

MAYOR OF LONDON

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# New Deal for Young People Update

May 2022

**MAYOR OF LONDON**

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# **New Deal for Young People Mission**

# NEW DEAL FOR YOUNG PEOPLE MISSION

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*By 2024 all young people in need are entitled to a personal mentor and all young Londoners have access to quality local youth activities*

**We want to improve the life chances and opportunities for Young Londoners by:**

1. Enabling **more young people in need to benefit from quality mentoring** and youth activities
2. Improving the **quality of mentoring** by building capacity of the youth sector
3. Increasing **strategic investment** in London's youth and mentoring activities
4. Empowering **system change** and **sustainability within the youth sector**

# LONDON RECOVERY PROGRAMME

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- Restore confidence in the city, minimise the impact on communities and build back better the city's economy and society.
- Governed by London Recovery Board, which is co-chaired by the Mayor of London Sadiq Khan and Chair of London Councils, Councillor Georgia Gould.
- The Board has committed to a missions-based approach, with 9 missions.
- The New Deal for Young People mission is co-chaired by Lib peck, Director of the Violence Reduction Unit, Martin Pratt, London Borough of Camden and Jeremy Crook, Action for Race Equality.

## 9 Recovery Missions

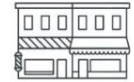
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A Green New Deal



A Robust  
Safety Net



High Streets  
for All



A New Deal For  
Young People



Good Work  
For All



Mental Health &  
Wellbeing



Digital Access  
For All



Healthy Food,  
Healthy Weight



Building Strong  
Communities

# NEW DEAL FOR YOUNG PEOPLE – HOW?

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- Listening to young people and acting on what they want
- Quality: Working with the youth sector to develop core principles and a framework for good quality mentoring alongside a package of support and training
- Quantity: Investing in scaling up quality mentoring programmes, particularly for those young people most in need
- Sustainability: Empowering youth organisations and stakeholders to share best practice to deliver quality mentoring and youth activities
- Working with funders to secure future investment for London's Youth Sector



# WHAT IS MENTORING?

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## How we define mentoring:

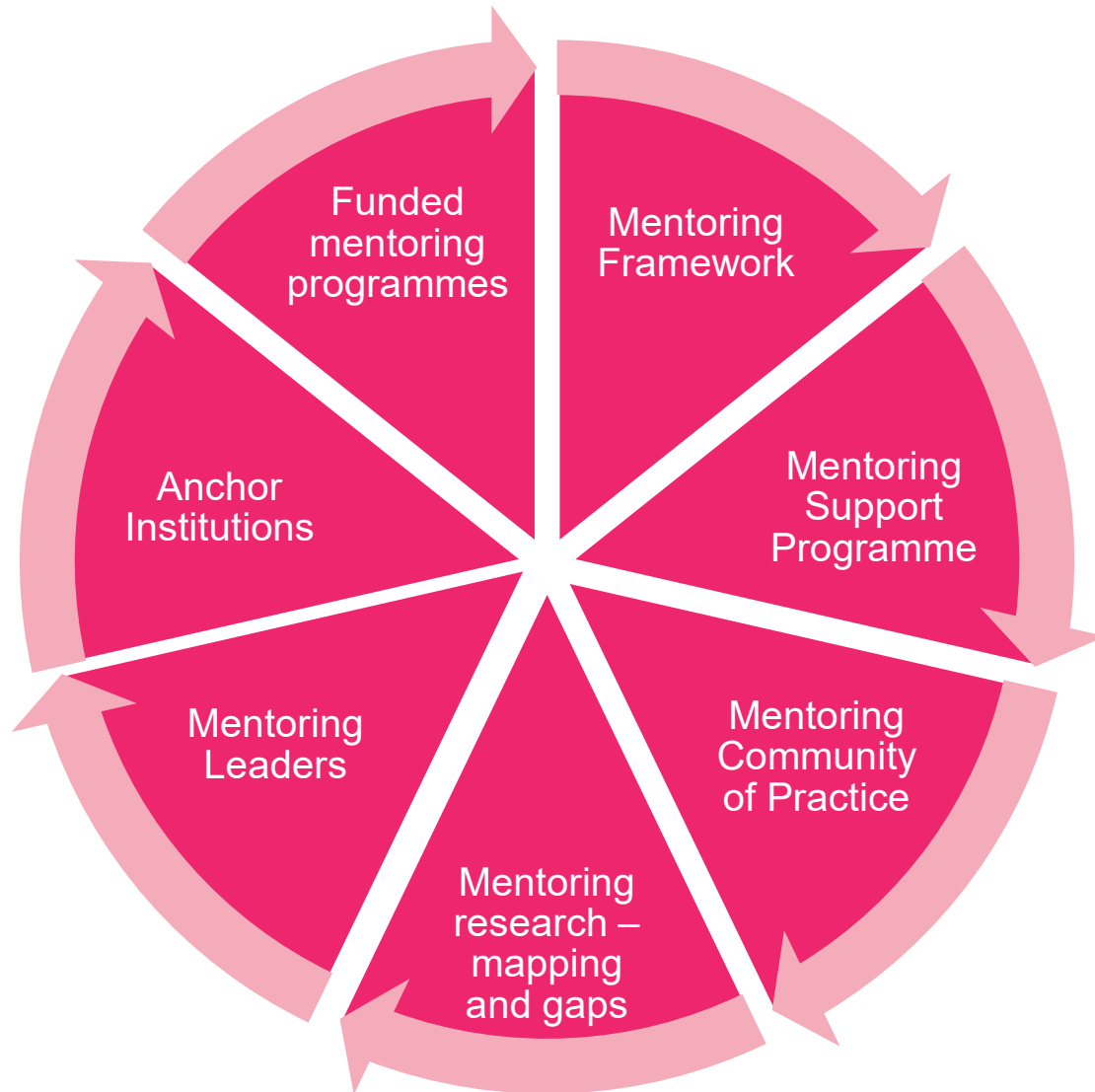
*“Drawing on existing definitions, we see youth mentoring as trusting, purposeful and ongoing relationships between a younger person or people, and a person they are unrelated to, which involve the exchange of support, advice, encouragement, and skills development”*  
(What is Mentoring | Nesta)



