



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



House Keeping



- Complete the register – link in the chat.
- We will be recording today's session.
- The slides and recording from today will be shared following the session.
- Captions can be turned on 'more section' >> 'language and speech'
- Please keep your cameras on if possible.
- Participate!
- Have breaks and refreshments as you need.



Meet the team

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



Sisley Hamer



Kiz Ayton-Green



Sydney Frankland



John Nolan



Rob Davis

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.





Mentoring at a glance



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

- Aims to expand young people's career horizons
- Young person centred
- Is flexible!
- C. 40 - 50 mentor pairs each year
- Events and cultural opps throughout
- Key contact will be Sisley Hamer, Project Manager,

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 17 (Yr 10 and 12)
- Referred to us
- Include students with SEND (special educational needs / disabilities)
- Focused on those who would benefit most from a mentor / from an underrepresented group.
- Unseen disadvantage
- Mentoring will be a new experience for them - please be patient and persistent!

Young people in Westminster

1. Which percentage of young people feel very unsupported at school or college to make education, training or employment decisions? 12%, 28%, 46% OR 71%
2. What are the top three factors impacting young people's mental health?
3. What percentage of young people felt they had the right networks and experience to gain an entry level job? 20%, 33%, 44% OR 50%

More info: Young Westminster Foundation - Our City, Our Future needs analysis 2023/24

Our mentors

Support

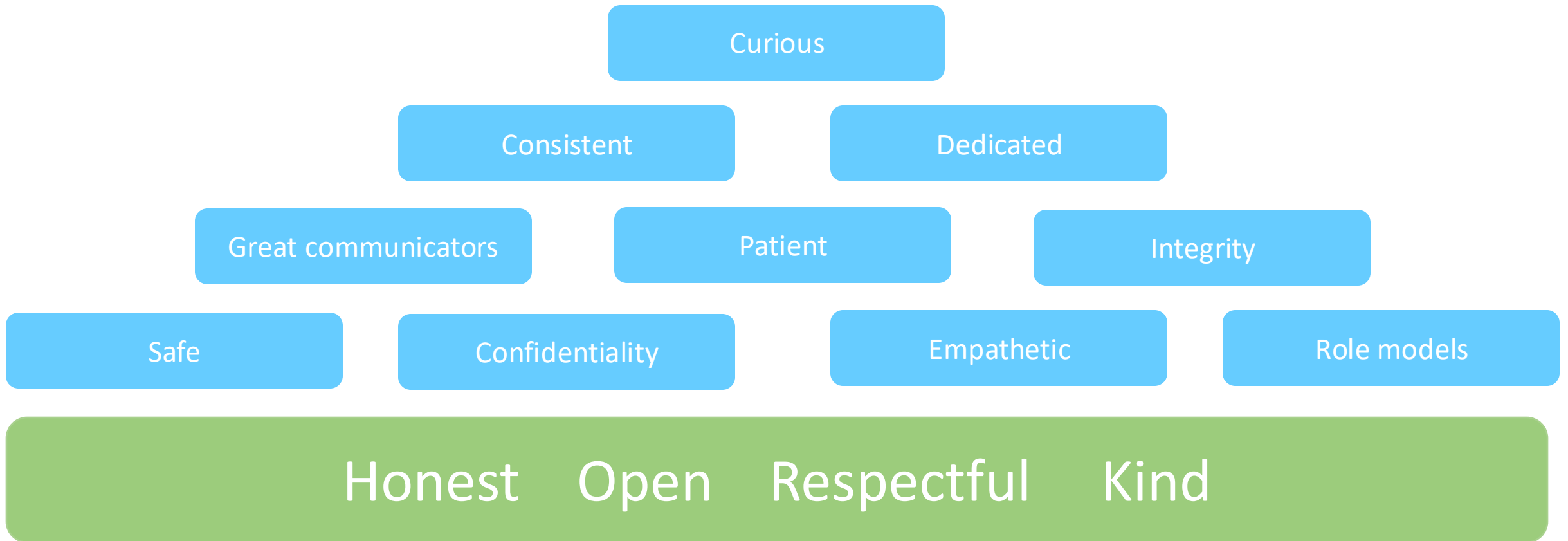
Advocate

Inspire

Expectations

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

Our mentors



What do we want mentees to achieve?

The programme is aimed at Year 10 and 12 students (14- to 17-year-olds) to support them with their next steps and to increase their confidence.

Be
inspired

Confidence

Employability
& transferable
skills

Careers
information

Exposure to
working
professionals.

Remove
barriers

Culture and
creativity

What do we want mentees to achieve?

“I have had someone to talk to who won’t judge me and is there to help me feel confidence in the choices and things I do in my life.”

