



## Mentoring Aid



GreenHouse Mentoring

14/03/2014

## 1. Introduction

GreenHouse Mentoring (GHM), a project of Stopsley Baptist Church, is a locally focussed, Luton based organisation, established in 2002. GreenHouse Mentoring is a Service for our Community. We are committed to provide a safe, supportive and friendly place for young people, volunteers and staff alike.

We provide quality, trained, screened volunteers from diverse backgrounds who choose to consistently meet with, mentor and help young people in Luton.

We love to treat everyone in a uniquely personal way and help them to unlock their potential. Our service is free to Service Users and Referrers alike.

All our mentors are volunteers, but in order to operate within accepted safeguarding guidelines and with the right level of support, GHM has a structure which includes management, training and supervision for all GHM volunteers. Over the course of a year we help many young people. The cost of providing mentoring is approximately £1,250 per young person per year.

We are inviting businesses and schools in Luton, who may already use our services, as well as those who may do so in the future, to support part or all of the cost of providing mentors for children and young people and in this way be a part of helping young people in Luton to achieve their full potential.

## 2. GHM Aims & Objectives – Helping Young People!

GHM receives referrals from Schools, Doctors, Social Workers, Parents and others for young people that would benefit from mentoring. Many of these have medical conditions that contribute to their issues (see Fig 2).

GHM Aims to see all young people in Luton empowered to unlock their potential (see Fig 3) through a wide range of Outputs and Objectives. GHM has achieved the Investors in Volunteers Award and the Accredited Provider Standard from the Mentoring & Befriending Foundation.

***“Peter<sup>1</sup> didn’t go to school much, he didn’t seem to care about his GCSE’s. He wanted to be a physiotherapist, but it was only when he was referred to GreenHouse Mentoring that he understood that he wouldn’t have the grades for this unless he changed. Meeting weekly with his GreenHouse Mentor Peter began to work through his situation and to plan his future. Peter is now a fully qualified nurse and on his way to achieving his ambitions.”***

<sup>1</sup> Mentee’s names have been changed to preserve anonymity.



Figure 1 - GHM Staff & Volunteers with the Investors In Volunteers award

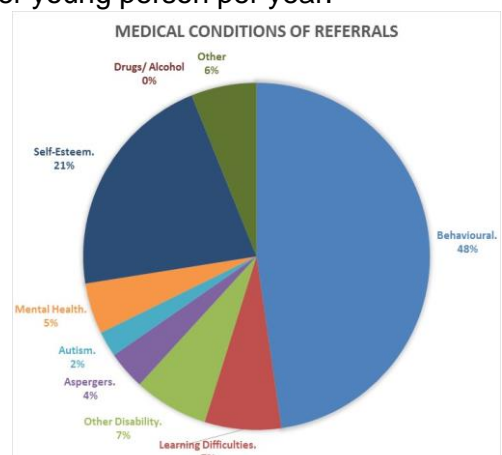


Figure 2 - Medical Conditions stated on Referrals

### 3. What does a GreenHouse Mentor Do?

GHM builds positive relationships with referred young people/ families by meeting regularly to provide support and offer advice as requested. An average of one hour a week is required.

A GHM Mentor will:

- Be selected, trained and screened carefully, with an enhanced DBS disclosure and two satisfactory character references.
- Build a one-to-one relationship with a referred young person, by meeting regularly, giving individual attention and offering advice.
- Work with their GHM supervisor and regularly review how the relationship is progressing;
- Commit voluntarily to a minimum of one year with GHM to ensure continuity of support to their young person.

In this way GHM Mentors help to support and raise the self esteem and confidence of disadvantaged young people in Luton.

