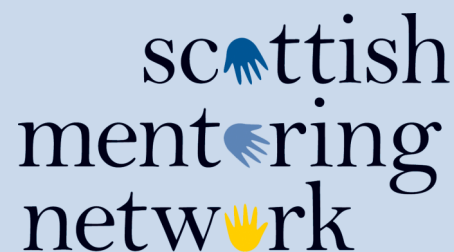


Scottish Mentoring Network  
National Event & Recognition Awards 2016  
Event Round Up & Award Winners



Scottish Mentoring Network held its National Event and Recognition Awards on Thursday 17<sup>th</sup> November 2016 at the Trades Hall in Glasgow.

Over a 100 delegates, from more than 50 organisations from across Scotland attended the National Event. The day opened with a welcome from Iain Forbes, SMN Strategic Development Manager, who gave an update on SMN activity over the past year followed by showcase presentations from two SMN member projects.

Zara McKenzie from Tayside Council on Alcohol's One Stop Women's Learning Service (OWLS) delivered a presentation on the impact its mentoring project has had on the women it works with which was followed by a moving and inspirational presentation by OWLS service users Lucy Poynter and Kirstie Morrison.



After this, Elaine McAllister and Janice Turnbull from the Cross Organisational Mentoring Project delivered a presentation about its partnership approach to development of mentoring which involves four public and private sector organisations, namely Renfrewshire Council; NHS Greater Glasgow and Clyde, the National Australia Group (Clydesdale & Yorkshire Banks) and Glasgow Caledonian University. Mentor Doug Mann and mentee Robbie Weir then shared their experiences and what they had learned from being part of the project.



After these inspirational presentations the first round of SMN Recognition Awards for 2016 were presented to the winning projects in each of the award categories:

**Business** Project of the Year: GrowBiz Enterprise Mentoring Support ;

**Care Experienced Young People** Project of the Year: Move On (Edinburgh & Glasgow);

**Community** Project of the Year: Cothrom, Mentor Uist and Barra;

**Culture** Project of the Year: Cultural Enterprise Office for its Flourish Mentoring project.

**Disability & Health** Project of the Year joint winners: The National Autistic Society Scotland for its Moving Forward project and Ayrshire College for its Peer Mentoring project;

**Education** Project of the Year: Queen Margaret University for its Employer Mentoring project;

**Employment** Project of the Year: LinkLiving Ltd. for its SmartLiving project;

**Justice** Project of the Year joint winners: Tayside Council on Alcohol TCA Mentoring Services and Kirkcaldy YMCA Plusone Mentoring.

**Social Care** Project of the Year: Phoenix Futures for its Communities of Recovery (*Glasgow*) project;

**Youth** Project of the Year: Youth Scotland for its Young People Taking the Lead, U: Mentor project.



SMN Director Fiona Ellis then introduced a Network and Learning session on the impact of mentoring. Each discussion table was facilitated by a representative of a SMN member project or SMN staff member or Director. The results of these discussions will be made available in due course.

Following a networking lunch there was a choice of four breakout sessions on Outsource Grant Funding; Motivational Interviewing and its links to mentoring; Training your Mentors and an External Evaluation Process.

The day was concluded with the presentation of the final Recognition Awards which included a variety of awards for employees and mentors from member projects. **Outstanding Employee Contribution to Mentoring Awards** for: Jillian Law (YMCA Scotland); Paul McIlvenny (Youth Scotland) and Shug McRoberts (Move On) were announced and the **Outstanding Mentor Contribution to Mentoring Award** was awarded to Danny McCrone from Move On.





Certificates were then presented to both Kirkcaldy YMCA Plusone Mentoring and the Mental Health Foundation's Peer Support Project for Mental Health Carers for achieving the **SMN Project Quality Award** in the past year.



**Kirkcaldy YMCA Plusone Mentoring**



**Mental Health Foundation Peer Support Project for Mental Health Carers**

Finally YMCA Scotland was awarded the **Special Award for the Advancement of Mentoring** and the **SMN Project of the Year Award 2016** was presented to Lochaber Hope.

Iain closed the day by thanking everyone for attending the event and the hard work our presenters and breakout session facilitators put in to their sessions.



