










# Insider

OCTOBER 2017

GLASGOW - UK COUNCIL OF THE YEAR 2015



## CONTENTS

 <b>NEWS</b>	3	 <b>OUR GLASGOW</b>	10
Summary of what's happening		Latest news	
 <b>PEOPLE</b>	6	 <b>YOUR HEALTH AND WELLBEING</b>	12
MCR Co-ordinators make a difference		Get help to improve your health	
 <b>PEOPLE ON THE MOVE</b>	7	 <b>WHAT'S ON</b>	14
Redeployment creates opportunities		Events around the city	
 <b>TRANSFORMING THE COUNCIL FAMILY</b>	8	 <b>STAFF DISCOUNTS</b>	15
Lean - improving our processes		Latest offers	
		 <b>MCR PATHWAYS</b>	16
		Drop-in session	



# MCR PATHWAYS CO-ORDINATORS MAKE A DIFFERENCE



Based in schools, Co-ordinators play a vital role in the success of the programme – providing daily support to mentors and the young people they are helping.

We asked Renee Rendall, Pathways Coordinator at Drumchapel High Street to tell us about the role. Here's what she had to say:

Each day is different but a lot of my time is spent organising mentor meetings, and getting young people signed up and ready for talent tasters or events.

We also occasionally help a young person with something that's happened in class or at home. Part of our job, and that of the mentor, is to develop a relationship with our young people and be someone they can trust. We're here to make sure that everyone is happy and moving forward. Ultimately our aim is to make sure that our young people are reaching their goals and getting what they want from of the mentoring experience.

Coming from a career in teaching followed by a managerial position for a homeless charity, MCR was a great match for me. I've found, since becoming a Pathways Co-ordinator in Spring of last year, my experience of having worked with both young people and volunteers has really helped in this role.

We work very closely with our mentors and get to know them well over time. They often look to us for reassurance; are they doing the right thing, are they and their mentee moving at the right pace? They want to get it right - they're really invested in their young person. The matching panel and process is also key in helping to build relationships. We study the profiles closely on both sides and really look for shared common interests to spark a connection.

Because we're getting more endorsement from organisations, it's great when mentors have the



support of their supervisors to take the time and be more involved. Having that organisational support from top level has made a big difference. One mentor I've worked with since May is Margaret from City Parking (GCC). Her mentee really looks forward to Mags coming in to see her and they've been a really successful match. She's got support from her work to be able to get really involved, also attending coffee mornings and events. Already you can tell her mentee has a really special place in her heart.

Working with a range of mentors is also crucial. Every young person is unique and we need an individual mentor for everyone. If all the volunteers were the same then half of our kids wouldn't have such a good match.

One of the things I'd recommend to anyone thinking of getting involved is to let go of their adult expectations. Keep an open mind. Be patient. Some relationships take longer to get off the ground than others. Some young people face very serious challenges and knowing that their mentor is there to support them is really beneficial. It can be as simple as that.

The difference that our mentors make is huge. Once the relationship



has had time to develop you see the young people really look forward to their meetings. Especially for those most vulnerable - the relationship is so special and crucial; to have that person who comes in and tells them that they believe in them.

For anyone interested in mentoring I would encourage them to go for it. People worry they won't be good enough or have the right skills. All you really need is a willingness to make a commitment and a compassionate heart.

## More information

To find out more about how to become an MCR mentor, visit [Connect](#).

To hear what three former MCR pupils have to say about how the mentoring programme visit [Connect](#).

## Information Sessions - come along and find out more

The MCR team will be on hand to provide information and advice about how you can get involved. Just drop in at a time that suits you.

- Friday 20 October, 9.30am to 3.30pm.  
St Paul's High School,  
36 Damshot Road, G53 5HW  
(near to Silverburn shopping centre).

See [back page](#) for more.



# our glasgow

work, learn and deliver together



On Friday 8 September, 250 staff attended our second Working Together for Glasgow event in the Banqueting Hall, City Chambers as part of the 'Our Glasgow' programme.



Some of the speakers at the recent 'Our Glasgow' event - and MCR Pathways staff.

Our Glasgow is about sharing our experiences and our achievements, taking time to appreciate and be proud of what we do for the citizens of Glasgow.

On the day, Leader of the Council, Councillor Susan Aitken spoke about her vision for Glasgow and the ambition and priorities of what the City Government wants to achieve over the next five years.

Celebrating staff achievements the Leader said: "In my new role I am discovering each day about the great work that is going on right

across the council family. I'm proud to be part of this organisation and know that we all have an important role to play. By combining our resources and making best use of our skills and knowledge to improve our working connections - we can all help make the lives of our citizens even better."

Key speakers included Colin Edgar, Head of Communication and Strategic Partnerships who reminded us all about the millions of little miracles that happen all over the city each day.

Colin said: "We all work for a great city and do amazing things every day to make a difference and change lives. Despite the uncertain future financial challenges, we want you to feel empowered to take your ideas forward and make a change. And it is important that we celebrate and showcase the fantastic work that goes on across the council family by promoting your proud stories of delivering for our city. I'm also proud to have taken the first steps to sign up and become an MCR mentor with the Glasgow Youth Talent programme."