at home or school?
4.6.1	On a scale of 1-6—how much more?
4.6.2	How or in what way do you feel more able to deal with difficult situations
5	Do you feel that GHM listens to your ideas
6	Do you feel you have a say in what you do in your mentoring relationship?
7	What School is Mentee attending?
8	Group Mentoring comprises the Skills & Activity Clubs— ACE KIDS , ACE PLUS and THE BASE along with the Skills Courses—Dealing with Anger and Self-Esteem
8.1	Have you tried Group Mentoring?
8.2	Have you enjoyed Group Mentoring?
8.3	Did you feel Group Mentoring was helpful?
9	Have you suffered bullying in the last year?



10	Have you suffered cyber-bullying in the last year? i.e. texts, emails or social media
11	Are there other things you need that would help you?
11.1	What things?
12	Any other comments or Mentoring stories?
	Please Comment