

PART 1 - PUBLIC

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**Decision Maker:** Public Protection and Safety Policy Development and Scrutiny Committee

**Date:** 20/09/2011

**Decision Type:** Non-Urgent Non-Executive Non-Key

**Title:** UPDATE on LBB MENTORING SCHEME

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**Chief Officer:** Nigel Davies, Director of Environmental Services

**Ward:** Boroughwide

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**1. REASON FOR REPORT**

- 1.1 This report sets out information on the Mentoring scheme, which was agreed by Members of the Executive on 6<sup>th</sup> April 2011

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**2. RECOMMENDATION(S)**

- 2.1 The Policy Development and Scrutiny Committee is asked to note the detail of the Mentoring scheme together with proposals for its continuation and development and request that a further report be brought back to Members at the end of the financial year with details of budget expenditure and outcomes achieved.

## Corporate Policy

1. Policy Status: Existing policy. Building A Better Bromley, Portfolio Plan for Public Protection and Safety 2008, Bromley Community Safety Strategy 2008-2011
  2. BBB Priority: Safer Bromley.
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## Financial

1. Cost of proposal: Estimated cost £138k for the period 2011/12 to 2013/14
  2. Ongoing costs: N/A.
  3. Budget head/performance centre: Earmarked Reserve for 'Preventing Violent Extremism'
  4. Total current budget for this head: £138k
  5. Source of funding: Prevent Area Based Grant for 2010/11
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## Staff

1. Number of staff (current and additional): N/A
  2. If from existing staff resources, number of staff hours: N/A
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## Legal

1. Legal Requirement: Non-statutory - Government guidance. Preventing Violent Extremism (Prevent), Call to End Violence Against Women and Girls: Action Plan (Home Office)
  2. Call-in: Call-in is not applicable.
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## Customer Impact

1. Estimated number of users/beneficiaries (current and projected): All Bromley Residents
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## Ward Councillor Views

1. Have Ward Councillors been asked for comments? N/A.
2. Summary of Ward Councillors comments:

### **3. COMMENTARY**

- 3.1 This report details the expenditure, progress and development of the Bromley mentoring scheme.
- 3.2 On 6<sup>th</sup> April 2011, the Executive agreed recommendations to allocate £46k per annum for three years to support a Safer Bromley initiative i.e. the LBB mentoring scheme, using money from the Prevent grant. The mentoring scheme was also supported by the Safer Bromley Partnership on the 24<sup>th</sup> March 2011 and by the Public Protection and Safety PDS Committee on 22<sup>nd</sup> March 2011.
- 3.3 The mentoring scheme is an area of targeted support for young people and refers to the recruitment, “matching” and management of volunteer mentors for young people within the borough. Having identified groups of young people who are assessed as at risk of developing criminal or anti-social behaviour, the support for mentoring is premised on the understanding that targeted support will act as a positive diversion for young people and reduce incidents of criminal and anti-social behaviour. See Appendix 1 for more details of the scheme.
- 3.4 The work to develop options in relation to mentoring identified the provision of a service within the Council under the management of the Education Business Partnership within the Children and Young People Department. This service is responsible for delivering a programme of mentoring, with approved provider status, across a range of services working with young people including social care and education. The draft programme is to provide a targeted service to young people who have come to the attention of the Youth Offending Services (YOT) within the borough and those who have been referred to the Council’s Anti Social Behaviour Unit. The recruitment of a member of staff and the expansion of the numbers of both mentors and mentees has progressed since the inception of the scheme.
- 3.5 Funding was linked to an identified increase in the number of mentors recruited and the number of young people benefiting from the service. The starting point was seventeen mentors and twelve who had applied and needed training, CRB checks etc., thus totalling 29. Initially, this involved contacting all of these to see who had received previous training, those who had completed CRB checks and if they were still interested in being mentors as they hadn’t heard from the YOT for some time. The end result was 21 mentors were still interested and available to the YOT, 6 mentors subsequently attended YJB Foundation training in July and a further 12 mentors are awaiting basic Bromley Mentoring Initiative training in September and YJB Foundation Training, when YOT has available dates. There are also 11 applications currently in the process i.e. applications have been received and references being taken up, prior to their training. This gives a total of 29 mentors (fully screened and trained) available with a further 23 potentially available in October (dependant on YOT training dates).
- 3.6 There has been a slow take up of the service by young people, due primarily to the launch of the scheme coinciding with the school Holidays, which always leads to a drop in anti social behaviour (ASB) referrals. This coupled with the fact that the serious Public disorder which occurred in August led to ASB referrals from Police dropping drastically as heavy Policing demands existed across the whole of London. At present there have only been six referrals to the scheme, with four from the YOT and two from the ASB Unit. However, policing in the Borough is returning to normal which should lead to an increase in referrals.
- 3.7 The Metropolitan Police Service is also reviewing the Safer Neighbourhood Teams (SNTs) and discussions have already taken place to start joint targeted work around ASB with the SNTs and around targeted individuals and areas. This is also likely to lead in an increase in Anti social Behaviour Contracts and subsequently referrals for the Mentoring scheme.

