



CITY LIONS

# Mentoring Programme

*Be the inspiration*



# Welcome!

Are you currently doing what you wanted to be doing  
when you were 15?

What advice would you give to your 15-year-old self?



# Welcome!



What we'll cover today:

- Meet the team and about City Lions
- How mentoring works
- Staying safe while mentoring

# Meet the team

*"Bringing together Westminster's young people and creative partners through inspiring opportunities that enhance personal, aspirational, and social wellbeing"*



**Catherine Ford**

Head of Social and Culture Policy



**John Nolan**

Project Manager



**Rob Davis**

Senior Project Officer



**Sisley Hamer**

Senior Project Development Officer



**Kizan Ayton-Green**

Creative Curator



**Sydney Frankland**

Project Development Officer



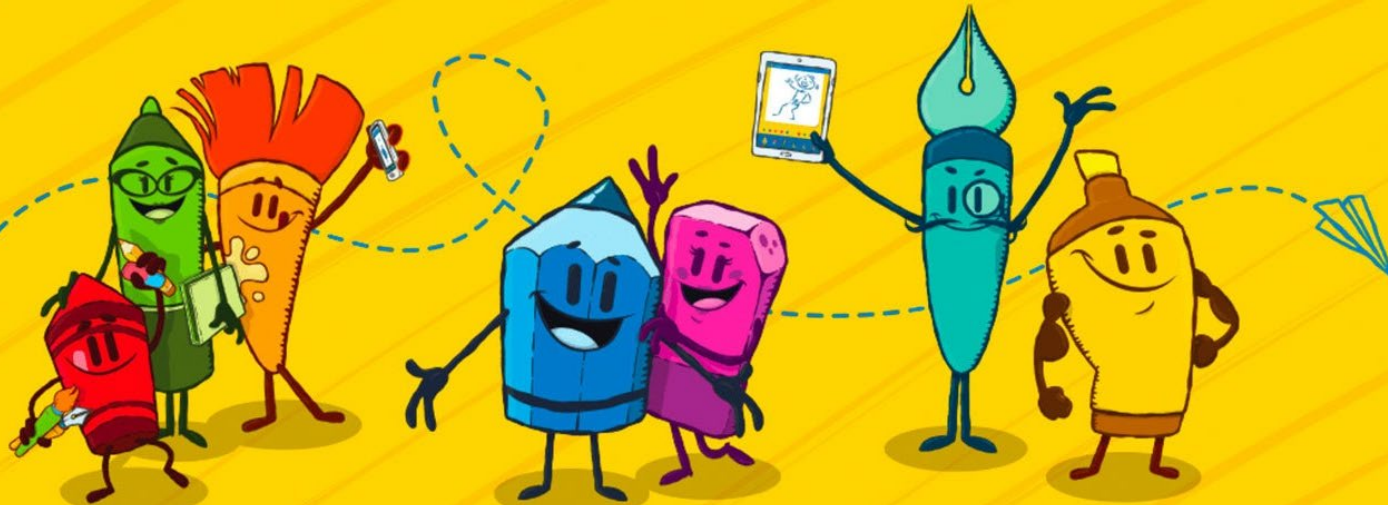
# City Lions

City Lions is Westminster City Council's cultural enrichment programme targeted at the boroughs most disadvantaged 13–16-year-olds.

By introducing young people to cultural and creative experiences and opportunities we aim to broaden their horizons and help them acquire the skills they need to improve their personal, social and economic wellbeing.



# PICTIONARY™





# Our mentoring programme



This is our fifth mentoring cohort – the programme has been running since 2021:

- Developed in response to the changing needs of young people following the pandemic
- Young person centred
- Is flexible!
- C. 50 mentor pairs each year
- Events and cultural opps throughout
- Key contact will be Sisley Hamer, Project Manager,

[shamer@westminster.gov.uk](mailto:shamer@westminster.gov.uk) // 07816211512.