## Award Winners—Category Awards

### Scottish Mentoring Network Project of the Year 2016 & Inclusion Project of the Year 2016:

#### Lochaber Hope



**Contact:** Alison Wright

**Email:** [Alison.wright@lochaberhope.org.uk](mailto:Alison.wright@lochaberhope.org.uk)

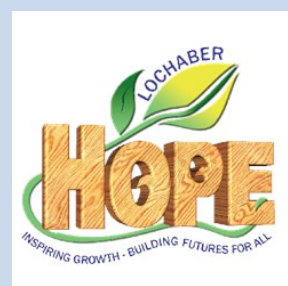
Lochaber Hope has been operational for nearly 12 years and during that time has had 350 mentoring matches. It has developed and grown organically over the years and like many projects is demand led. It is inclusive and provides services for all age groups and it has recently expanded access to more youth mentors.

It raised enough money to buy its own premises which have enabled it to provide its services all day, every day. It works in partnership with other local agencies and last year won our Community Project of the Year award. It truly is embedded within its community providing a lifeline (sometimes literally) to those in need of support.

This is illustrated by a quote from the Lochaber Hope website:

*“Most of the time, life ticks along and we cope, but all too often this is NOT the case. Life is intense and often overwhelming: when depression or low self-esteem kicks in issues appear insurmountable. Lochaber Hope offers Hope; we provide a service that supports Lochaber people to cope with a wide range of sensitive and personal issues.”*

The award was accepted by Alyson Smith and Norma Green.





### Special Award for the Advancement of Mentoring:

#### YMCA Scotland Plusone Mentoring 2016



**Contact:** Colin MacFarlane    **Email:** [colin@ymcascotland.org.uk](mailto:colin@ymcascotland.org.uk)

Plusone is a community led Mentoring programme based on Early and Effective Intervention principles. The focus of the programme is working with young people aged 8 - 14 years.

The Plusone programme utilises volunteer mentors, supported by a paid Programme Manager who recruits, trains and supports the volunteers. In addition, the Programme Manager works with the families of the young people and the partner agencies that refer to the programme.

The basis of Plusone is the provision of a stable adult role model who will engage participants in a range of activities and opportunities. This engagement in activities is to develop a relationship between participants in which to support them to change the locus of control. Utilising a mentoring approach volunteers engage young people in action planning and goal setting to enable them to reflect on their strengths and support them to make positive life decisions.

**plusone**<sup>TM</sup>  
MENTORING



## Award Winners—Category Awards

### Business Project of the Year 2016:

#### Growbiz Enterprise Mentoring Support

**Contact:** Jackie Brierton

**Email:** [coordinator@growbiz.co.uk](mailto:coordinator@growbiz.co.uk)

Growbiz is a community-based enterprise support service covering Eastern and Highland Perthshire. They provide support to anyone thinking of becoming self-employed, or starting (or growing) a small business or social enterprise. They work right across the community including people from all backgrounds, and those with health issues or disabilities.

They offer a range of services including: one to one meetings with their enterprise co-ordinator, peer support, specialist advice, mentoring and training.

The concept of enterprise mentoring has been at the heart of their support since its inception in 2007.



### Care Experienced Young People Project of the Year 2016:

#### Move On (Edinburgh & Glasgow)

**Contact:** Stephen Wilson (Edinburgh)

Laura McKechnie (Glasgow)

**Email:** [Stephen@moveon.org.uk](mailto:Stephen@moveon.org.uk)

[laura@moveon.org.uk](mailto:laura@moveon.org.uk)

Move On has been running its volunteer mentoring programme for 19 years and its mentors are drawn from all walks of life. Some of their mentors have experienced the care system themselves and bring this life experience to matches with looked after young people. The mentors' role is to build positive relationships with the young people in order to support them to achieve their goals and, as a pair, they work together towards a goal chosen by the young person. The service aims to improve outcomes for vulnerable young people such as increased self-esteem and social confidence, extended social networks and improved employability. The mentors also encourage the young people to focus on employment, training and education opportunities, identifying aspirations, finding out about different options and accessing suitable opportunities.

Move On was the winner of the SMN Project of the Year Award in 2015.