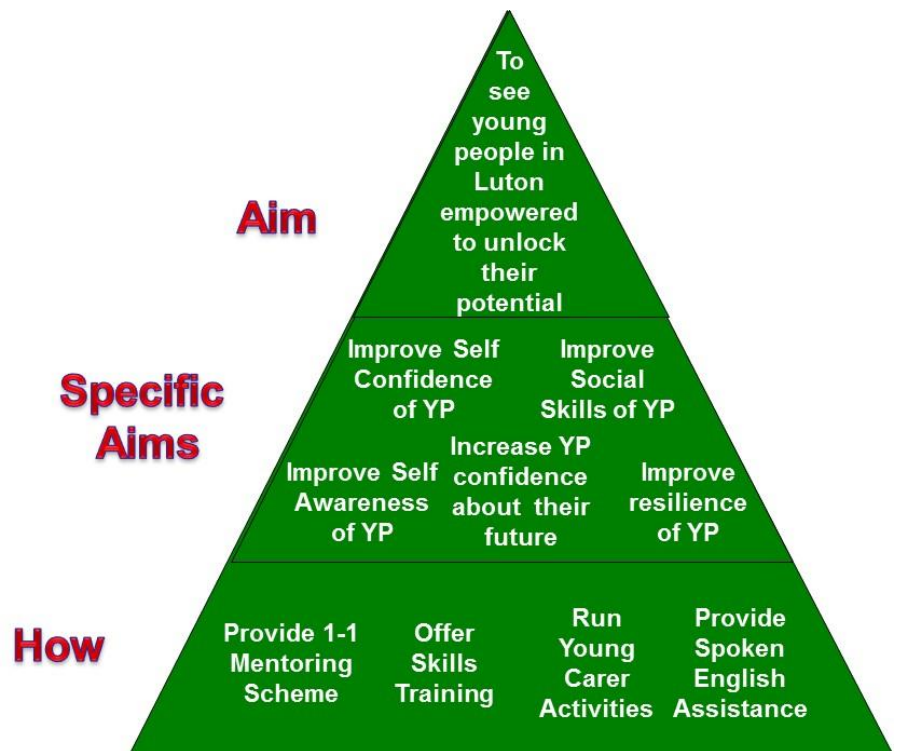


Figure 3 - GHM Aims & Objectives



*“A young parent, Jane, was matched with her GHM Mentor when her child was about 6 months old. She was a bright girl but had not been able to complete even her basic education due to her pregnancy and a negative relationship, and she was frustrated with her current situation. Her mentor helped and encouraged her to investigate the possibilities for catching up on what she had missed and continuing to further her education. She is now able to attend college and learn a trade, while her child is receiving the childcare for which she is entitled.”*

## 4. Mentoring Aid Levels

There are 3 packages that have been developed within Mentoring Aid. These can be achieved by a single payment or built over a period of time through fund raising activities:

### a) Gold - Mentee Support ...



will provide enough funds for the complete management and supervision of a mentee for one year. GHM will provide the following:

- sourcing of a suitable mentee (who has been referred to our service);
- a compatible fully trained/screened volunteer mentor for the mentee;
- support of the mentoring relationship with our robust supervision and review mechanism;

The sponsor will also receive regular newsletters, invites to training events and a Gold Supporter Pack.

Gold sponsors will be acknowledged in: GHM promotional material distributed throughout Luton; the regular GHM Newsletter; and will be displayed prominently at the GreenHouse and Stopsley Baptist Church.

Cost is £1,250 per year.

### b) Silver - Weekly Support ...



will support approximately one extra hour of staff time per week (over the course of a year), which will allow GHM to initiate additional mentoring relationships or provide Group Mentoring skills sessions. The sponsor will receive regular GHM newsletters, invites to training events and a Silver Supporter Pack.

Silver sponsors will be acknowledged in: GHM promotional material distributed throughout Luton; the regular GHM Newsletter; and will be displayed prominently at the GreenHouse and Stopsley Baptist Church..

Cost is £500 per year.

### c) Bronze - Monthly Support...



will support approximately one extra hour of staff time per month, which will enable GHM to continue to manage currently established mentoring relationships, provide Group Mentoring skills sessions or some additional mentoring relationships. GHM will provide a regular Newsletter, invites to training events and a Bronze Supporter Pack.

Bronze sponsors will be acknowledged in: GHM promotional material distributed throughout Luton; the regular GHM Newsletter; and will be displayed prominently at the GreenHouse and Stopsley Baptist Church.

Cost is £125 per year.

