

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

Date: 17 June 2014

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

Title: BROMLEY MENTORING INITIATIVE UPDATE

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Chief Officer: Terry Parkin, Executive Director, Education, Care and Health Services

Ward: All Wards

1. Reason for report

This report provides an annual update on the outcomes achieved by the Bromley Mentoring Initiative (BMI) and the expenditure of the BMI for the 2013/14 financial year with particular reference to the service provided to young people identified as being most at risk of developing criminal and anti-social behaviours. The service has received a MOPAC grant contribution of £54,110 in 2013/14 with a similar level of allocation expected for the three financial years 2014/17.

2. **RECOMMENDATIONS**

2.1 The Policy Development and Scrutiny Committee is asked to consider the:

- (i) outcomes achieved by the BMI during 2012/13 with particular reference to the service provided to young people identified as being most at risk of developing criminal and anti-social behaviours (section 3.5-3.8 refers)
- (ii) expenditure incurred in providing the service including the MOPAC funding

Corporate Policy

1. Policy Status: New Policy: Portfolio Plan for Public Protection and Safety 2013/14
 2. BBB Priority: Safer Bromley
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Financial

1. Cost of proposal: £N/A
 2. Ongoing costs: £72,974 (total budget for the Bromley Mentoring Initiative includes MOPAC)
 3. Budget head/performance centre: Bromley Youth Support Programme - Business Partnerships
 4. Total current budget for this head: £148,860
 5. Source of funding: MOPAC and Council Core funding
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Staff

1. Number of staff (current and additional): 2
 2. If from existing staff resources, number of staff hours: 1.5 FTE
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Legal

1. Legal Requirement: None
 2. Call-in: Not Applicable
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Customer Impact

1. Estimated number of users/beneficiaries (current and projected): c 140 young people have been beneficiaries during the period covered by this report.
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Ward Councillor Views

1. Have Ward Councillors been asked for comments? Not Applicable
2. Summary of Ward Councillors comments: N/A

3. COMMENTARY

3.1 The following report provides a further update providing details of the BMI's outcomes and expenditure by the end of the 2013/14 financial year.

General Performance of the BMI

3.2 The BMI provides mentors to a number of Council teams working with young people. These are the Anti-social Behaviour Unit, the Youth Offending Service, Behaviour Service, Leaving Care 16+ Team. A service is also provided to Bromley Young Carers. Additionally, mentor services are also purchased from the BMI by central government funded contractors providing programmes of support to young people at risk of dropping out of education, employment and training (EET).

3.3 BMI's general mentor recruitment, training and mentor/mentee matching performance is summarised in the table below:

Bromley Mentoring Initiative	27/02/2013 to 18/06/2013	19/06/2013 to 01/10/2013	02/10/2013 to 28/01/2014	29/01/2014 to 06/05/2014
Mentors				
Active (available to mentor)	118	136	116	111
In matching process	62	71	43	33
Active Matches - Matched to Mentee (actual mentoring relationships)	60 *	65 *	76 *	80 <i>(Of these 16 are LAC and 3 YOS)</i>
Trained awaiting CRB	0	3	3	3
Waiting to attend next training - BMI	20	12	13	10
Waiting to attend next training - YOT	38	34	24	34
Number of mentor relationships – accumulative	-	-	130	142
	2013/14	2013/14	2013/14	2013/14
	Q1 Apr to Jun	Q2 Jul to Sep	Q3 Oct to Dec	Q4 Jan to Mar
New mentors recruited by quarter	23	16	14	9
Mentors trained by quarter	38	31	9	11
Mentors matched by quarter	22	16	40	27

3.4 The matching process is key to the success of mentoring. It takes, on average, 7 hours to achieve each successful match to ensure that the best possible mentor is found to support the varying needs of each individual young person. This includes ensuring that parent/carer permission is received before mentoring can take place. It is extremely rare for a mentoring relationship to fail because of the rigour of the BMI's matching process. The matching process indicator shows the number of mentors that are awaiting a match with a young person. The figure typically falls and levels out as matches are made to mentors throughout the academic year

