



MENTORING MATTERS ISSUE TWO

INTRO Welcome to the second issue of Mentoring Matters. I hope you will enjoy reading about our recent events and most importantly the future support we have planned for you. Of particular importance for this month is ensuring all of our mentors can log in online and connect with the other MCR Pathway's mentors to build vibrant communities around each school.



NEWS We have had a great start to 2015 with a Herald piece about our pioneering partnership with the University of Strathclyde. A big thanks to Sir Jim McDonald and his exec team in Hugh Hall and Veena O'Halloran and all the staff in the University who are getting behind us. We have a big programme with Strathclyde and some very exciting plans being developed. To find out more about pioneering partnerships please see below. To read the Herald article please go to www.mcrpathways.org/blog

We are also planning other events to engage all of Glasgow key communities – everything from the public sector, corporates, education institutions to faith groups and third sector organisations – we'll keep you updated on progress through Mentoring Matters. As well as building our numbers of mentors for the Glasgow wide push, we are pulling together some excellent pathways events and opportunities for our young people. We have a dedicated team building up a menu of inspired options for later in the year.

MCR EVENTS



FILM PREMIERE

It was fantastic to see so many of you at our Cineworld film premiere and to hear more from the inspiring young people in the film who have benefited from mentoring. The 30 minute film is great for more background detail, tips and some brilliant quotes from the young people on what really mattered and made the difference to them. It will be uploaded to the communities and website shortly so please do watch again if you get a chance. One day your young person will be reflecting on the impact that his or her mentoring relationship has had with you and more importantly living the brighter future pathway that your input has led them to.

COFFEE MORNINGS

Thank you also to all of you who attended the coffee mornings at our six schools and to our Pathways Coordinators for hosting these. We had 6 coffee mornings with over 40 mentors and a mix of MCR Staff and our school

link contacts. Our next coffee mornings will be in April just after Easter. We really believe that the coffee morning contact and the online communities will help build the support, sharing of ideas and teamwork that will inevitably transform the outcomes for our young people that need this most. Due to popular demand we will continue to include off/online training for getting on and engaging with our communities – see more on these below.



UNIVERSITY OF STRATHCLYDE NOVEMBER CONFERENCE

We now have the recent conference material and information online if you'd like to access it please login to the communities. This includes films of all the presentations given and topics include 'Mentors in Schools: research in action'. There were some great perspectives and reminders how critical and essential relationship building with your mentee is. A trusting and listening adult relationship is first and foremost and the absolute foundation of success. In my mentoring relationships I need to keep reminding myself to resist my adult default of jumping to solutions. It is such a brilliant and enriching experience to patiently listen and to learn to see life through the lens of a young person.

MENTOR RECRUITMENT

MORE MENTORS NEEDED

We now have over 500 potential mentors registered on our website and over 100 'live' relationships across our 6 schools. Can we encourage you to recommend mentoring to friends and family who you think will be interested and be able to build positive relationships with young people? If your company is interested in expanding the scheme in-house – and I am sure they will be with your encouragement – then we have launched a campaign called Inspiring500. The campaign is in partnership with the Glasgow Chamber of Commerce and The Herald and encourages companies to sign up and encourage staff to participate. We can provide tailored in-house presentations if 10 or more



members of staff are interested and we are also in the process of pulling together a suite of marketing and training materials.

Let us know if you'd like to recommend your company for this and we will support you. Alternatively, you can register your company at www.inspiring500.com. Alongside this, your company may also be interested in being a Pioneering Partner?

It just takes 2 commitments...



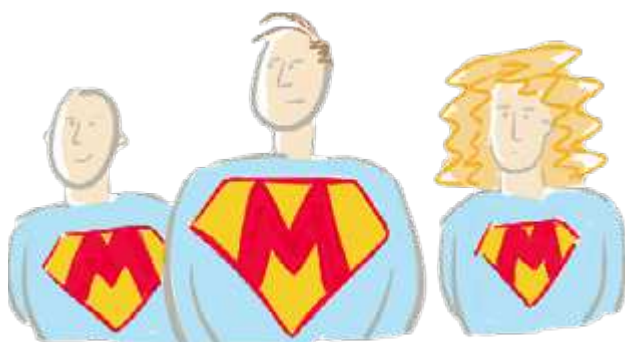
PIONEERING PARTNERS

Pioneering Partners – 2 simple but huge impact commitments to our young people



- 1 As part of Inspiring500 we want to give credit to corporate partners who get behind our mentoring wholeheartedly by encouraging and facilitating their staff to mentor during the school day.
- 2 Pioneering partners also commit to engage as an organisation directly with young people through working with us to provide experiences, work placements, training and perhaps even jobs ultimately. We know through your mentoring we will be creating a future workforce who will have the experience, education and life skills to realise their full potential. It is just then about finding the right opportunity.