## How mentoring can be delivered:

- a) Mentoring programmes (e.g. 1-2-1 mentoring, group mentoring, peer mentoring, e-mentoring)
- b) Tailored interventions and place-based youth activities
- c) Sports & community activities
- d) School based mentoring

# SUPPORTING QUALITY MENTORING



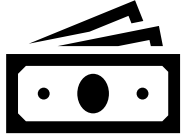
- Enabling more **young people in need** to benefit from quality mentoring and youth activities
- Improving the **quality of mentoring** by building capacity of the youth sector

# **Funded programmes**



# CURRENT NDYP ACTIVITY

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**Current activity:  
£8.9m**



57 projects:

- Mentoring Leaders
- STEAM Mentoring
- HeadStart Action
- Mentoring Framework & Support Programme
- Stepping Stones
- My London
- My Ends
- LCR Wave 5 Mentoring



**Target young people to include:**

- SEND
- Excluded from school or college
- Assoc. with gangs / impacted by exploitation
- NEET
- Impacted by domestic violence or abuse
- Young refugees & asylum seekers
- With a social worker (CLA, CPP, CIN, Care Leavers)
- Low-income families / living in poverty

# NDYP PHASE 2 MENTORING PROGRAMMES

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Find all information [here](#) on NDYP website.

## LEADERS

- Expand quality mentoring for 10-24s with greatest need
- Deliver capacity support for youth organisations

[Leaders Prospectus](#)  
[Leaders Application Form](#)

## STEAM MENTORING

- Expand quality STEAM mentoring for 10-24s with greatest need
- Support STEAM employers to expand or intro mentoring programmes

[STEAM Prospectus](#)  
[STEAM Application Form](#)

## HEADSTART ACTION

1. Employability - Lead delivery of employability programme brokering employers
2. Capacity – Recruit & manage 10 x grass roots orgs (with c.£55k grants) to deliver social action

[Headstart Prospectus](#)  
[Headstart Application Form](#)

# SUCCESSFUL ORGANISATIONS

Mentoring Leaders	Boroughs
<b>Resources for Autism</b>	West London & Barnet
<b>Active Communities Network</b>	Southwark, Lambeth
<b>Lifeline</b>	Barking & Dagenham, Havering, Redbridge
<b>High Trees (Building Young Brixton)</b>	Lambeth
<b>SYNC</b>	Hammersmith & Fulham
<b>Reaching Higher</b>	Croydon
<b>Fitzrovia Youth in Action</b>	Camden (Barnet, Islington, Haringey, Enfield)
<b>Spark 2 Life</b>	Newham, Waltham Forest, Barking and Dagenham, Lewisham
<b>Sister System</b>	Haringey (& Enfield)

