



# Mentoring Report 19-20



# Developed Partner Relationships Nov 19 - Jan 20



In these first months, I spent time investing in relationships with partners across Tottenham.

My focus was on developing trust, providing them with relevant HiT materials, understanding their work, envisioning them and helping them understand our mentoring mission.

## "FROM THIS THE PRIMARY FOCUS BECAME CONEL AND HARINGEY COUNCIL"

Initial Meetings were with:

- Police
- College of North East London
- Blooming Scent Cafe
- Princes Trust
- Haringey Council - Community Gold
- Tottenham Hotspur Foundation
- Project Future - Mind in Haringey

From this the primary focus became CONEL and Haringey Council as they had immediate access to young people who would be appropriate mentees for our mentoring programme



# Mentor Database

Nov 19 -  
Nov 20

In November 2019, there wasn't a clear database of mentors.

I contacted current mentors; gathered mentors' details from historical emails and discussed mentor suitability with Chris Miller to update the database with the relevant and correct information.

In July 2020, I organised Eleanor Henderson to ring each mentor with a HiT update and to understand their position on mentoring. The database was then updated accordingly.

I wrote the **new mentor application process** which now includes due diligence and has been approved by safeguarding specialist Chris Miller.

The storage of mentors' details including their references and DBS certificates is now safe in the online Sharepoint location.

I updated the HiT mentor application and information materials. We now have: an online mentor application form; a flyer with the mentoring programme details; a mentoring FAQ page.

**Over this time we have had 20 new mentors sign up.**

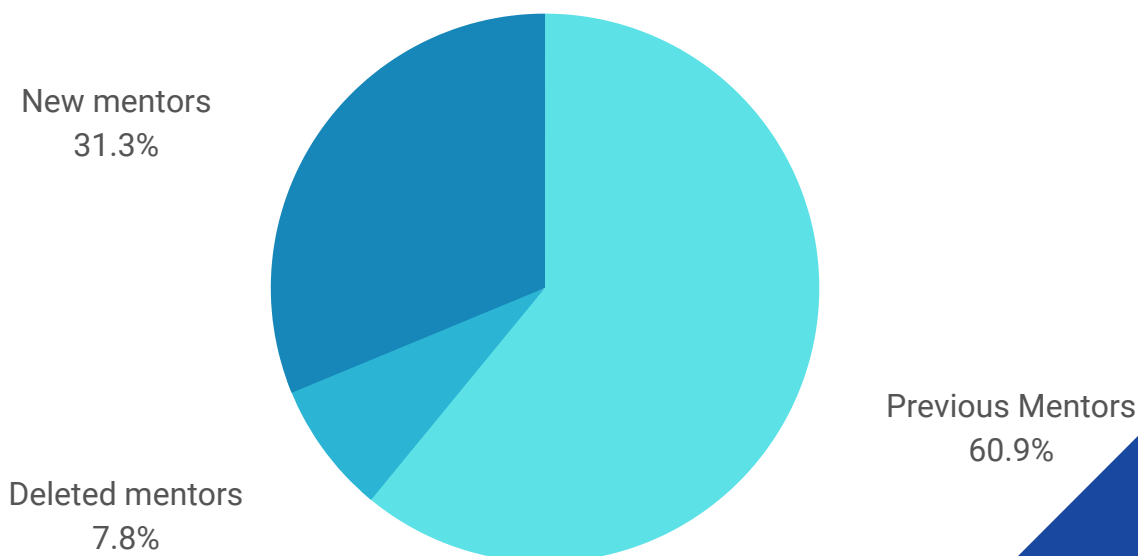
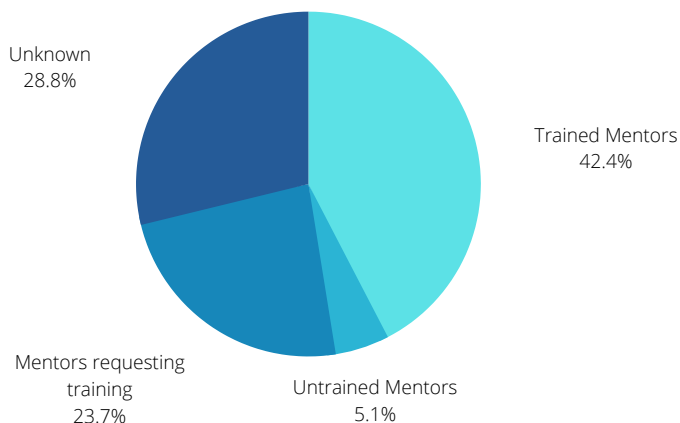


Table 1: Mentor database composition, Nov 19- Nov 20

# July - Nov 20

## Mentor Training



**Table 2: Mentor training details  
Nov 19- Nov 20**

With lockdown easing and a greater interest from the public to get involved with mentoring, the need to train new mentors and refresh the training of previous mentors became pressing.

