



# Mentoring

Mentors support their mentees by encouraging them to think about their future, solve problems independently, and build self-confidence. They act as role models and help mentees understand the value of employability skills. By challenging them to find their own solutions to problems, mentors promote independence and critical thinking.

## WHO WE MENTOR: STUDENTS AGED 14-18

- who aren't reaching their full potential
- lack confidence, self esteem or have low aspirations
- don't have support from anywhere else

## WHAT MENTORING ACHIEVES:

- improved outcomes for students
- increased optimism for the future
- helps mentees make decisions about their education & career choices
- boosts attainment and makes them more likely to engage in post 16 education
- reduces the likelihood of unemployment and increases earning capacity

## COMMITMENT REQUIRED FROM THE MENTORS:

The meetings are face to face and 1:1, and last no more than 1 hour, every 2-3 weeks in term time, at the school. SATRO trains all our mentors (2-3 hours), and arranges for them to undergo Enhanced Child Workforce DBS checks. We hold webinars, provide guidance and support the mentors throughout their time on the scheme.

## CASE STUDY:

A student from the traveller community who started his school career being regularly excluded, was mentored in year 10. He applied to be Head Boy at the school and was selected. He was delighted, his mother said that she had never expected such an outcome for him. He now works at the school inspiring other students.



**TO FIND OUT MORE:**



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## BENEFITS TO THE MENTORS:

- An opportunity to give back to the local community
- A chance to develop their communication & coaching skills
- A sense of achievement (and company pride)
- A rewarding experience

## BENEFITS TO THE SCHOOL:

- More focussed students - leading to a better learning environment for all
- Support for those students getting little other support
- Helps to meet Gatsby Benchmarks and Ofsted requirements
- Provides an independent ear to students who most need it

## BENEFITS TO BUSINESS SUPPORTERS:

Supporting mentoring programmes gives you the opportunity to:

- positively raise your profile within the local community
- contribute to meeting your CSR aims
- speak to the future workforce and help equip them for the world of work
- allow staff (new and more established) to develop their communication and coaching skills
- engender a sense of pride within your workforce for your company's values.

## HOW YOU CAN SUPPORT OUR MENTORING

At this moment in time, we have a number of programmes running in schools that need more mentors. We also have a waiting list of schools who have students who would very much benefit from the support that mentoring can provide.

You can help by:

- Volunteering as a mentor;
- Publicising the programme within your place of work or your community;
- Providing financial support.

**Please get in touch with Mo if you would like to discuss how you can support a school with mentoring support.**

*"I know everyone says this but I genuinely feel I got more out of meeting some inspirational young people than I contributed. Resilience is alive and well in this generation, it just shows itself in a different way from my day."*

-A MENTOR

*"SATRO fills a gap extremely successfully for those students who, for any reason, don't quite tick all the boxes of a perfect student. Where schools are stretched to the limits having to find alternative provisions for those outliers, those at the outer ranges of 'acceptable' are left and often forgotten.."*

-A LOCAL SCHOOL