STEAM Mentoring	Boroughs
<b>One Million Mentors</b>	Tower Hamlets, Hackney, Newham and Barking and Dagenham
<b>Covent Garden Dragon Hall Trust</b>	Islington
<b>Streets of Growth</b>	Tower Hamlets
<b>Connection Crew</b>	Southwark
<b>ELBA</b>	East London / Islington
<b>World Heart Beat</b>	Wandsworth
<b>STEM Learning</b>	Pan West London

Headstart Action	Boroughs
<b>London Youth</b>	Pan London
<b>Family Action</b>	Pan London

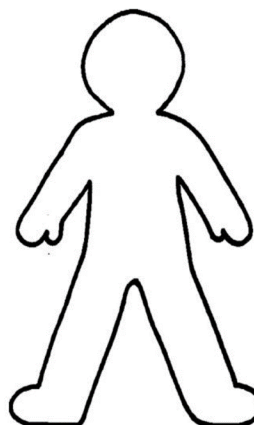
# TARGET GROUPS

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## Leaders Target Groups:

- Multiple, complex needs
- 16-24 NEETs
- Young people with mental health needs
- Young women affected by care
- Autistic young people

Total no. of cyp supported: 3895  
Total no. of organisations supported: 403



## STEAM Target Groups:

- Black young men & women (incl. Somali)
- 16-24 Bangladeshi & Somali NEETs
- Young people who have been excluded (incl. socially)
- BAME & white working class young people
- 18-24, NEET, homeless/at risk homelessness
- 17-24s from low socio-economic groups

Total no. of cyp supported: 1892  
Total no. of mentors: 758  
Total no. of employers: 166

Total CYP supported Leaders, STEAM & Headstart: 6,147

# Mentoring Framework & Support Programme

# MENTORING FRAMEWORK & SUPPORT PROGRAMME

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## Objectives:

Deliver a self-assessment tool, support package and promotional campaign that will:

- Enable organisations that work with young people and engage in mentoring to improve the quality and impact of their practice.
- Support the delivery of new high quality, high impact mentoring programmes and personalised support for young Londoners most in need.
- Develop a sustainable mentoring community of practice for the VCS that will support partnership work, fundraising and the sharing of good practice, tools and resources.



# MENTORING FRAMEWORK - OVERVIEW

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- Self-assessment tool for orgs delivering mentoring
- Articulates what good mentoring looks like and support arrangements needed
- Builds on the Mentoring Quality Statement (already published)
- Initial framework produced by ARE
- Developed and amended with input from the VCS
- Promoted by the NDYP recovery mission partners and their networks – London Councils, GLA and VCS partners

# MENTORING FRAMEWORK – THE STANDARDS

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## Organisational standards:

- Standard 1 – Management and leadership
- Standard 2 – Programme design
- Standard 3 – Recruitment, selection and screening
- Standard 4 – Induction, training and support
- Standard 8 - Monitoring and evaluation

## Individual (mentor) standards:

- Standard 5 – Matching and relationship
- Standard 6 – Mentoring practice
- Standard 7 - Mentee voice