## Award Winners—Category Awards

### Community Project of the Year 2016:

#### Cothrom Mentor Uist and Barra

**Contact:** Thomas Fisher

**Email:** [thomas.fisher@cothrom.net](mailto:thomas.fisher@cothrom.net)

Cothrom is a relatively new initiative which supports any young person aged 16 to 24 and its target group is defined geographically, not by 'category'. They do not predefine destinations for these young people, rather they support mentees to follow developmental journeys that meet their own aspirations and needs. As well as their own one-to-one mentoring programme they set up a partnership with the local secondary school to train S6 pupils to mentor P7 pupils entering secondary education. They have actively developed a network of organisations and individuals interested in mentoring with the aim of making mentoring an accepted support within the local community. Using local photographers and the scenic beauty of their area they have produced some wonderful marketing material.



### Culture Project of the Year 2016:

#### Cultural Enterprise Office Flourish Mentoring

**Contact:** Soizig Carey

**Email:** [soizig@culturalenterpriseoffice.co.uk](mailto:soizig@culturalenterpriseoffice.co.uk)

The key objectives of this project, established in 2013, are to provide existing creative entrepreneurs with a more resilient business model and increased confidence, strong legal and financial foundations for a business future, growth in ambition, turnover and international reach. As a result of the programme they are building and expanding a Scottish network of established entrepreneurs and inspiring and informing business leaders of the future. Their services help Scotland's creative micro-businesses and individuals build the skills and knowledge they need to succeed. Whether their ambitions lie in the commercial or not-for-profit sectors, they can offer support at any stage. They do this by providing specialist information and advice, as well as training and networking opportunities.



Their mentors include some well-known business people and come from all corners of the creative industries including publishing, filmmaking software, product design and textiles and know what it is like to run a business in the creative industries.

## Award Winners—Category Awards

### Disability & Health Project of the Year 2016: Joint Winners

#### Ayrshire College Peer Mentoring *and* The National Autistic Society Scotland Moving Forward



**Ayrshire College Contact:** Lesley Todd

**Email:** [Lesley.todd@ayrshire.ac.uk](mailto:Lesley.todd@ayrshire.ac.uk)



Ayrshire College's project was set up in 2010 as a partnership between the health and social care team and the inclusive learning team to enhance the learning experience of students with additional support needs. These needs vary and include looked after/care experienced young people, dyslexia, mental health challenges and physical health needs. HNC Social Care students train as Peer Mentors and then volunteer to mentor students who are studying at access levels or above. The aim has always been to enhance attainment and retention of students.

**National Autistic Society Contact:** Callum McCrosson

**Email:** [callum.mccrosson@nas.org.uk](mailto:callum.mccrosson@nas.org.uk)

Working with people aged 16 to 25 who are on the autism spectrum this programme, which has been operating for 5 years, seeks to improve the employability chances of the mentees and to increase their confidence in looking for and applying for work. Secure E-mentoring has now been added to the face to face meetings which enables mentees and mentors keep in more regular contact.





## Award Winners—Category Awards

### Education Project of the Year 2016

#### Queen Margaret University

**Contact:** Juan Garcia

**Email:** [jgarcia@qmu.ac.uk](mailto:jgarcia@qmu.ac.uk)

Queen Margaret University's project started with a pilot of 20 mentors in 2013 and this year has 50 matches. Its main aim is to improve employability chances of groups of students who historically have found it more difficult to find graduate level employment. Students are matched with a trained mentor from a relevant sector and this programme is part of a wider aim of nurturing a mentoring culture at this university. The project was set up to offer employability mentoring to groups of students for whom statistics show that it can be difficult to find graduate employment. The programme gives committed and enthusiastic students the opportunity to meet with an experienced individual from a relevant sector, willing to offer their time, advice and inside knowledge surrounding the world of work.



### Intergenerational Project of the Year 2016

#### Covey and Bellshill & Mossend YMCA's Pathways to Confidence

**Contact:** Rhoda Reid

**Email:** [office@Coveybefriending.co.uk](mailto:office@Coveybefriending.co.uk)

**Contact:** Laura Campbell

**Email:** [laura@ymcabellshill.co.uk](mailto:laura@ymcabellshill.co.uk)

Operating across Lanarkshire this partnership project aims to improve the outcomes for children aged 8 to 14 and their families who are experiencing difficulties in their lives such as poor mental health, poverty, isolation, substance misuse etc. Using a whole system approach, mentoring is provided to the young people and to parents where required whilst signposting them to other support services as needed.