***“Steve attended the GreenHouse Mentoring Skill Session on Dealing with Anger. He learnt how it was best not to fight back, but to walk away and report issues, rather than taking them into his own hands. When he returned to school, he not only practiced what he had been taught but encouraged his friends to do so as well.”***

## 5. Why Luton Needs Help?

Luton is a town where there are stark inequalities both within the Borough and between Luton and the rest of the country. The key factors are:

- The town is **ethnically diverse**, with approximately 35% of the population being of BME origin.
- Luton has 18 lower super output areas in the top 10% most deprived areas in the country in the income deprivation affecting children index.
- Child poverty is a major issue in Luton. In 2010, 1 in 4 children were living in poverty in the town and in three of our lower super output areas, over 45% of the children were living in poverty. Children living in poverty are more likely to have chronic illnesses and more likely to have pre-school conduct and behaviour problems, experience more bullying and take part in risky behaviours as teenagers (such as smoking, playing truant and anti-social behaviour).
- The under 18 conception rate is 29.4 conceptions per 1,000 females aged 15-17 years. The Government has highlighted the important link between child poverty and teenage pregnancy and for this reason it is essential that the under 18 conception rate is closely monitored over the next three years as part of the local family poverty strategy.
- High Numbers of Children - The 0-15 age group account for 22% of the population compared with 19% regionally/nationally and this number is projected to rise by 16% in a decade.
- The number of children coming into care in Luton, under the category of abuse or emotional neglect is increasing. During 2010-2011, 75% of children in care entered the system as a result of abuse or neglect. This has been related to the increase in domestic abuse.

(Extracts above from Luton Joint Strategic Needs Assessment 2011)

GHM recognises that in Luton, there are...

- Problems with the **engagement** of young people;
- children that behave in an **anti-social** manner;
- **Loneliness, Anxiety and stress.**

We are an organisation who seek to help referred young people to cope better with the stresses and strains of modern day living. Specifically Improving

- **social skills, self-esteem & awareness, confidence and resilience**

## 6. Payment

Payment of Mentoring Aid can be arranged by any of the following easy to use mechanisms:

1. An Invoice can be sent on request;
2. Cheque made payable to Stopsley Baptist Church endorsed on the rear with "for the account of GreenHouse Mentoring" and sent to the address on the rear of this leaflet;
3. Sponsoring via our website - <http://greenhousementoring.org.uk/fund-raising/> or giving site: <https://my.give.net/GreenHouseMentoring> .

## 7. Pupil Premium Programme

Many of the young people we support will be eligible for additional support via the Pupil Premium Programme at the educational establishment that they currently attend. The aim of the pupil premium is to improve the educational outcomes for those children and young people and we believe for some young people, having a mentor will be a useful contribution to this. As schools will have to account for how their Pupil Premium has been used, we believe that this would be seen as a legitimate and effective way to account for it.

The GHM Mentoring Programme assists some looked after children and young carers and they can benefit from:

1. One to One Mentoring;
2. Group Mentoring Skills Sessions.

Using these facilities and services will help to address the emotional and social well-being of these pupils.

## 8. Volunteer Case Study

*“When I first started as a volunteer I was very much more of a mentee than a mentor! So this is my journey from where I was then to where I am now and that really is nearly all down to GreenHouse Mentoring and the amazing people that are part of it.*

*When I first came to GreenHouse Mentoring I was 22 and had just come out of an abusive relationship. I had moved to Luton with my daughter for a fresh start and to get away from the situation I was in. I was very much a broken person when I came to Luton and I had very low self-esteem. When I heard about GreenHouse Mentoring it was amazing ... I didn't expect however, for it to heal me as much as it did!*

*...Not only did meeting and being supported by people at GreenHouse mentoring have a profound impact on my life, but also actually becoming a mentor and someone important in a young person's life did. I think, when someone is dependent on your presence and your support it forces you to look at aspects of yourself and deal with them how you would hope others would. It also makes you want to be the best possible person you can be for them and in turn for yourself. So effectively when you are giving to others you are also giving to yourself and I feel that is definitely something that happened to me! Something that ended up being literally and genuinely life changing. “*

## 9. Vision

To see young people in Luton empowered to unlock their potential.

