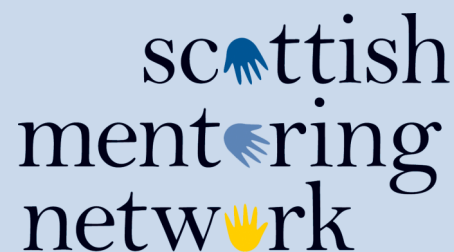


Scottish Mentoring Network
National Event & Recognition Awards 2018
Event Round Up & Award Winners



Scottish Mentoring Network held its National Event and Recognition Awards on Tuesday 6th November 2018 at St. Paul's & St. George's Church in Edinburgh.

The conference was attended by over 90 delegates from 51 organisations, and was opened by Scottish Mentoring Network's Strategic Development Manager, Iain Forbes, along with SMN's Chair, Allison Calder.

This year, the welcoming address was given by Minister for Children and Young People, Maree Todd MSP. The minister spoke warmly of the positive impact of mentoring on young people in Scotland on long term outcomes.

The theme of this year's conference was *Quality practices in mentoring*, and following the welcome address from the minister, Juan Garcia from Queen Margaret University's Employer Mentoring Services spoke about his experience of undertaking Scottish Mentoring Network's Quality Award. The SMN Quality award has also been undertaken by Volunteer Glasgow, which was represented by Jean Inglis, who gave her perspective on the benefits of gaining the accreditation for their intandem project.



After these inspirational presentations the first round of SMN Recognition Awards for 2018 were presented to the winning projects in each of the award categories:

Business Project of the Year: GrowBiz Enterprise Mentoring Support;
Care Experienced Children and Young People Project of the Year: MCR Mentoring;

Education Project of the Year (*joint winners*): SWAP East Mentoring and Queen Margaret University Employer Mentoring Programme;

Employment Project of the Year: The University of the West of Scotland Employer Mentoring Programme;

Inclusion Project of the Year: Lochaber Hope Mentorprise;

Social Care Project of the Year: Move On;
Youth Project of the Year: Peebleshire Youth
Trust Achieve Your Potential

This year, Scottish Mentoring Network awarded a **Lifetime Achievement for Services to Mentoring Award** to Jacqueline Thomas. Jacqueline was one of the founder members of Scottish Mentoring Network, and has been an integral part of SMN since it's inception. She has dedicated her professional career to furthering mentoring in Scotland. In 2018, Jacqueline steps down as Director for SMN and this event marks her official last day with the organisation.



Sarah Barr, SMN's Quality and Support Officer, then introduced the round table discussions based on the quality practice indicators which are used in the application of the SMN Quality Award. The notes from these will be compiled and will be available shortly.



After the discussions the SMN Annual General Meeting was held and SMN membership formally appointed 5 new members to the Board of Directors. We warmly welcome to the SMN team:

Marie Duncan, Head of Learning and Development, Kibble Education and Care Centre,
Corrin Henderson, Chief Executive, Day 1 Mentoring + Managing Director Inverness Kart Raceway, **Elaine MacGlone**, Equality and Diversity

Manager, The Law Society of Scotland, and **Fiona Reith**, Programme Manager, Perth and Kinross, Developing Young Workforce Regional Employer Board as member directors and **Charles Martin**, Partnership Manager, The Wise Group as a co-opted director.

Following a networking lunch there was a choice of five breakout sessions on offer.

Sessions on offer included: Strategy Cards Communication Tool, Resilience and the Trauma Tree, Quality Practice Safeguarding in Youth Mentoring, Sustainability: Making a lasting Difference and Non Vulnerable Mentee Group Discussion.

This year at the National Event, SMN launched its first campaign, **#MentoringWorks**. During the lunch break, delegates were able to join in



with the campaign through the #MentoringWorks wall where they could complete the sentence 'Mentoring Works...'. Delegates also had the opportunity to record a short video clip of themselves talking about how and why they think that Mentoring Works. The content produced at the event will be used as part of a National Campaign which raises the profile of mentoring in Scotland and showcases the vital work of member organisations.

The day was concluded with the presentation of SMN Project Quality Award certificates to the projects that had achieved this over the past year.

The three projects which have been awarded the Project Quality Award in the past year are:

Queen Margaret University Employer Mentoring

Volunteer Glasgow Intandem Mentoring Service, and

👉 **GrowBiz**

👉 In addition to these, two additional projects have been reaccredited in the Project Quality Award, demonstrating a continued commitment to embedding good practice in all aspects of their mentoring work. These projects are:

Tayside Council on Alcohol

Move On Mentoring

👉 Following the presentation of the Quality Award certificates we then presented the final Recognition Awards which included a variety of awards for employees and mentors from member projects. **Outstanding Mentor Contribution to Mentoring Awards** were

presented to: Anne Scott (Peeblesshire Youth Trust) and Jason Smith (Y sort it). Michael Keen (West Dunbartonshire Health and Social Care Partnership) was presented with the award for **Exceptional Mentor Contribution to Mentoring**.