- 3.5 In the interests of addressing anti-social and criminal behaviour, mentoring is focused on young people who have come to the notice of the Anti-Social Behaviour Unit and young people who are known to the Youth Offending Service.
- 3.6 **Anti-social Behaviour Unit (ASBU):** currently there are 51 mentors working with young people who have come to the notice of the ASBU. Of the 77 young people who had a mentor in the 2012-2013 academic year, only 1 escalated to receiving an ABC.
- 3.7 **Bromley Youth Offending Service (YOS):** There are currently 3 mentors matched with young people from YOS, 5 young people have been supported through a mentoring relationship during 2013/14. Mentors have also supported 39 group sessions (supporting 5 young people at each workshop) including healthy lifestyle workshops, prison visits, boxing training sessions and the YOS reparation activities. To increase the number of mentors working with YOS, mentoring is also being introduced into the Pre-Court Service (preventive service). This covers Triage, Triage 2, Youth Caution and Youth Caution Conditional. On meeting with the YOS worker the young person is assessed and at that point a recommendation for mentoring will be made. The mentoring will start as the young person is taking part in the Pre-Court Disposals and will continue as the young person leaves the YOS.
- 3.8 In February 2014, Mr Boris Johnson, Mayor of London, visited Bromley's Youth Offending Service and was introduced to three mentors and a mentee discussing with them their involvement in the programme. He was very complimentary about the work that was being carried out.
- 3.9 The BMI continues to receive positive feedback. Evaluation for academic year 2013/14 is currently taking place. To date the following comments from link officers in each of the mentoring programmes have been received.
- “We would like more mentors or mentor time to spend with all of the students we currently work with (6). This would help develop the students’ ability to develop positive relationships and overcome barriers to learning” (Behaviour Service Programme)
- “The pupil was at risk of permanent exclusion and was only attending school part time. They have developed a very positive relationship over time. The mentor is incredibly adaptable and this has inevitably helped. There is no doubt the child would have been permanently excluded without the mentor's support” (Community Safety Programme)
- “The mentors have worked so well with these boys, we will miss them when the boys both move on to secondary school” (Community Safety Programme)
- “The mentee felt able to speak to her mentor about issues which were worrying her and valued her response” (LAC Programme)
- 3.10 The funding which has been received from the Public Protection and Safety continues to assist the BMI significantly by increasing the staff establishment who are assigned to the BMI. This has enabled the BMI to increase the number of mentors.
- 3.11 The award amounts to £54,110 with a similar amount expected for each of the financial years 2013/2014, 2014/2015, 2015/2016, 2016/2017 (subject to annual confirmation by MOPAC following provision of evidence of satisfactory performance).
- 3.12 The first year of performance against the MOPAC agreed indicators has been completed and the BMI has achieved the following:

Provide 100 volunteer mentor relationships per annum	Has the outcome been achieved? Yes / No. If no, provide explanation	141 relationships have taken place.
% of successfully completed mentoring relationships annually	Has the outcome been achieved? Yes / No. If no, provide explanation.	Out of 141 relationships, 3 were not successful – 2%. This was due to the young person not engaging with the process
% of participants receiving an ABC	Has the outcome been achieved? Yes / No. If no, provide explanation.	Yes, out of 77 mentees, only 1 escalated to an ABC – 1%
% of participants who report an improvement in Education, Employment or Training	Has the outcome been achieved? Yes / No. If no, provide explanation.	Yes, by undertaking self-assessment questionnaires for all participants, 81% reported an improvement in EET
% of participants who report an improvement in self esteem	Has the outcome been achieved? Yes / No. If no, provide explanation.	Yes, by undertaking self-assessment questionnaires for all participants, 84% reported an improvement in self esteem

3.13 The MOPAC funding has also allowed the BMI to extend the mentoring to provide a service for Pre-16 Looked after Children.

3.14 A criteria was agreed with Social Care Managers and referrals are being received for young people who fall into the categories below:

- Older age LAC 14+
- Those experiencing difficulties in school, at risk or having short periods of exclusion
- 15+ and no idea what they want to do

3.15 Currently the BMI have 3 mentors working with LAC young people referred directly from their social workers, but a monthly programme of referrals has been planned. Mentors are reporting very successful meetings. The issues they are raising range from encouragement into further education, support to sustain work experience and emotional support.

3.16 A further extension of the mentoring is offered to young people who are NEET (Not in education, employment or training). The BMI are offering mentoring to NEET young people to offer them motivation and support, encouraging them to access positive activities and accompany them to appointments/interview (work experience, training provider, college or job). This builds on the work undertaken by the Targeted Youth Support Programme and helps to build capacity for the TYS workers. Mentors will also be involved in a pilot programme to take place in the summer term to support group work activities in the Hubs. BMI mentors will also support young people on transition from year 11 to year 12.

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.

4.2 The BMI is one of four programmes of work that are managed by the Bromley Education Business Partnership (BEBP) within the Education Division. Following a restructure of the Education Division, with effect from 1 April 2013, the BEBP Team transferred into the Safeguarding and Social Care Services Division under the line management of the Head of the Bromley Youth Support Programme and Youth Offending Service. This transfer has resulted in closer working on areas of common strategic purpose in respect to supporting young people to participate in EET and diverting them away from criminal and anti-social behaviour by providing them with structured programmes aimed in improving their capacity for EET.

5. FINANCIAL IMPLICATIONS

- 5.1 The BMI continues to operate as a sold service from which clients purchase the level of service they require.
- 5.2 In 2013-2014, the Public Protection and Safety MOPAC Grant contribution of £54,110 represented 74% of the total costs for the BMI which were £72,974. The remainder of the total costs for the BMI were secured from a range of sources including the Behaviour Service, Leaving Care 16+ Team, Young Carers.

Non-Applicable Sections:	Legal and Personnel Implications
Background Documents: (Access via Contact Officer)	