In The Herald piece you will see that last month the University of Strathclyde signed up to join us as a pioneering partners and we have others in the pipeline – watch this space and again encourage your organisation to join us if you can – contact mcrpathways.org and we will help you.



COMMUNITIES & SUPPORT

ONLINE COMMUNITIES JOIN NOW!

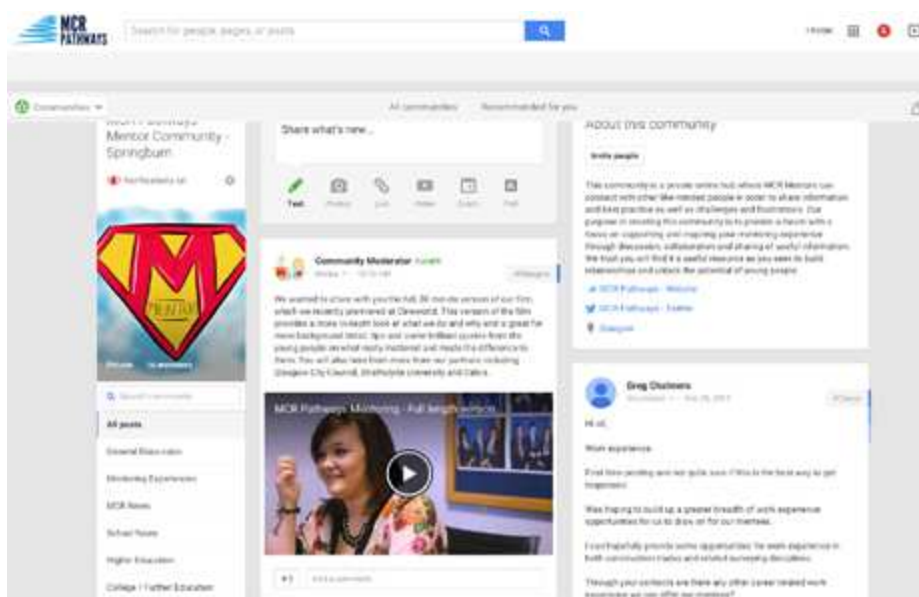
The most pressing priority for MCR Pathways this quarter is responding and equipping you, our mentors, to be the best you can be for the benefit of your young person.

The first way we want to equip you is by making you part of our Online Communities and we are setting ourselves a deadline. We would like all of our mentors to be signed up to our online communities by the end of March 2015. Please respond to our Community team's invitation to go online and sign up to your school community. Drew, Scott and Robin are awaiting the chance to meet you online and to hear from you if you are having any technical challenges getting online.

For those of you who have not heard of the Online Communities - where have you been? Ha ha. These are private online hubs where MCR Mentors can connect with other like-minded people who are on the MCR Pathways programme in order to share information, ask questions, encourage each other and to keep in touch with what is happening. These Online Communities will become a key channel for communications over the coming months.

For those of you who are already on your community, thank you for your patience. We hope you will soon have some other mentors to keep you company. We are also adding new content to the communities on a weekly basis, so please log on as there may be some useful resources and information since you last looked. You can also arrange to receive updates via your MCR email account. As one new community mentor sign-up said:

"I find the updates that come through in emails from the community a great way of staying in touch with training and broadening my thinking so I feel part of the wider MCR mentoring network".



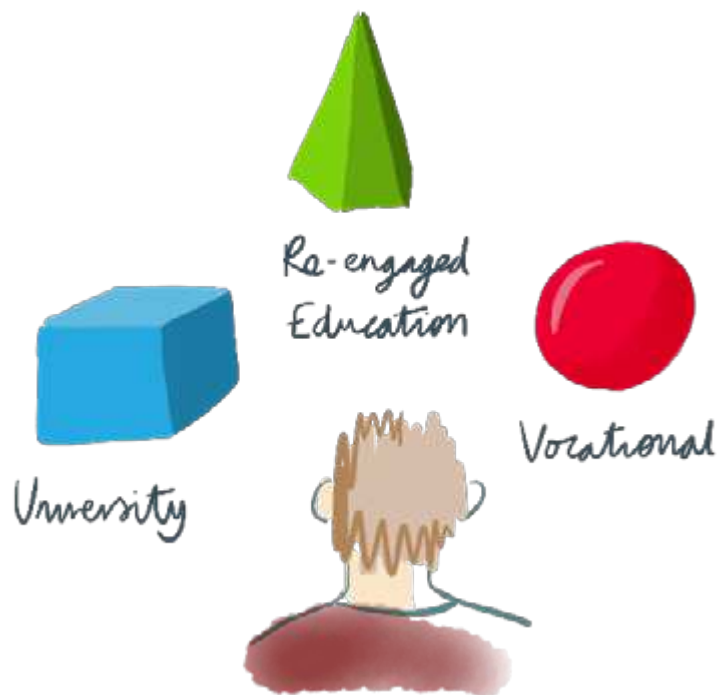
For those of you who have not yet received a login - watch this space. We are creating your accounts right now and will issue you with the details over the next 10 days.