- 3.8 In September the new school term commenced. This statistically leads to an increase in anti social behaviour and a consequent increase in referrals to the Mentoring scheme.
- 3.9 The ASB unit and the Behaviour Service from the YOT are developing a joint mentoring and targeted Youth support plan around young people who are starting to show criminal or anti social behavioural problems and this will be aimed at year 6 students who have been identified by the Behaviour Service. Each young person will be offered Mentoring as part of the intervention package.
- 3.10 The focus of the project is on those young people most at risk of developing criminal and anti-social behaviour with an emphasis on providing positive diversionary interventions.
- 3.11 As part of the ongoing project delivery, a business case is being developed within the first six months of the project to achieve trust status that will enable access to alternative funding sources on the basis of charitable status.
- 3.12 The management of the project is delivered under the governance of the existing steering group for Mentoring Services, facilitated by Jane Belding in the Children and Young People's Department.
- 3.13 Mentoring is a service that meets a number of the key elements of the Council's Building a Better Bromley agenda and the Government's Big Society agenda and in particular, the capacity to support mainstream voices and increase resilience of our communities. In addition, the delivery of mentoring services will support vulnerable individuals and address grievances.

**4. POLICY IMPLICATIONS**

- 4.1 Reducing crime and disorder, providing reassurance and making Bromley safer are key elements of both Building a Better Bromley and the Safer Bromley Partnership's Community Safety Strategy 2008 – 2011.

**5 FINANCIAL IMPLICATIONS**

- 5.1 On 6<sup>th</sup> April 2011, the Executive agreed to set aside the 2010/11 Prevent Area Based Grant £138k in an earmarked reserve to fund the mentoring scheme to help Prevent Violent Extremism over a period of three years from 2011/12. It is expected that an amount of £46,000 will be drawn down each financial year for the scheme which is managed by the Children and Young People Department.
- 5.2 It is proposed that a report should be brought back to Members at the end of the financial year with details of how this money has been spent and what outcomes have been achieved.
- 5.3 In relation to future funding, the recipients are clear that the commitment of funds, outlined in the proposals, are no guarantee of future funding. To maximise the sustainability of the mentoring project, the providers have been tasked with establishing trust status that would enable access to charitable funding in the future.

<b>Non-Applicable Sections:</b>	Legal Implications, Personnel Implications

## Appendix 1

### The Bromley Mentoring Initiative

#### A Brief Guide for Young People

##### What is Mentoring?

- It is a partnership between two people that gives you the opportunity to have regular meetings with an adult from a local business and/or member of the community. You can talk about anything that is important to you. This might include school, college, your life outside school or college, your future plans and/or any difficulties.

##### What is the Mentor there for?

###### A mentor is there to:

- Give you encouragement and develop your confidence
- Listen to you and discuss anything you feel is important
- Discuss possible solutions to any difficulties and help you decide what would be the best thing for you to do
- Give you the benefit of their experiences of work and life, which can widen your personal knowledge and skills.

