

London Borough of Bromley

PART 1 - PUBLIC

Briefing for Education Policy Development and Scrutiny Committee
Wednesday 2 July 2014**MENTORING END OF YEAR REPORT 2013/14**

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1. Summary

- 1.1 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. Through the Public Protection and Safety Portfolio 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. THE BRIEFING

- 2.1 The following provides details of the BMI's outcomes and expenditure by the end of the 2013/14 financial year.

General Performance of the BMI

- 2.2 The BMI provides mentors to a number of Council teams working with young people. These are Youth Offending Team, Anti-Social Behaviour Unit, Behaviour Service, Leaving Care 16+ Team, Young Carers. Additionally, mentor services are 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).
- 2.3 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 (Of these 16 are |

| | | | | |
|---|---------------|---------------|---------------|-----------------------|
| | | | | <i>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 |

2.4 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 rare for a mentoring relationship to fail because of the rigour of the BMI's matching process.

Community Safety Programme

2.5 In the interests of addressing anti-social and criminal behaviour, the Community Safety Programme 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.

2.6 **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.

2.7 **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. 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.

2.8 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.

2.9 The BMI continues to receive positive feedback. Evaluation for academic year 2013/14 is currently taking place but to date the following comments from link officers in each of the mentoring programmes has 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)

- 2.10 The funding from MOPAC via the PPS continues to assist the BMI significantly by increasing the staff establishment who are assigned to the BMI by the BEBP Manager. This has enabled the BMI to increase the number of mentors.
- 2.11 The award amounts to £54,110 for each of the financial years 2013/2014, 2014/2015, 2015/2016, 2016/2017.
- 2.12 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 | 141 relationships have taken place. |
| % of successfully completed mentoring relationships annually | 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 | Out of 77 mentees, only 1 escalated to an ABC – 1% |
| % of participants who report an improvement in Education, Employment or Training | By undertaking self-assessment questionnaires for all participants, 81% reported an improvement in EET |
| % of participants who report an improvement in self esteem | By undertaking self-assessment questionnaires for all participants, 84% reported an improvement in self esteem |

Looked After Children

- 2.13 The MOPAC funding has allowed the BMI to extend the mentoring to provide a service for Pre-16 Looked after Children. Criteria have been agreed with Social Care Managers and referrals are being received for young people who are; LAC 14+ and experiencing difficulties in school; at risk or having short periods of exclusion; and 15+ with no plans for their post 16 education, employment and training.
- 2.14 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.
- 2.15 The mentoring service 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 interviews (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 Bromley Youth Support Programme Hubs. BMI mentors are also supporting young people on transition from year 11 to year 12.