I renewed our partnership with LVMH House who are willing to provide a pro bono venue for future training. However, due to COVID precautions, we provided online mentor training.

### "WE PROVIDED ONLINE MENTOR TRAINING"

John Brooker, an expert in Solutions Focus, agreed to be our mentor trainer.

In July 2020, we trained 12 mentors. In November 2020, we trained another 7 mentors in an online training morning, equalling a total of **19 mentors trained over the year**. The latter session also trained mentors associated with 4-22 Foundation as a way of supporting their work in the community and in response to their help with our Arts Programme.

The qualitative feedback from mentors regarding these training sessions has been overwhelmingly positive.





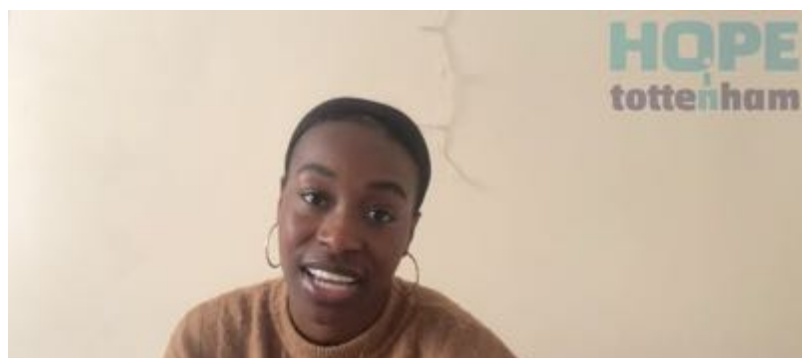
# April 20 Career Insight - May 20 Video Project

Young people's lives have been negatively affected by COVID. In a recent report (ONS, June 2020) 42% of young people (16-29 years) reported that coronavirus negatively impacted their mental health and their main concerns related to work and education. We want to provide inspiration, hope and motivation to young people in this time.

Between April and May we worked with the Youth Advisory Board (and Haringey Council) to produce a series of video interviews with our mentors who worked in the creative and entrepreneurial sectors.

This was designed to inspire young people in a difficult, lonely time and encourage them. We interviewed Haringey based young people who are successful in their careers about how to take the first steps to gain entry into that creative or entrepreneurial area.

We produced and edited 7 videos that were shared with the Youth Advisory Board and on HiT's facebook page. **These videos have had a total reach of 184 views.**



Sep 20 -  
Oct 20

# YAB Workshops



Working with Haringey Community Gold Team, we hosted a week of workshops with our mentors for the Youth Advisory Board.

This week of workshops led to greater partnerships with Haringey Council, Bruce Grove Youth Centre (where the workshops took place), the Youth Advisory Board and our mentors.

The workshops led on to pairing the Youth Advisory Board, and other young people who took part in the workshops, with HiT mentors.

## "THIS WEEK OF WORKSHOPS LED TO GREATER PARTNERSHIPS"

Working closely with the Community Gold Team and Bruce Grove has helped us to understand effective ways of working together on future projects.

**We reached over 30 young people across the week** and have successfully begun to pair the young people up with appropriate mentors as well as encourage new individuals to sign up and train as long term HiT mentors.

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Wirer kinnane. Wirer kinnane.

Nov 19 -  
Nov 20

CONEL



Anthony agreed a new system for mentoring by which he contacts course tutors after I provide him with a list of appropriate, DBS-checked mentors.

We successfully paired 3 mentors with young people from CONEL in early 2020. COVID put the brakes on this system of working together.

## "WE HAVE 9 CONFIRMED MENTORS FOR THE CAREER INSIGHT DISCUSSIONS"

We are providing CONEL with a series of Career Insight Discussions. Our mentors will take part in an online discussion and Q&A with selected student groups. Having met the mentors, relevant course tutors will then identify students who are appropriate to pair with them, on the basis of a shared interest in that industry sector. **We have 9 confirmed mentors for the Career Insight Discussions** which will take place throughout 2020.



Eleanor's work with CONEL on the Arts Project will further this partnership and provide more mentoring opportunities.

# Oct 20 - Nov 20 Partnership with police



With John's increased police engagement work, mentoring has benefited from working with Inspector Matt Chapman.

In a 2018 survey (Unlock), 87% reported that a criminal record from early adulthood had caused them a problem since turning 26.

## "WE ARE STARTING THE TRIAL OF OUR MENTORING BEING USED AS A COMMUNITY RESOLUTION IN DECEMBER"

We are working together to introduce mentoring as a Community Resolution Order for young people to provide justice in the community whilst helping the young person reach their potential without facing charges or the complications that arise with having a criminal record.

We are starting the trial of our mentoring provision being used as a Community Resolution in December 2020. Once tested, and successfully implemented, we hope to roll it out across Haringey.