# Young people we support



- Live or go to school in Westminster
- Westminster is home to a diverse population
- Aged 14 to 16 (Yr 10 – predominantly)
- Include students with SEND
- Focused on those who would benefit most from a mentor and from an underrepresented group.
- Unseen disadvantage

Young people taking part in the programme have been selected by Educational professionals/Children's Services as those most in need of a role model / who would benefit most from being involved.



# Young people in Westminster

Research published by YWF:

- 48% of 13–16-year-olds were aware of the cost-of-living situation
- 46% of survey respondents said young people and their families are increasingly unable to buy basic necessities, including heating at home.
- 62% (13 – 16-year-olds) said the level of pressure for young people to achieve education, training or employment success was very high
- 46% said they felt very unsupported at school or college to make education, training or employment decisions
- Top 3 factors impacting their mental health: doing well in school/exams, getting a job/successful career, money

# Our mentors

Support

Advocate

Inspire

## Expectations

- Commit to 6 months of mentoring
- Monthly mentor reports
- Safeguarding checks & signing our code of conduct
- Report any issues/concerns in accordance with our safeguarding policy.

# Our mentors

Safe

Curious

Dedicated

Empathetic

Great communicators

Confidentiality

Fun

Open to new things

Passionate

Integrity

Honest Open Respectful Fun



# What do we want Mentees to achieve?

The programme is aimed at Year 10 and 11 students (14- to 16-year-olds) to support them with their next steps and confidence.

Be  
inspired

Confidence

Employability  
& transferable  
skills

Careers  
information

Exposure to  
working  
professionals

Remove  
barriers

Culture and  
creativity

# How mentoring works



- Paired with a young person
- You will meet twice a month over a six-month period. Consisting of:
  - **Structured** sessions explore a creative task
  - **Check-in** sessions will be left open
- All sessions work to our key themes
- Sessions take place at a **mutually convenient time and location** (either virtually or in-person)
- Complete monthly meeting log
- Various group meet ups and events throughout the programme

# How pairs are matched



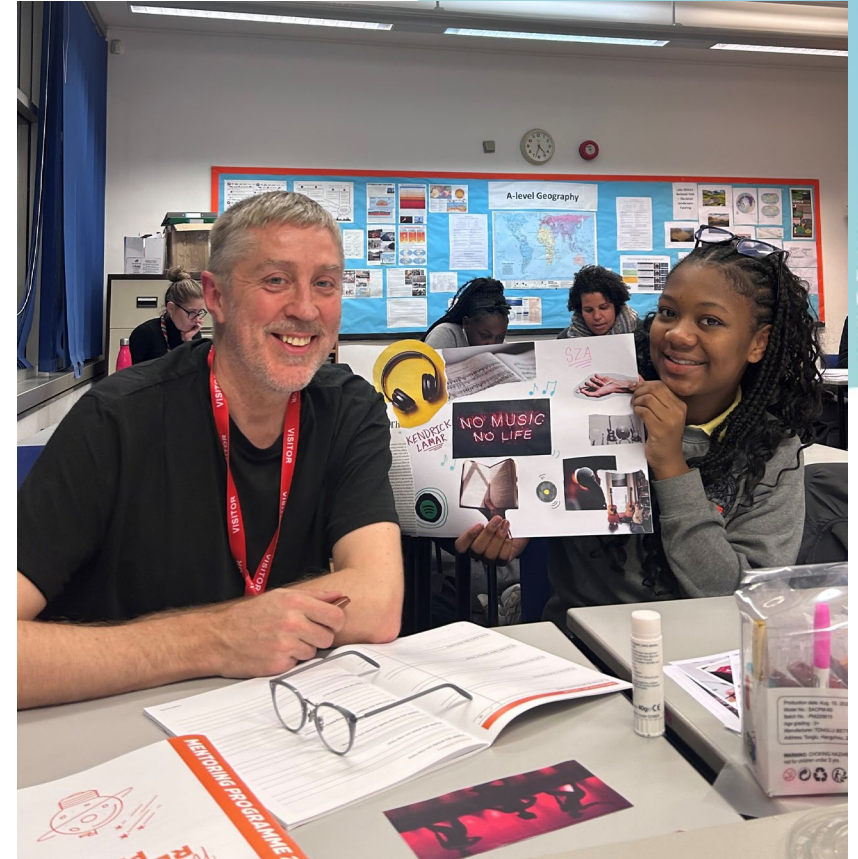
- Primarily based on interest and expertise / experience
- Shared hobbies / interests
- Shared lived experience
- Mentors experience of SEND
- Gender