After this, two awards were presented to employees who the awards panel felt had made a particularly special contribution to mentoring over the past year. **Outstanding Mentor Contribution to Mentoring Awards** were presented to Mark Harris and Louise Rourke from Tayside Council on Alcohol.

Finally a **Special Award for Distinguished Services to Mentoring** was presented to **Tayside Council on Alcohol** for its longstanding services to mentoring and the **SMN Project of the Year Award 2018** was presented to **MCR Pathways**.

Before the day was brought to a close, Allison Calder made a very special presentation to Iain Forbes, the Strategic Development Manager, who ended his tenure with Scottish Mentoring Network at the event. The SMN Board thanked Iain for his positive contribution to the organisation over the past 10 years, and wished him well for the future.

SMN Director John Hinton then 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.



Scottish Mentoring Network Project of the Year 2018: MCR Pathways



Contact: Donna Cunningham

Email: donna.cunningham@mcrpathways.org

MCR Pathways delivers the Young Glasgow Talent schools based mentoring programme. It supports those in or on the edges of the care system to realise their full potential through education. Founded by social entrepreneur Iain MacRitchie in 2007 and developed in one school over five years. Each school has a dedicated MCR Pathways co-ordinator, ensuring that each pupil is supported in their journey throughout school and on to further opportunities after leaving school. MCR Pathways has now expanded in to all 30 schools across Glasgow, and is now building partnerships in Aberdeen City, Aberdeenshire and Edinburgh. The Young Glasgow Talent vision is that disadvantaged young people will have the same educational outcomes, career opportunities and life chances as any other young person. MCR Pathways is a pioneering partnership of Glasgow City Council, but has ambitions to reach a further 5 local authority areas to support 2000 care experienced and disadvantaged young people in Scotland's most challenged areas.



Special Award for Distinguished Services to Mentoring 2018: Tayside Council on Alcohol



Contact: Mark Harris

Email: Mark.harris@alcoholtayside.com

This organisation was established in 1972 and now provides in the Tayside region a wide range of 26 services for children, young people, adults, families and carers. TCA has been providing mentoring services since 2001 and amongst these are a number of established mentoring services including: TCA Link Up Mentoring (Dundee)-for 10 to 19 y.o. established 2004, Plus One 8 to 14 y.o. 2013, Women Only Mentoring –2010, Owls--2010 and Mentoring for Men 16+—2012.

The TCA Young People's Services delivers a range of services from early intervention to crisis support programmes and mentoring to children and young people involved in alcohol or illicit drug use or offending/ anti-social behaviour. The Service has developed strong links with a range of local statutory and non-statutory youth work agencies and has developed in partnership initiatives with the Scottish Children's Reporters Administration (SCRA), Schools, the local Youth Partnerships, Community Education, School Nursing Service, Youth Offending Teams and local youth groups.

Their primary business is working with behaviour change within both substance misuse and justice settings. TCA has a good track record of achieving positive outcomes with some of the most challenging individuals, and this has been reflected in an external evaluation of their services. They have an excellent track record of robust outcome and activity reporting which is provided to a range of stakeholders.

TCA has recently been recognised for their good governance and, over the years, has received a number of awards including SMN Project of the Year in 2013. Widely recognised both within and outside of Tayside TCA as being a highly regarded and valued service provider which is making a positive difference to the lives of so many people in the region this special award for Distinguished Services to Mentoring is richly deserved.



Award Winners—Category Awards

Business Project of the Year 2018:

Growbiz Perthshire Enterprise Mentoring Support

Contact: Alan Garratt

Email: mentoring@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.



Social Care Project of the Year 2018:

Move On

Contact: John Hinton

Email: john@moveon.org.uk

Move On's mentoring service runs from both their Edinburgh and Glasgow offices, so the service is available in both cities. They match vulnerable and socially isolated young people aged 8-14yrs who are looked after at home though intandem in Edinburgh and the Lothians and 14-26 who are care experienced or are affected by homelessness in Edinburgh and Glasgow, to volunteer mentors, with whom they will meet once a week. During these meetings, the match will work together towards a goal chosen by the young person until such a time that this is achieved. Some examples of goals young people have chosen are learning to play guitar, learning boxing, or learning to cook...along with many more! Once their goal is achieved, they will have a celebration to bring their matching to a fun and positive ending!