### Mission

- To recruit, screen and train quality volunteer mentors.
- To offer Group Mentoring support to referred young people, including life skills sessions aimed to help develop social skills.
- To offer one-to-one Mentoring support to referred young people.
- To offer one-to-one Mentoring support to young parents through the Young Parent Mentoring project.
- To provide a safe and encouraging environment for all mentoring and training activities through the GHM Cafe.
- To support and encourage all GreenHouse Mentoring volunteers through the GHM Supervisors, Counsellors and staff.
- To help enable children and parents whose 1<sup>st</sup> language is not English to improve through the English Corner.



### Values

Aim for excellence in everything.

Act with integrity in all situations.

- open
- honest
- caring
- genuine
- non-judgemental
- inclusive
- dependable
- safe and secure

Encourage growth in all.

- training
- equipping

- challenging

### Eligibility Criteria

Children in Luton (i.e. with a home post code of LU1, LU2, LU3, LU4) who:

- need the help of mentor;
- aged 5-18 years of age – however, this is extended to age 25 where the person has a learning disability.

Young Parents in Luton (i.e. with a home post code of LU1, LU2, LU3, LU4) who:

- are or are about to become a young parent;
- need the help of mentor
- aged up to 25 years of age – however, this can be extended where the person has a learning disability.

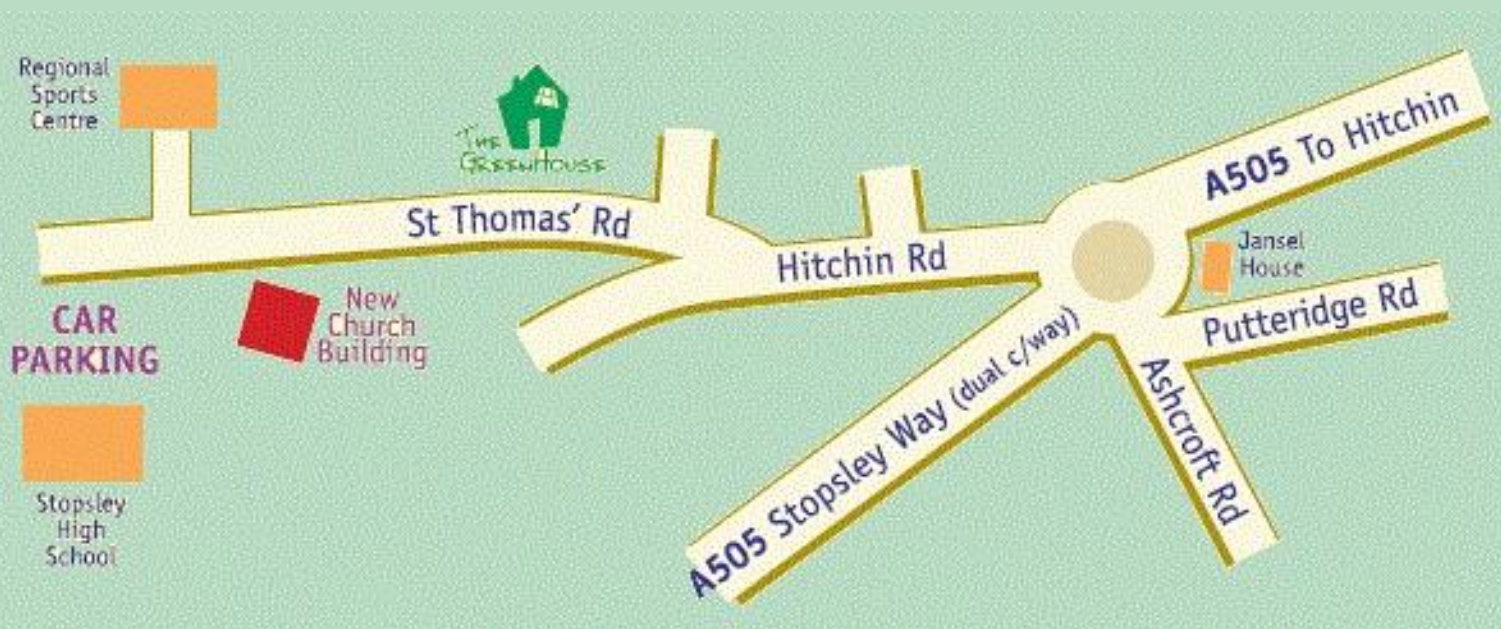
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