# Getting introduced

Your first mentoring meeting will take place at your **mentees school**, with others from that group:

- This is to support the young person in meeting you in an environment they are comfortable in
- This will be during **w/c 2<sup>nd</sup> Dec and w/c 9<sup>th</sup> Dec** (exact date, time, location will be confirmed asap)
- We have tried to make these meetings either first thing or late afternoon
- You will not need to prepare anything for this meeting – resources will be provided
- If you can help out – please bring a magazine/newspaper or two!



# Getting introduced

Second meeting // kick-off event:

- Will include all pairs on the cohort (around 50)
- You will get to meet other mentors and young people on the programme
- During the event we will provide you with a creative activity to do together - a heads up will be sent across ahead of the event.
- You will also get to enjoy a cultural experience at TTP
- Materials will be provided
- Refreshments provided

**Key info:**

**Monday 16th December**

**4:30 – 6:30pm**

**Two Temple Place, Temple**

# Getting introduced

- If paired with a student from Marylebone Bridge School – the structure will be slightly different
- Meeting to take place at the school at times/dates arranged with support from teaching staff and/or parents
- The content will remain the same, although group events may be conducted separately from the larger mentoring cohort
- You will be informed at the matching stage





# Themes

- Developing **confidence, resilience and reinforcement of worth**
- **Creativity** – development of creative skills and how these can benefit their future (personal, social and economic wellbeing)
- Development of **self-awareness**, personal attributes and skills
- **Organisation skills**/managing stress and commitments. Creativity for wellbeing
- Goal setting, creating and achieving realistic goal

# Structured topics

- Creative skills and creativity for life
- Who am I? - Identifying skills and interests
- Communications and organisation
- Professional skills
- Building resilience and motivation
- Planning for the future

## Session outline: Creative skills and creativity for life

### What:

- ✦ In this session you will help your mentee explore what creativity is, why being involved with creativity can benefit their future, how they can develop their own creativity and utilise this for their wellbeing.
- ✦ Key message: Did you know that creativity is one of the top skills employers are looking for? Developing your own creativity can not only help you with employment but also help boost your grades at school and help your mental wellbeing!
- ✦ Utilise your own knowledge of being creative in your job/life to help your mentee gain an understanding of why creativity is a valuable asset for life and help them identify and articulate their own creativity. We have developed a 'What is creativity' worksheet to help support the discussion.

### Aims/Objectives:

- ✦ Young person develops their own creativity and creative thinking.
- ✦ Young person gains an understanding of how culture and creativity is an asset for a successful working life.
- ✦ Young person gains an understanding of how creativity can benefit their wellbeing.
- ✦ Young person gains confidence.

### Creative Task: Clay modelling

- ✦ Antony Gormley inspired clay modelling – check out this video for inspiration by scanning the QR code on the content page.
- ✦ Guide your mentee through the task as described in the video (clay will be provided).
- ✦ Whilst making the clay person – discuss what is creativity? Where do we find it? Why is it good?
- ✦ Discuss what your sculptures represent, what thoughts or feelings inspired both of your creations? Why did you choose to do it that way? What do your creative choices say about you? What does this tell you about each other? How did using the clay and being creative make you feel?
- ✦ What are other potential uses for your clay person? For example, design thinking (finding creative solutions and uses for items). Try and think of the most interesting or different way of using the clay – e.g. not making a pot/ pen holder etc.
- ✦ How do you feel after making the clay person? More relaxed? Has it helped you feel less stressed or anxious?