Award Winners—Category Awards

Employment Project of the Year 2018:

University of the West of Scotland Employer Mentoring Service

Contact: Lynsey McMahon

Email: 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. Mentees engage with their mentor on a one to one basis through face to face meetings, telephone and email over a period of 6 months, January to June, for a minimum of 1 hour each session. Since 2012 a total of 220 students have participated with 129 mentors trained to date.



UWS UNIVERSITY OF THE WEST OF SCOTLAND

Inclusion Project of the Year 2018:

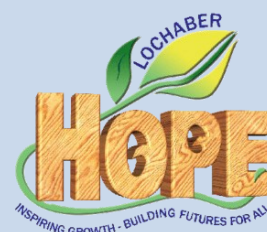
Lochaber Hope Mentorprise

Contact: Teresa de Billot

Email: teresa.debillot@lochaberhope.org.uk

Lochaber Hope has been operating for over 12 years offering mentoring, counselling, personal development and employment support. It has developed and grown organically over the years and like many projects is demand led. In the past year a new youth peer mentoring programme has been developed which trains young people, aged 16-25 to act as mentors to peers who are experiencing challenging life issues. The project is seeking intervention from local employers for opportunities for supported work placements and trials in the workplace and aims to give every young person the opportunity to be heard and held.

Lochaber Hope Mentoring was the winner of the SMN Project of the Year Award 2016.



Award Winners—Category Awards

Youth Project of the Year 2018:

Peeblesshire Youth Trust Achieve Your Potential

Contact: Sarah Keen **Email:**
info@peeblesshireyouthtrust.org

Peeblesshire Youth Trust (PYT) supports children aged 10-13 years, who are at risk of becoming isolated or making poor decisions, to build their confidence and self-esteem. The project aims to nurture, support, engage and encourage young people to feel valued and to reach their aspirations. PYT believe that early intervention is key to delivering real change in later life, and this is achieved by delivering a structured programme for children, and by engaging them with volunteer mentors. Each child completes a 7-week course delivered by staff and adult volunteers, using games, activities, crafts and challenges to help children build confidence in a group setting. After completing the course each child is matched with a suitable mentor to develop a one-to-one mentoring relationship. This mentoring process is a key part of the structure to support vulnerable children. By meeting with their mentee on a regular basis over a three-year period, mentors help children to build resilience, believe in themselves and follow their dreams. Evaluations show that of the children referred to the project in the past year, following mentoring, 88 percent of children showed an improvement in overall behaviour choices and 93% showed an overall increase in eye contact and other self-confidence indicators. Indications following mentoring show that children are more likely to stay on at school, are more resilient and are better able to cope with change than before mentoring.



Care Experienced Children & Young People Project of the Year 2018

MCR Mentoring

Contact: Donna Cunningham
Email: donna.cunningham@mcrpathways.org

Each school has a dedicated MCR Pathways co-ordinator, ensuring that each pupil is supported in their journey throughout school and on to further opportunities after leaving school. MCR Pathways has now expanded in to all 30 schools across Glasgow, and is now building partnerships in Aberdeen City, Aberdeenshire and Edinburgh. The Young Glasgow Talent vision is that disadvantaged young people will have the same educational outcomes, career opportunities and life chances as any other young person. MCR Pathways is a pioneering partnership of Glasgow City Council, but has ambitions to reach a further 5 local authority areas to support 2000 care experienced and disadvantaged young people in Scotland's most challenged areas.



Award Winners—Category Awards

Education Project of the Year 2018: Joint Winners

SWAP East Mentoring *and* Queen Margaret University Employer Mentoring Programme

SWAP East Contact: Nick Hutcheon

Email: Nick.Hutcheon@ed.ac.uk

Established in 1989, the Scottish Wider Access Programme (SWAP) exists to promote access to higher education for adults who have been out of full-time education for some time, have few qualifications, who live in the most deprived areas in Scotland and who do not have a family background of higher education. SWAP access programmes run at colleges across Scotland and are a proven route into hundreds of degree courses at partner universities. Our programmes are specifically designed for adults who have the motivation and ability to go on to study at university or for a higher level qualification at college.

The purpose of the mentoring project is to identify SWAP students at university, train them to become mentors and then match them with SWAP students who have just returned to education at college. By doing this, the project aims to raise the confidence of both the mentor and mentee. It gives the mentee extra encouragement, guidance and support to help them through their access programmes and successfully make the transition from college to university. It gives the mentor an opportunity to interact with peers, develop skills, boost their employability and gain personal satisfaction from helping others.