# MENTORING FRAMEWORK – HOW IT IS USED

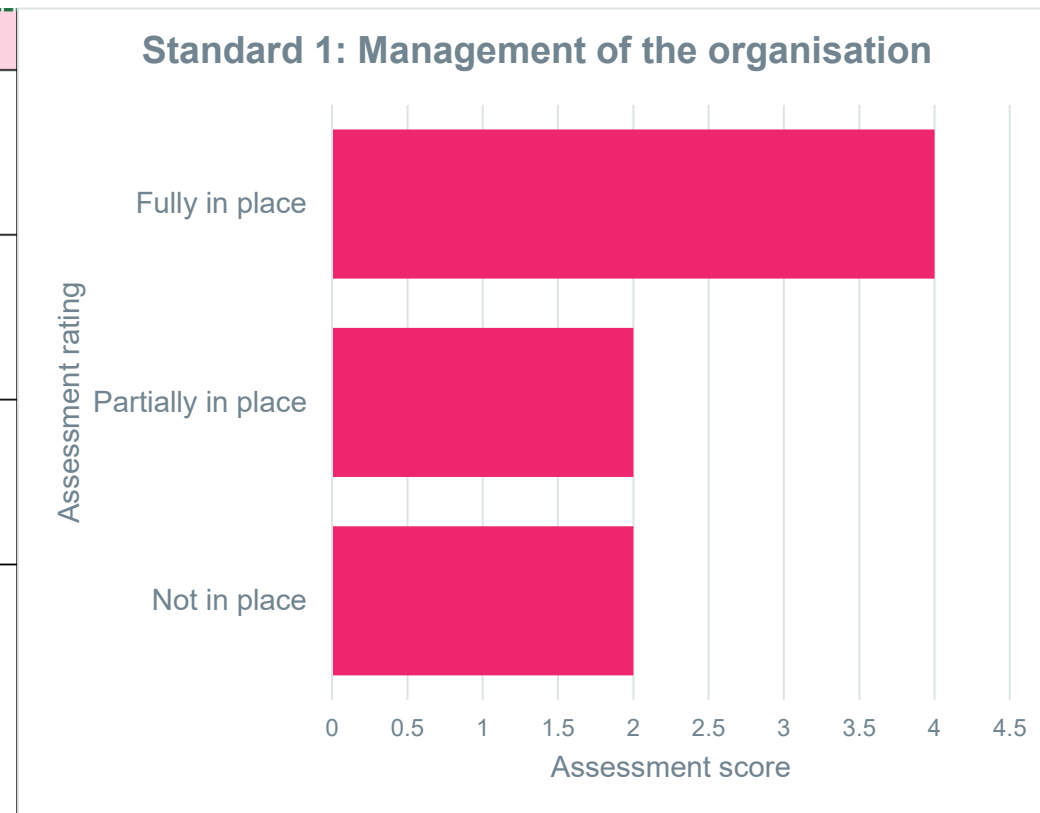
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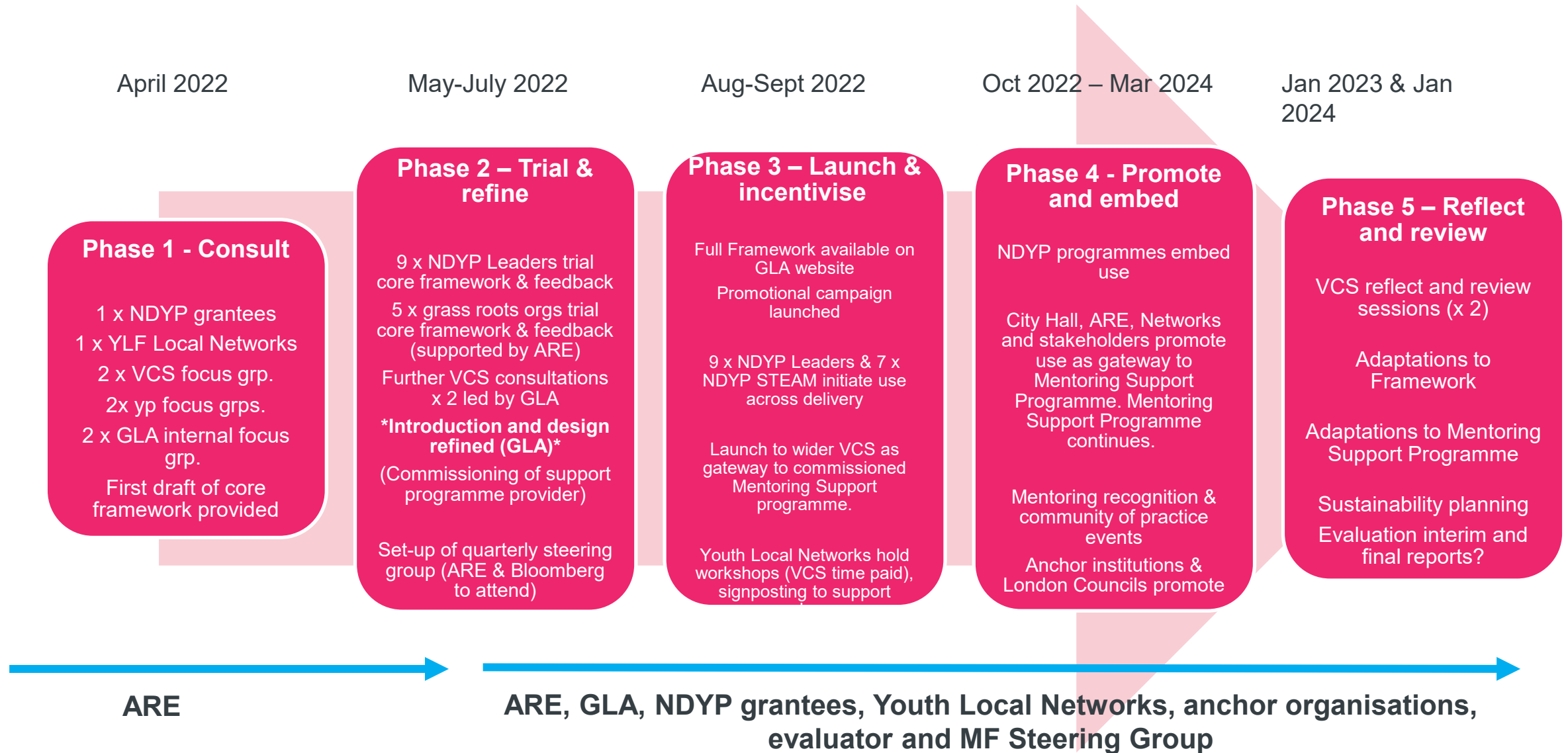
- Part of a cycle of reflective practice
- Mentoring Support Framework provides workshops, training and microgrants to facilitate development