## SWOT analysis

- ✦ Using the grid, help your mentee think about and write down their strengths and weaknesses – this could be anything and doesn't have to be directly related to their school work.
- ✦ Discuss their strengths and identify potential future opportunities that would fit with these strengths e.g. if they are good at making friends or talking to people, what type of job role might they want to consider?
- ✦ How might they work on their weaknesses?
- ✦ Using this discussion, help them identify future opportunities and potential threats and document these. What can they do to make opportunities a reality? How can they mitigate threats?

This framework can help you reflect on your **strengths, weaknesses, opportunities** and **threats**.

It's something that is often used by organisations but can be applied to us too.

Fill in the grid below:

<b>S</b>	What do you think your strengths are? What can you do to maximise these?	What do you think your weaknesses are? How could you work on these?	<b>W</b>
<b>O</b>	What opportunities are on the horizon? What can you do to make these a reality?	What barriers do you face? What can you do to mitigate against these?	<b>T</b>

# What happens at the end?

You and your mentee will be invited to celebrate your year of mentoring at a special event. It's our chance to thank you and to celebrate everything you and your mentee have achieved together and will take place at the end of the programme in May.

**Mentors are welcome to mentor again** in the following years.







# Questions?



# Break

5 mins

# Meeting etiquette

- Arrange a set time and date in advance
- Discuss together where and when works best
- Make sure you are in a **public place** where you can easily hear each other. For example, a library, museum or coffee shop.
- Discuss before meeting which structured session or what you would like to cover so you're both able to prepare appropriately.
- Send documents/links to one another in advance
- You may want to consider if the location you are meeting in has Wi-Fi/internet access

# Staying Safe

Meet in a public space

Always meet in a public place and check your mentee is comfortable with the location

Do not visit homes

You should not visit a mentees home, nor should they visit your home.

Accompany your mentee

You will need to accompany your mentee to any meetings (in-person or virtual) where they are meeting contacts **without a City Lions DBS**

Keep to email

Text is okay for checking in/scheduling sessions, otherwise stick to email where possible

Avoid text / messaging

Mentoring sessions should not be conducted over text or instant messenger.

CC'd in emails

If mentees are being introduced to a contact over email, you will be copied in to ensure safety. You must continue to be copied into all correspondence.



# Staying safe online

- Agree **platform together** before reaching out via a video call
- Keep video calls to the same **appropriate hours** that you would meet in person.
- Avoid video calling from your **bedroom**. If a bedroom is the only private space in the house, try and make your background as neutral as possible
- Do not allow or **engage in inappropriate** and sexual online communications
- Do not **record** the video call or take screenshots
- Do not have your **address** or significant personal details on show

# Social Media

- Do not follow your mentee on social media. If your mentee adds you, then please decline.
- If you have a professional social media account and are comfortable with your mentee following you that is permitted, but please do not follow back.
- Please don't share pictures of your mentee on social media.
- We encourage mentors to share good news on social media but please do not use mentee's full name nor share photos of their face unless consent is provided.
- Do not make plans on public forums.

# Support

- Sisley Hamer
  - [shamer@westminster.gov.uk](mailto:shamer@westminster.gov.uk)
  - 07816211512
- Mentor resource portal
- Regular check ins
- Fellow mentors – WhatsApp channel
- Schools / Children services

# What's next?

Mentor Training Pt.2 – safeguarding and working with young people, **Friday 15<sup>th</sup> November 12 – 1:30pm**. Plus...

- Nominated someone we can contact to provide a reference for you
- Ensure you have completed your DBS application and verified your ID documents
- Read, sign and return your Code of Conduct
- Join our mentor WhatsApp group (link in the chat)

We will be able to confirm your first meeting time/date/location asap. Please hold **Monday 16<sup>th</sup> December at 4:30pm – 6:30pm** for our kick-off event at Two Temple Place.





# Thank you

any questions?