Queen Margaret University Contact: Juan Garcia

Email: employermentoring@qmu.ac.uk

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, who are willing to offer their time, advice and inside knowledge surrounding the world of work. Students are expected to meet with their mentor a minimum of four times, normally within the mentor's place of work, between October and the end of April. The meetings focus on topics of particular interest to the student, which ensures the mentoring focuses directly on the needs of the mentee.

The overall objective of the programme is to nurture a mentoring culture at the university, where senior students mentor junior students and to create work ready graduates. Building in-house training expertise through the SMN has been paramount to develop other mentoring projects at the university. The programme has also helped in the university retention rate and students in the transition from college to university.

Finally, the programme's goal is to increase confidence in participant students, prepare students for the world of work and create links and job opportunities for them. Feedback suggests that self-awareness and reflection (often connected to maturity) is one of the largest gains of participant students, especially those with a rather chaotic upbringing or lacking a supporting home or network.



Award Winners—Highly Commended and Commended Projects

Highly Commended Project Award Winners 2018

- ☞ Bellshill & Mossend YMCA—Plusone Mentoring
- ☞ Borders College—Borders Young Talent Project
- ☞ Care and Learning Alliance—#Opening Doors
- ☞ Centrestage Communiities Ltd—Catalyst
- ☞ Cultural Enterprise Office—Advice Services
- ☞ Falkirk Council—TOGETHER
- ☞ Kibble Education and Care Centre—Child and Youth Trainee Programme
- ☞ Kirkcaldy YMCA—intandem
- ☞ North West Glasgow Voluntary Sector Network Mentor Project
- ☞ West Dunbartonshire Health and Social Care Partnership
- ☞ YMCA Edinburgh—intandem
- ☞ Ypeople—intandem
- ☞ Ypeople— Ypeer
- ☞ Ysort it—Buddy Up Peer Mentoring
- ☞ Ysort it— intandem

Commended Project Award Winners 2018

- ☞ Ayrshire College—Mentoring of Students on a Supported Learning Course
- ☞ Centrestage Eat and Train

Outstanding Mentor Contribution to Mentoring Awards 2018

Anne Scott, Peeblesshire Youth Trust Achieve Your Potential

This person has been a long-standing supporter of her project, a past-Chairperson and current Board member. Not only that she is also a mentor whose mentoring role has been greatly enhanced by her professional background in Early Years education.

She is an excellent role model who is highly regarded by staff and everyone who comes in to contact with her. Her skilled mentoring has transformed the life of her young mentee giving him the resilience and self-esteem which has enabled him to successfully transition into High school.



Jason Smith, Y sort it Buddy Up Peer Mentoring

Coming from a care-experienced background he has been involved with this peer mentoring project from the very first focus group. Since then he has mentored 3 young people and his personality, understanding and own life experience has helped them all through difficult circumstances including living in residential units.

He has achieved all this whilst working full-time and completing his apprenticeship as a youth worker which demonstrates his commitment and dedication. In this Year of Young People 2018 it is highly appropriate that Jason Smith is our winner of Outstanding Contribution from a Mentor.



Exceptional Mentor Contribution to Mentoring Award 2018

Michael Keenan, West Dunbartonshire Council Health & Social Care Partnership

Michael has been a mentor for 14 years during which time he has consistently shown commitment and the willingness to go the extra mile. He has mentored 12 vulnerable young people from a range of difficult and trying backgrounds.

His most recent young mentee has a learning difficulty and also problems with his speech and co-ordination. His support helped the young person to gradually raise his level

of self-esteem and confidence through showing him how to play football, teaching him how to use gym equipment and, supporting him in his speech development.

When the young person's mother died suddenly, leaving a huge void, he increased his support both to the family and his mentee. This was further exemplified when the mentee's father assaulted him following a period of alcohol misuse. Our mentor defused the situation and supported the young person when he was relocated to his grandmother's house.

This mentor also offers support to other families when required which requires excellent communication, observational and interpersonal skills. Just before Christmas a young family were removed from their parents and the only way they could have any contact with their parents on Christmas Eve was by our mentor dressing up as Santa and taking the 4 young people along whilst playing Christmas tunes in his car!!