“He has helped me in being sure of what I want to do in my future and keeping clear at how I must do things in order to be successful.”

“Being able to regularly talk to a happy familiar face comfortably.”

“Being able to talk to someone and having an excuse to do more creative things!”

How mentoring works



- Paired with one young person
- You will meet at least once a month over a six-month period.
- Utilise mentoring framework to support session topics and structures
- 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 – e.g. neurodiversity
- Gender

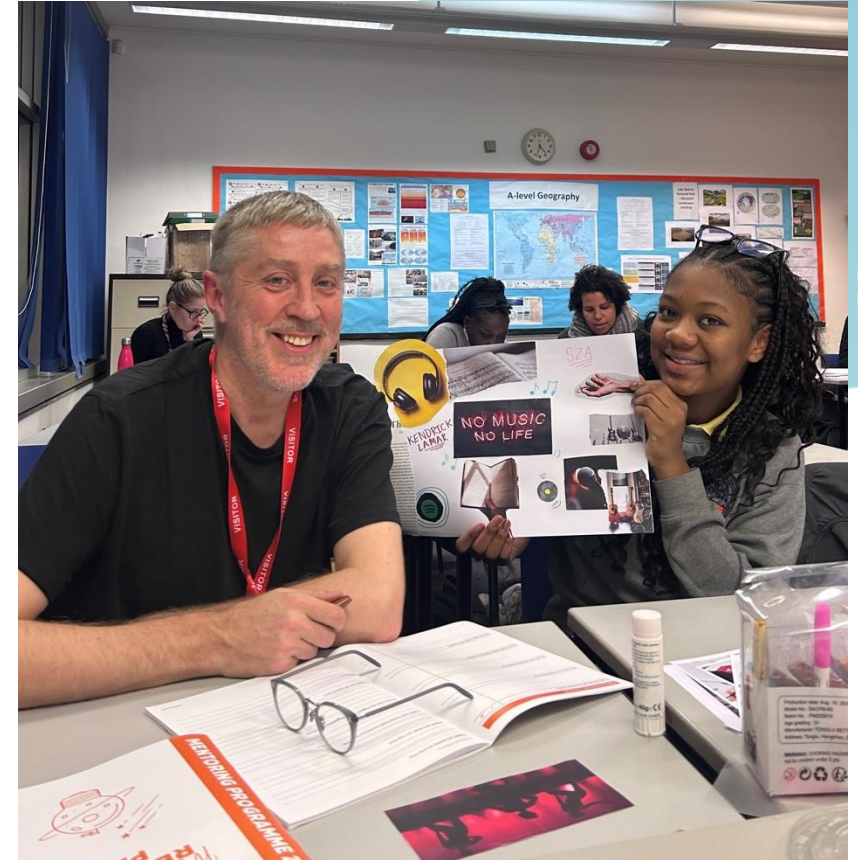
We will also be offering the opportunity to match up with another mentor pair for a mentor session/s – share experiences and learning together!

Getting introduced

Your first mentoring meeting will take place at your **mentees school** or at **Westminster City Hall**:

This is to support the young person in meeting you in an environment they are comfortable in.

- Meetings will take place during **w/c 24th Nov** and **w/c 1st Dec**
- 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



Getting introduced

Second meeting // kick-off event:

- Will include most pairs on the cohort (around 40)
- You will get to meet other mentors and young people on the programme
- During the event we will provide you with an activity to do together - a heads up will be sent across ahead of the event.
- Materials will be provided
- Refreshments provided
- Then it is over to you (Dec – June)!

Key info:

Monday 8th December

4:30 – 6:30pm

**Westminster City Hall, 64 Victoria
Street**

St Marylebone Bridge School

- SEND school - structure will be slightly different
- Meetings to take place at the school at set days/times 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, including dates and times available.



First meeting:
Monday 1st December
9am - 10am
St Marylebone Bridge School
W10 4LE



Questions?

Framework - Themes

- Developing **confidence**, **self-belief** 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 goals. Resilience.

Framework - Structured topics

- Creative skills and creativity for life
- Who am I? - Identifying skills and interests
- Communication 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:

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

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 June.

Professional contact going forward is permitted. Regular contact is not.

Mentors are welcome to mentor again in the following years.



Support

- Sisley Hamer
 - shamer@westminster.gov.uk
 - 07816211512
- Mentor resource portal
- Monthly check in via Teams
- Mentor meet ups
- Fellow mentors – WhatsApp group
- Schools / Children services



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.



Quiz!

What's next?

Mentor Training Pt.2 – safeguarding and working with young people, **Friday 14th 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 8th December at 4:30pm – 6:30pm** for our kick-off event at Westminster City Hall



Thank you

any questions?