## Award Winners—Category Awards

### Employment Project of the Year 2016

#### Linkliving Ltd—Smart Living



**Contact:** Natalie Graham

**Email:** [natalie.graham@linkliving.org.uk](mailto:natalie.graham@linkliving.org.uk)

LinkLiving's established service has been running for 9 years and its focus is the provision of employability support to young people aged 16-25 who are furthest away from the employment market. The service helps young people to identify their goals and aspirations for the future and works with them to achieve these by attending weekly drop-in sessions or by getting them involved in one of their programmes.

**Step On** works with young people who are not engaging with mainstream services, the majority of whom are living in temporary homeless accommodation. Step On uses imaginative ways to engage the young people to work with them on their personal development focusing on improving their self-belief and confidence. The project matches the young person with a mentor until a time that they feel comfortable and part of the project. They then in time become a mentor to another new member of the group. The young people have an opportunity to gain an SQA qualification in both personal development and volunteering skills.

**Step Up** supports young people, through mentoring, who have multiple barriers and who want to get back into employment.

The project also runs a Peer Education service where young people who are or have been homeless go into local schools and share their experiences to try and deter other young people from leaving home if possible.





## Award Winners—Category Awards

### Justice Project of the Year 2016: Joint Winners

#### Plusone Mentoring Programme Fife through Kirkcaldy YMCA And Tayside Council on Alcohol



**Kirkcaldy YMCA Contact:** Linda Pearce

**Email:** [linda.pearse@ymcakirkcaldy.co.uk](mailto:linda.pearse@ymcakirkcaldy.co.uk)



Plusone Mentoring programme Fife, delivered by Kirkcaldy YMCA, was the original Plusone pilot project in 2009 and has had over 150 matches since with 36 current active matches. The programme for 8-14 year old children is designed as an early intervention programme for those young people who have been or are at risk of offending.

Young people are referred by social work services, local schools and the Youth Offender Management Group, a multi-agency partnership in Fife. The young people are matched with a volunteer mentor who meets with them once a week, spends time with them on an activity and, in conversations developed over time, encourages them to engage in school and community-based activities, and to take a more positive approach to their lives.

**Tayside Council on Alcohol Contact:** Mark Harris

**Email:** [mark.Harris@alcoholtayside.com](mailto:mark.Harris@alcoholtayside.com)



Tayside Council on Alcohol (TCA) is another established organisation which has been running since 2001. The services have expanded over the years and now number 10 mentoring programmes covering Dundee, Perth and Kinross and Angus. The services cover mentoring for men and women as well as young people and include the Plusone franchise. TCA is also the only member organisation currently authorised by SMN to deliver our Customised Award in Peer Mentoring and Support training. TCA is a previous winner of our Project of the Year Award.

## Award Winners—Category Awards

### Social Care Project of the Year 2016

#### Phoenix futures— Communities of Recovery *Glasgow*



**Contact:** Tracy McConnell

**Email:** [Tracy.mcconnell@phoenix-futures.org.uk](mailto:Tracy.mcconnell@phoenix-futures.org.uk)

This project was set up to support adults living in Glasgow who are facing substance misuse issues, mental health problems, homelessness and / or a history of offending to overcome these barriers and make positive transitions into prosocial independent lives.

Volunteer Peer Mentors are each matched with a Peer Mentee and provide them with a programme of peer support tailored to their individual needs. Peer Mentees receive practical support around issues such as housing, benefits, money management, health interventions and accessing education, training and employment opportunities as well as other community-based support. Volunteer Peer Mentors also accompany Peer Mentees where requested to appointments in the community, such as with local colleges, mutual aid organisations and doctors, to help break down the barriers they may face.

The Communities of Recovery Glasgow service not only benefits the Peer Mentees involved but also the Volunteer Peer Mentors, who are often 'experts by experience'. The Volunteer Peer Mentors have the opportunity to gain accredited qualifications as well as having access to a full range of internal learning and development opportunities in order to build the necessary skills and confidence to increase their employability.





## Award Winners—Category Awards

### Youth Project of the Year 2016

#### Youth Scotland - Young People Taking the Lead, U: Mentor

**Contact:** Paul McIlvenny

**Email:** [paulmcillvenny@youthscotland.org.uk](mailto:paulmcillvenny@youthscotland.org.uk)

Through funding from the Cashback for Communities fund, this project engages, inspires and empowers young people in leadership roles across Scotland, providing a range of programmes, services and opportunities. Mentoring quickly became a recognised role for young people to take on responsibility, share experiences and support others with their knowledge, skills and life experiences. The mentoring programme aims to support individuals and small groups of mentees aged from 12 to 25 where they are engaged in specific issues, problems or a particular learning experience like an event, project or group work process. It was set up to recognise the contribution and roles that young people can take and provide peer support to others using their own experiences to help the development of young people both locally and nationally.