Award Winners—Highly Commended and Commended Mentors

Highly Commended Mentor Award Winners 2018

- 👉 Bellshill & Mossend YMCA: **Nicole Jackson**
- 👉 Centrestage Communities Ltd—Catalyst: **Jim Davie**
- 👉 Cultural Enterprise Office Advice Services: **Christopher Ferguson**
- 👉 Falkirk Council—TOGETHER: **Gemma McIntyre**
- 👉 GrowBiz Enterprise Mentoring Programme: **Emma Arblaster**
- 👉 Lochaber Hope Mentorprise: **Dorothy Fraser**
- 👉 Move On: **Frankie Maddicot**
- 👉 Move On: **Margaret Beloucif**
- 👉 Move On: **Martin David Graham**
- 👉 Move On: **Teresa Devonald**
- 👉 Queen Margaret University Employer Mentoring Programme: **Aileen McGraw**
- 👉 SWAP East Mentoring: **Drew Travers**
- 👉 Tayside Council on Alcohol: **Paul Leonard**
- 👉 University of the West of Scotland Employer Mentoring Programme: **Evelyn Walker**
- 👉 YMCA Edinburgh—intandem: **Alan Monaghan**
- 👉 YMCA Kirkcaldy-intandem: **Jennifer Campbell**
- 👉 Ypeople intandem: **Neil Sturgeon**
- 👉 Y sort it intandem: **Steven Duncan**

Commended Mentor Award Winners 2018

- 👉 Borders College Young Talent Project: **Claire Ritchie**
- 👉 Centrestage Eat and Train: **Mich Brooks**
- 👉 Kibble Child and Youth Care Trainee Programme: **John Scott**
- 👉 Move On: **Stephanie Holmes**
- 👉 YMCA Kirkcaldy intandem: **Jan Ward**
- 👉 YMCA Kirkcaldy intandem: **Megan Dodds**

Award Winners—Employee Recognition Awards

Outstanding Employee Contribution to Mentoring 2018

Louise Rourke, Tayside Council on Alcohol

Louise joined Tayside Council on Alcohol in 2010 on a Social Work student placement and, after gaining employment with Dundee Council Social Work department, she stayed on as a volunteer mentor. Since then she has been a sessional worker supporting a group of girls who attend a weekly mentoring group. She also volunteers a lot of her own time with the group at TCA including the Corra Foundation's "Everyone Has a Story" with the Snook design agency and its follow-up, helping produce a video with the girls about being a young person and, volunteering every Friday for the last 7 years at TCA's summer programme.



This year to support Year of Young People she led a group of young people from the Klub in Dundee to bring dashes of colour to Reform Street in a bid to create an "uplifting" atmosphere in the city centre. The Klub girls group worked alongside dozens of other young people and worked on designs at the Re-Formation live street art event on the thoroughfare's cobbles. The Klub girls design is inspired by themes of equality, challenging stereotypes, strength and respect. Their message REAL QUEENS FIX EACH OTHER'S CROWNS is about how close and supportive they are as a group.

Mark Harris, Tayside Council on Alcohol

Community Education trained with 25 years' experience working with young people and adults in various settings, Mark joined TCA in 2008. He is the Operations Manager for TCA and has been key to the development of Children and young people service and Mentoring services across Tayside.



Mark has provided inspiration and transformative leadership to initiate and develop the service alongside a number of statutory and third sector partners. His ability to engage with staff from across these partnerships and service users has created an enthusiasm and strong commitment to ongoing review, development and improvement of the service. His valuable experience has been gained in a demanding and challenging work environment. Mark is a huge asset to TCA and to those interested in developing excellence in the Mentoring field. His 'open door' approach and willingness to engage people in challenging or difficult conversations has earned him the utmost respect from his colleagues at TCA and those aforementioned partner organisations. Mark is always willing to 'go the extra mile' and the support he has offered to volunteers, staff and peer mentors not only shows his commitment to this field of work but also his desire to ensure others fulfil their potential.

Award Winners—Mentor Recognition Awards

Award Winners—Highly Commended and Commended Employees

Highly Commended Employees 2018

- ☞ Care and Learning Alliance #Opening Doors: **Kirsty Hunter**
- ☞ Centrestage Communities Ltd Catalyst: **Melanie McLean**
- ☞ Cultural Enterprise Office Advice Services: **Christopher Ferguson**
- ☞ Falkirk Council TOGETHER: **Mags Girvan**
- ☞ GrowBiz Enterprise Mentoring Programme: **Clair Smith**
- ☞ Lochaber Hope Mentorprise: **Judith James Davies**
- ☞ Move On: **Stephen Wilson**
- ☞ University of the West of Scotland Employer Mentoring Programme: **Lynsey McMahon**
- ☞ University of the West of Scotland Employer Mentoring Programme: **Karen Shearer**
- ☞ YMCA Edinburgh intandem: **Bruce Harkin**

Commended Employees 2018

- ☞ Centrestage Eat and Train: **Craig Ferrell**
- ☞ Queen Margaret University Employer Mentoring Programme: **Juliana Vasconcelos**