# MENTORING FRAMEWORK - WHAT IT LOOKS LIKE

Evidence criteria	Evidence indicators	Assessment rating	Areas for development: what I now need to do...
1.1 We have in place a clear and compelling vision, strategy and plan for the delivery of the organisation.	Written description of the fundamental features of the organisation which could be a theory of change / strategic plan for the organisation, which includes mentoring programming.	Fully in place	
1.2 We have systems in place to ensure that our organisation's leadership and programming reflects the community that it supports.	1. Equality, Diversity and Inclusion (EDI) policy in place and embedded in practice; 2. Board Minutes and EDI impact reporting	Fully in place	
1.3 The organisation enables staff to be effective through continuing professional development.	1. Staff development policy 2. Training programmes/events 3. Orientation programme 4. Monthly training opportunities	Partially in place	
1.4 We have in place a clear management and leadership structure responsible for the effective delivery of the of the organisation, which includes the mentoring programme.	1. Written indication of management and coordination processes, including organigram, job descriptions etc; 2. Lead designated person responsible for the mentoring programme; 3. We have systems in place to ensure that the promotion of equality, diversity and inclusion is embedded into our work.	Not in place	



# MENTORING FRAMEWORK PHASED IMPLEMENTATION



# MENTORING FRAMEWORK - DISCUSSION

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Jamboard link [here](#).



What are the barriers and challenges? How can we overcome them?

What should be offered as part of the Mentoring Support Programme?

How do we ensure the Framework & Support Programme reach the organisations who need it most?





# MENTORING QUALITY STATEMENT

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**Setting expectations and evidencing impact** – Mentors should **jointly** set expectations with the young person and organisations should be able to **systematically demonstrate** the impact of their mentoring.

**Type of activities** - Youth mentoring programmes are particularly effective when mentors employ **targeted** approaches matched to the needs of their mentees rather than a one-size-fits all approach. It is important that the mentor listens and responds to the needs of the mentee.



**Duration and frequency** - Studies show that **longer relationships** between mentees and mentors are associated with better outcomes. High levels of commitment and communication from mentors is important when building the relationship, and **regular contact** has been shown to be key to the success of mentoring relationships.



**Youth voice** - Young people should be given opportunity to **shape and direct** the mentoring. This could include the design and evaluation of the programme as well as directly being able to communicate what support they need.

# MENTORING QUALITY STATEMENT

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**Characteristics of a mentor** - Positive outcomes ultimately rely on the formation of a positive connection between mentor and mentee. Factors such as **trust, empathy, authenticity, and mutual respect** are considered critical to a quality mentor relationship.



**Creating matches** - Matching mentees and mentors with shared backgrounds and matching in a culturally sensitive way are important for effective mentoring programmes. Shared backgrounds include values, beliefs and interests. Matching processes that give **choice and agency to mentees** are seen to be effective.



**Training of mentors** - Mentors need to be equipped with the skills to support young people. Upfront as well as **ongoing support**, training and supervision for mentors is key.

**Looking ahead...**

# LOOKING AHEAD

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Working with partners collaboratively to secure investment in mentoring and positive youth activities for young people



Using research to inform funding decisions about where we can make most impact and for whom



Advocating for mentoring and personalised support and quality local youth activities for young people



Reflecting on the impact of the mission and how we can improve and refine our work

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**Staying connected**

# GET IN TOUCH AND HEAR MORE

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## Email us at:

[newdealforyoungpeople@london.gov.uk](mailto:newdealforyoungpeople@london.gov.uk)

**Web page:** <https://www.london.gov.uk/coronavirus/londons-recovery-coronavirus-crisis/recovery-context/new-deal-young-people>

## Join our online Children and Young Londoners Community:

- For professionals working in the children and youth sector across London
- 700+ members
- Regular posts sharing funding opportunities, opportunities for young people, and City hall updates.
- Contact [newdealforyoungpeople@london.gov.uk](mailto:newdealforyoungpeople@london.gov.uk) to become a member

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# Questions