### Certificate of Continuing Excellence 2016

#### University of the West of Scotland Employer Mentoring Programme

**Contact:** Lynsey McMahon

**Email:** [lynsey.mcmahon@uws.ac.uk](mailto:lynsey.mcmahon@uws.ac.uk)

The UWS Employer Mentoring Programme addresses student confidence in applying for graduate level jobs offering students the opportunity to engage with employers. The university prides itself on being a highly inclusive institution and is involved in a number of projects to help widen participation. A professional person, acting in the role of mentor, gives their time to share their experience of work with a student mentee. The programme matches students with a mentor in industry over the academic year, though the time period can vary depending on the mentee's needs. Mentors meet with their mentee on a minimum of three occasions between January and May, normally at the mentor's workplace. Since 2012 a total of 160 students have participated with 108 mentors trained to date.

UNIVERSITY OF THE  
WEST of SCOTLAND  
**UWS**



### Highly Commended Project 2016

#### yipworld Plusone Mentoring

**Contact:** Alex Dunn

**Email:** [adunn@yipworld.org](mailto:adunn@yipworld.org)

Yipworld's aims are early intervention with young people who are starting to offend in their community and / or starting to disengage at school or at home. Referrals are received from social work, schools and any agencies that deal with young people. The project was initially set up to work with the age group eight to fourteen as they were the group that fewest agencies dealt with. The project has had a great deal of success with more young people engaging at school and attending groups in their community. There are also young people who have engaged better with their parents / carers after becoming involved with the project.



### Very Highly Commended Project 2016

#### City of Glasgow College Interior Design Mentorship

**Contact:** James Wilson

**Email:** [James.wilson@cityofglasgowcollege.ac.uk](mailto:James.wilson@cityofglasgowcollege.ac.uk)

The aim of this project was simple; to improve the employability of the college's Interior Design graduates. City of Glasgow College has delivered Interior Design training for many years and has a good reputation in the profession and many people working in the industry have previously completed the college's HND programmes. The mentorship programme began in 2015 after joining SMN and receiving initial guidance to set up their programme. The primary objective was for all final year students to have an industry mentor within three years and this was achieved in the second year of the programme. The pilot was a great success with all four mentees involved now working in the profession and the project has expanded rapidly with one hundred percent of final year students now paired with a mentor, a goal originally set for year three of the project which has been achieved a year earlier than planned.



### Very Highly Commended Project 2016

#### Penicuik YMCA – YWCA Plusone Midlothian

**Contact:** Susan Kerr **Email:** [plusone@penicuik-y.co.uk](mailto:plusone@penicuik-y.co.uk)

The programme seeks to make a difference in the young person's life by introducing them to new interests in their own communities, giving them support to pursue those interests and through the 1:1 support of a mentor giving the young person the chance to try out new ways of doing things and taking new and different approaches to dealing with everyday situations that arise in their lives.

Good links have been established with social work and schools across Midlothian. Within the first six months of delivery the programme had almost reached its full capacity for referrals for the year. The programme is now well known in Midlothian and the Programme Manager has built up good working relationships with social work staff in East and West localities and also with the Family Resilience Teams in Dalkeith and Penicuik, youth workers and guidance staff and head teachers in primary and high schools across Midlothian.





## Award Winners—Mentor Recognition Awards

### Outstanding Mentor Contribution to Mentoring Award 2016

**Danny McCrone, Move On (Glasgow)**



**Award accepted on Danny's behalf by Shug McRoberts**

Danny McCrone has been a Mentor with Move On for at least 5 years. He has had several successful matches supporting mentees to increase social networks, build their confidence and access opportunities and activities they previously thought unattainable. Through this he has widened their pathways to employment, training and further education.

Coming from a care experienced background stood him in good stead to provide an empathetic support to his mentees. This was never more obvious than with Danny's latest mentee who has Asperger syndrome. He is in a looked after children's unit and struggled to travel independently. Danny was always extremely patient, calm and supportive and assisted the young mentee throughout his mentoring journey. He always took a non-judgemental approach and used his own experience of being in care to persevere with the match.

