

**London Anchor Institutions' Network  
Mentoring for Young People Working Group meeting minutes  
15:00 – 16:30pm, 30 March 2022**

**Meeting convened via Teams**

**Attendees:**

Lib Peck, Greater London Authority (co-Chair) Jeremy Crook OBE, Action for Race Equality (co-Chair)

Jamila Hinds-Brough, Natalie Honeybun, Katie Myhill (Greater London Authority), Linda Gibbs, Bridget Ackeifi, Garrett Richardson (Bloomberg Associates), Alison Heydari, Elisabeth Chapple (Metropolitan Police Service), Ben Rogers (University of London), Moira McVean (Film London), Shelley Marsh (London Jewish Forum), Michael Wood (NHS London), Heena Chaudry (TfL), Yolande Burgess, Samira Islam (London Councils)

**New Deal for Young People Grantees:**

Dez Brown, Spark 2 Life – Leaders Grant

Zahid Howladar, 1 Million Mentors – STEAM Mentoring Grant

**Apologies:**

Mary Vine-Morris (Association of Colleges), Mark Jenkinson (London Chamber of Commerce & Industry)

**Welcome: Introductions and Objectives**

The Chair re-iterated the aims of the Working Group which are to determine feasible and meaningful contributions from members to the New Deal for Young People recovery mission. The meeting objectives were as follows:

- Reconfirm the important purpose of Anchor Institutions to the mission
- Introduce options for how Anchor Institutions can contribute to the mission and hear thoughts on them
- Provide an update on the VCS organisations that have received grant funding
- Agree and confirm next steps of working together

There will be further 1-2-1 engagement with members from April.

**Progress Update: Mentoring Confidence Framework, Jeremy Crook CEO of Action for Race Equality**

- Jeremy presented an overview of the Mentoring Confidence Framework (MCF). The MCF articulates what good mentoring and good mentors look like and what support arrangements are required (building on the Mentoring Quality Statement). Action for Race Equality (formerly BTEG) have been commissioned to produce the initial framework. The primary audience is VCS organisations (to be rolled out further e.g., anchor orgs and businesses). It will

be promoted by the NDYP recovery mission partners and their networks – London Councils, GLA, VCS partners, anchor organisations and businesses.

- The MCF will provide a shared set of principles and standards and embed quality in mentoring across and beyond the NDYP. We want youth organisations to have a strong sense of ownership of the Framework and to champion the benefits of using it. Organisations can use it to evaluate their own models of practice, to identify areas for development and to strengthen areas of good practice.

Discussion and feedbacking ensued:

Liz Chapple asked if it has any detail about selection of mentees and what considerations need to be made in regard to mentees coming on referrals of the criminal justice system. Jeremy responded that the framework includes recommendations for how to recruit, clear and structure mentee relationships.

Zahid noted that his organisation uses mentoring agreements and that they are one of the most important factors of successful relationships, useful for understanding and buy in. There are high levels of failure when this is not clear, for both mentor and mentee.

Partners can preselect participants but hold off start until they understand the relationships and process over time.

Discussion took place around including metrics for measuring success in MCF.

### **Progress Update: NDYP funding, Josie Todd, Katie Myhill, Greater London Authority – Why Mentoring Matters: NDYP First Round Grantees**

- Katie Myhill, Senior Programme Manager, Education and Youth at the GLA, provided an overview of the New Deal for Young People funding prior to introducing two of the grantees (Spark to Life and One Million Mentors). Through this vehicle the Mayor of London has provided grant funding across three programmes to build on the work already happening across London providing personalised support to young people that need it the most.
- Aim is to champion this work, embed the best quality mentoring possible and increase their reach to even more young people. The Leaders grantees, nine organisations in total, received grants of between £100,000 and £500,000 to expand quality mentoring for young people and provide support to other organisations delivering mentoring. Seven STEAM grantees received grants of between £50,000 and £100,000 to expand quality STEAM mentoring\* for young people and support STEAM employers who want to expand or introduce mentoring programmes.

Grantees presentations and subsequent discussions:

Dez Brown presented on Spark to Life programme

Yolande Burgess asked what working with mentees' families looks like, in terms of sustainability and lasting impact?

Dez responded that a trauma-informed approach requires working with whole family and primary school. Cannot be successful with youth without engaging primary relationships in their lives.

Lib agreed that model should take the broader environment into mentoring approach.

Zahid Howladar presented o One Million Mentors STEAM programme

Jeremy asked about reaching youth with criminal convictions and complex needs, how do you find out about their history.

Zahid responded that you can access platform for direct applications. Ask about criminal convictions and vulnerabilities and special needs to be aware of to help structure right relationships, then follow up with call. 9/10 times young people can be accommodated. 1/10 refer out to another organisation.

### **Progress update: mentoring delivery models, Garrett Richardson, Bloomberg Associates**

Garrett Richardson of Bloomberg Associates presented an update on the mentoring delivery models to jumpstart a discussion on where they are best suited to contribute.

Discussion and feedbacking ensued:

Zahid noted that it's important to include importance of funding and achieving top-down buy-in from decision makers, and how to support volunteers in giving their time, being clear about providing employees with time off to do this work

Employees will need volunteer hours during the workday. Questions around volunteer policy for anchor institution employees, whether volunteering is encouraged and supported, and whether employees felt comfortable taking time to volunteer.

Benefits for anchor institutions include CSR, CPD credentials, happier and more productive employees.

Comment from Dez to consider a train the trainer approach, which is accredited and adds to CPD. Anchor institutions can also put forward volunteers to be part of training cohort, do professional role modeling and have young people visit on site for career guidance.

Calls for a culture shift within the anchor institutions.

Highlighted the VCS matched delivery model as an ideal starting place for anchors.

Discussed need for easier wins, looking at schools and local authorities, for instance connecting an anchor institution with a school that is keen for mentoring to take place. School can recruit and provide a safeguarding function.

Comment from Lib Peck that it makes good sense and we need to personalise this to achieve success.

Alison Heydari asked about research on EBP on reducing violence through mentoring.

Lib responded that there are and these models will be shared with Alison.

Yolande commented that a partnership model is important and offers opportunity to be funded. Need more investment from others to have a sustainable model with private sector contributions, and furthermore private sector organisations have an important route into community.

Local authorities would welcome/want the Private/Public Partnered Model. Called for different funding models between the VCS and the private/public sector with local ties.

**Actions:**

- Need a clear sense of how anchor institutions can make concrete commitments. 1-1 calls will be held to achieve this.
- Next Working Group meeting will take place within 6-8 weeks, date TBC.

**Next Meeting**

TBC