###### A mentor is NOT there to:

- Take the place of your parents or teacher
- Tell you what to do with your life
- Sort your problems out by doing things or making excuses for you!

##### What do you have to do?

It's important that you try your best to attend each meeting with your mentor and, if you can't, then let the co-ordinator know so your mentor can be told. Meetings will be arranged between you both in advance.

During the meetings, you or your mentor may agree certain things that you will try to do before the next meeting. If you make an agreement, please try to keep it. The mentor will do the same.

During the programme, you will be asked for your opinion on it. This is important so that we can see if it is successful and decide if changes are needed to improve it. You should be honest when you are asked for your opinion. It is important to be honest with your mentor - don't say things you think they want to hear, tell them how you really feel and think.

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##### Other important points

Anything you discuss with your mentor will be confidential between the two of you. Your mentor will not gossip about you to anyone. However, it is important for you to know that in certain instances, if your mentor is concerned about harm or potential harm to yourself or others, they must discuss these things with the school, or organisations you are involved in, in order to help you. They will not do this without telling you first.

Remember: it takes time to feel comfortable with a new person. You might feel nervous at first, and so might your mentor! So, give it plenty of time and don't worry if it takes a couple of meetings before you feel relaxed.

##### A Mentor Might Help Me

- With encouragement to become more confident
- to get myself organised
- with time management
- to improve my school/college or other work
- with advice for my course, and/or exams and/or future career

- to understand how businesses work
- to communicate effectively and develop life related skills

### What My Mentor Might Ask Me

- "What do you want to be good at?"
- "What do you do outside school/college?"
- "What do you like/dislike about school/college?"
- "Which subjects do you enjoy?"
- "Why did you volunteer to be in the mentoring scheme?"
- "How can I best help you?"
- "What sports do you play or watch?"
- "What sorts of music do you listen to?"
- "Do you have a computer?"
- "How many people are there in your family?"

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### Questions for My Mentor

- "What work do you do?"
- "What qualifications did you need?"
- "What is your work like?"
- "What other jobs do people do where you work?"
- "What did you do after school, before you got this job?"
- "Have you done any other jobs or lived anywhere else?"
- "How big is your family?"
- "Why did you volunteer to be my mentor?"
- "What do you do in your spare time?"
- "What would you like to know about my school/courses I am doing?"
- "What would you like to know about me?"

### Rules of the Programme

- Do inform your mentor in plenty of time if you cannot make a meeting.
- Do be on time - the mentor's time is as valuable as yours.
- Keep a timetable of when you are going to meet.
- Don't arrange to meet your mentor without the knowledge of the programme coordinator.
- Assess yourself and what you are gaining during the programme.
- Keep the programme co-ordinator informed of future or cancelled meetings
- Make sure the mentor knows what you need from him/her.
- Do not swop home phone numbers/addresses.
- Remember the confidentiality rules.
- Remember you can always withdraw from the programme at any time.
- **IMPORTANT** – mentoring is for smart people who recognise the benefits, want to extend their knowledge and expand their personal and professional development, network and improve their employability and life chances – it is not simply for people with problems!

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### The Benefits of Mentoring

- Mentoring benefits all involved:
- Young people
- Raised self esteem, concept and confidence
- Increased motivation and encouragement
- Educational, career and personal advice and guidance
- Improved communication and interpersonal skills

- Improved problem solving skills
- Mentors
- Developed awareness of, and contribution towards, the community
- Improved communication and listening skills
- Developed problem solving skills
- Knowledge that they may have helped a young person through a critical stage of their life
- Businesses
- Raised awareness of the company, it's products and services in the local community
- Opportunities for staff training and development
- Recruitment opportunities
- Promotion of the business to current and future customers
- Community
- Better relationships and understanding all round

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### **The Next Steps**

- If you recognise the benefits of mentoring and want to take part you will now:
- Be matched to a suitable mentor
- Meet your mentor on a twice - monthly basis for approximately one hour

If you want to find out more information contact:

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