As a result of Danny's dedication, commitment and skill as a mentor the young person is beginning to show massive positive changes both to his personal development and to his attitude. He is now travelling independently, has built up a social network and is able to make conversation with other people.

Danny was unable to attend on the day so Shug McRoberts accepted the award on his behalf.



## Award Winners—Mentor Recognition Awards

### Highly Commended Mentors 2016

- ✎ Norma Green, Lochaber Hope
- ✎ Steven McKinstry, Move On, Edinburgh-Volunteer Mentoring
- ✎ Merle Palmer, Growbiz Enterprise Mentoring
- ✎ Fiona Smyth, Cultural Enterprise Office, Flourish Mentoring



### Commended Mentors 2016

**Ayrshire College-Peer Mentoring:** Thomas Graham

**City of Glasgow College-Interior Design Mentorship:**  
Ana Christobal; Nicola Gourlay, Lauren Hughes Glass;  
Fraser Low; Sara Jane Storey.

**Cothrom-Mentor Uist and Barra:** Lauren Morrison

**LinkLiving Ltd-SmartLiving:** Rebecca Norman

**Kirkcaldy YMCA Plusone:** Stephanie Kenny

**The National Autistic Society Scotland- Moving Forward:** Christina Joint

**Phoenix Futures—Community of Recovery (Glasgow):**  
Jacqueline Logan

**Penicuik YMCA-YWCA Plusone:** Carol McNeil; Eric Platten

**Queen Margaret University, Edinburgh-Employer Mentoring:** Lynne Ziarelli

**University of the West of Scotland-Employer Mentoring:** Jennifer Allan

**yipworld Plusone:** Kyrstin Cunningham

**Youth Scotland, U:Mentor:** Edward Fitzpatrick





## Award Winners—Employee Recognition Awards

### Outstanding Employee Contribution to Mentoring 2016

#### Jillian Law, YMCA Scotland

Jillian has been a constant factor across the nine years of the Plusone programme from its early development to overseeing the data management of the current replication of the programme. She has an in-depth knowledge of the mentoring approach and how to develop programmes at a local level. She also organises the 'Thank You' events for Mentors and the quarterly Peer Support meetings of staff.

Jillian has provided invaluable input into the overhaul of the Programme Manager and Mentor training manuals. Her attitude to supporting staff, volunteers, board members and young people has always been first-class and she has been a mainstay of the Plusone programme. Jillian was working in Cardiff on the day of the event but tweeted her thanks for her award.



#### Paul McIlvenny, Youth Scotland

Paul is a larger than life character who works tirelessly to develop the mentoring framework and provides support to mentors across Scotland. Despite having five young children he is always on the go. His dedication is unparalleled as is his drive and energy to help young people make a better life for themselves. He has grown and expanded the dynamics of mentoring within Youth Scotland and is always looking for new opportunities. Paul was working in Orkney on the day of the event so his award was accepted on his behalf by Youth Scotland Trustee David Stewart.



#### Shug McRoberts, Move On

Shug joined Move On 15 years ago and fitted in easily with the team eventually becoming a Senior Development Worker in Glasgow. Iain Forbes said *"Having been to Berlin a couple of years' ago with Shug on our European partnership project I can vouch for the fact that as his proposer indicated-he is one of a kind! Once you meet him you'll NEVER forget him and I mean that in the nicest possible way!"*

Shug has the unique ability to engage with anyone and breaks down barriers with ease. He has been key in the success of the Move On mentoring programme in Glasgow as he goes out of his way to promote the service and never gives up on a young person. A young person said *"He knew how to speak to me and how to have a laugh"*. He gets on well with everyone and is a real asset to Move On.



## Award Winners—Employee Recognition Awards

### Highly Commended Staff Members 2016

- ✎ Michael Fong, LinkLiving Ltd, SmartLiving
- ✎ Debbie Gavan, Covey - Pathways to Confidence
- ✎ Audrey Mason, Cultural Enterprise Office - Flourish Mentoring
- ✎ Callum McCrosson, The National Autistic Society Scotland-Moving
- ✎ Andrea MacDonald, Lochaber Hope
- ✎ Marie McGill, City of Glasgow College-Interior Design Mentorship
- ✎ Joyce McQuilken, GrowBiz Enterprise Mentoring
- ✎ Marianne Sellars, Move On, Edinburgh - Volunteer Mentoring
- ✎ Karen Shearer, University of the West of Scotland - Employer Mentoring