For anyone who has an account already and have forgotten their details or have not managed to get logged on yet, fear not...help is on its way! We will be in touch soon and will guide you along the way to get you logged in.

If you have any questions in the meantime, please let the community team know at [moderator@mcrpathways.org](mailto:mcrpathways.org) — If not, Robin, Drew or Scott (the three online musketeers) will be in touch before you can say 'Creme eggs aren't as big as they used to be.'

TRAINING & PATHWAYS

As you will see from the community postings, we have lots of training opportunities through MCR Pathways. These will be provided by your schools and other partners and will be offered both face-to-face and then published online. There are also opportunities for advanced training for those wanting more so please get in touch if you would like additional support over and above that which is being offered above. In time, as our young people progress towards their pathway – be that further, higher education and/or career – we will aim to have specific training for these destinations.



But please remember for now that you already have a wealth of life skills and knowledge that is the foundation of your relationship with your mentee. The most important starting point for all relationships, as you know, is trust and this will take longer to earn and grow in young people who have had challenges with adults in the past. To grow trust you need to commit time, which you are doing, and the patience. Please don't underestimate the simple difference of the regular time you spend taking an interest in your young person and communicating that you value them.

Once the all important trust is created then moments and influences that really count can be created in the simplest of ways as you will be confided in on life-choices and the decisions that impact progress in school - whether that be attendance, engagement, staying on after 16, experiences, qualifications and much, much more. Whatever it takes to allow them the chance to realise their full potential. Remember, however, this takes time - so go easy on yourself and enjoy slowly getting to know your young person. This is a marathon that impacts a life course not a sprint.

Also our schools link staff members have already been commenting about the difference they can see in the young people being mentored and how the subtle trust building phase is such a vital foundation. One said that whilst the challenges young people currently face can be dark and loom large, having that light at the end of the tunnel as a pathway to a brighter future where their talent will be fulfilled is so important. Great feedback!

FUTURE PLANS

We have now built a three year plan for the longer term scale-up of our mentoring across more schools, and ultimately Glasgow wide. We will launch this later in 2015 and share details with you in future editions of Mentoring Matters and also online in the communities. The next 6 months will all be about maturing and embedding all our teams and processes in the Council schools and our partners. We have had a huge amount of help from enthusiastic and committed volunteers as well as core staff members. Excitingly, we are now recruiting to fill our critical Pathway Coordinators posts in the school, along with a Programme Manager as well as IT and Marketing roles on a full-time and long-term basis. If you know of anyone who has a heart for helping young people and a talent in building both relationships and running effective processes let us know. Of equal importance, we are also planning to create a number of working and advisory groups made up of committed and talented volunteers as well as young people. We already have had some fabulous offers of support but need more. Mentoring is the absolute priority, however if you cannot commit the time at the moment then we have other ways to volunteer. Equally if you are a mentor and have some more time to give to help us build the foundations to reach more young people that would be great. Please do email me directly. All help is hugely appreciated.

YOUR TOP TIPS

We really need your feedback and it is welcome at all times. As a team we already receive reports from all of the various meetings that take place, however please do feel free to email any of us - including myself - directly on any issue. I have been privileged to lead teams from 50 to 5,000 people and the same open and direct communications applies. We will have some challenges and it sometimes seems that some processes - notably the PVG one - can take much longer than expected. However all our ambitions and motivations are seamless in wanting the very best for the young people. We will easily sort everything else out. Thank you for your patience and especially for the waves of positive energy and enthusiasm that we receive. Keep the comms and tips flowing.



Your feedback is always warmly received and I was delighted to hear some of the top tips that had been shared at the coffee mornings. One mentor's idea - to ask the young person to think of three questions they wanted to know about their mentor - was inspired and the young people did not let us down with their investigative probing about what the mentor was like at his age - Jeremy Paxman would have been proud.

Thanks for all of your time, energy and commitment,
Iain MacRitchie and the MCR Pathways Team
Iain.macritchie@mcrpathways.org

Ps. Thank you to every mentor who has agreed to tell their story in the media and/or in our materials. If anyone else can share their experience for us to utilise in recruiting other mentors please email marie.mcquade@mcrpathways.org