



Camden Young Peoples Mentoring Project (CYPMP)

Project Code: 00377

Annual Report 2009-2010

Contents

1. Introduction
2. Objectives & Targets
3. Achievement of Period
4. Volunteers
5. Beneficiaries
6. Project Development
7. Objectives & Targets for next year
8. Conclusion
9. Appendices

1. Introduction

Period covered: 01st April 2009 - 31st March 2010

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A brief history: In April 2008 SOVA Camden renewed its funding with the Resettlement and after care project (now known as the Integrated Resettlement Service - IRS) and secured new funding from Challenge and support, Community Safety and the Youth Offending Service (now known as the Integrated Youth Support service- IYSS).

This extra funding allowed us to expand the project and gave us the opportunity to offer our mentoring service to a wider range of young people in Camden.

It was decided that the project was to be called The Camden Young Peoples Mentoring Project (CYPMP) and as well as accepting referrals from IRS, we would now be able to accept referrals from the wider IYSS, the Youth Inclusion Project (YIP) and the 5 Youth Inclusion Support Panels (YISP'S).

As part of this expansion, it was necessary for CYPMP to recruit and employ 2 extra members of staff, so in September 2008 one full time and one part time support officers were recruited.

The part time support officer's job evolved into an admin role with responsibilities for tasks such as sending out and dealing with returned application forms, completing volunteer CRB and reference checks, updating the volunteer register and updating volunteer session records onto the Camden databases such as YOIS and UMIS.

This member of staff works 3 days a week and is based in the IYSS team along with the other 2 members of SOVA CYPMP staff.

The main focus of the full time support officer's role is to take responsibility of the YISP referrals, updates and matches as well as helping to recruit, train and supervise the CYPMP volunteers and everyday project matters.

This member of staff works 5 days a week and is based in the Camden IYSS team along with the other 2 members of the SOVA CYPMP staff.

The project manager's role includes taking responsibility for the IYSS, IRS and YIP referrals and matches as well as recruiting, interviewing, training and supervising all CYPMP volunteers and staff. Everyday liaising with partnership agencies is also a major part of the role as well as collating statistical data for the purpose of reporting back to funders.

This member of staff works 5 days a week and is based in the Camden IYSS team along with the other 2 members of the SOVA CYPMP staff.

Aim of project: The primary aim of CYPMP is to prevent young people aged between 8 and 18 who are known to the IYSS, IRS, YISP's and YIP from entering or re entering the criminal justice system.

This aim is achieved through providing the young person with a volunteer mentor who will give support, advice, assistance and guidance on a range of areas such as work, education, recreational activities, basic living skills and family life.

In doing this, the hope is that the young person will reach a stage in their lives where offending or reoffending is not necessary for example they will be financially secure in a job or on a relevant training course or will have positive ways of spending their free time.

In accordance with funders we are aiming to match 80 new young people with a volunteer mentor each year.

Funding Source: Our funding comes from the Camden Integrated Youth Support Service, Integrated Resettlement Service, Challenge and Support and The Community Safety Team.

Staffing: As mentioned above CYPMP currently employ 1 full time Project Manager, 1 full time Support Officer, and 1 part time Admin Support Officer. Please see "a brief history" for a breakdown of each role.

2. Objectives & Targets

Objective 1: To recruit volunteers to act as mentors for Camden IYSS and YISP clients

Objective 2: To train volunteers through a rolling programme of sessions

Objective 3: To match 80 young people with volunteer mentors

Objective 4: Make volunteers available to support reparation taking place in the IYSS

3. Achievement of Period

Progress against Objective 1: To recruit volunteers to act as mentors for Camden IYSS and YISP clients

One of the main objectives for CYPMP this year was to increase and maintain the number of volunteers attached to the project especially male volunteers as they were particularly under represented at the project at the beginning of the year.

During the year CYPMP have advertised in the following places:

- Camden Volunteer Bureau
- Cindex
- www.doit.org.uk
- Volunteer Action Camden
- University College London
- London Metropolitan University
- Westminster University
- Middlesex University
- Posters in all libraries within the borough of Camden
- Through other SOVA projects and SOVA website
- Camden Essentials
- IYSS (Integrated Youth Support Service) and YOYAC (Youth Offending and Youth and Connexions) Newsletters
- CYPMP newsletter
- Posters in Crowndale centre

- Posters in local gyms, football, rugby and cricket clubs, barbers, pool and snooker halls, boxing clubs and sports centres.
- Leaflets in and around the Crowndale Centre
- Big issue
- Metro
- Evening standard,
- London Lite and The London paper
- Posters in local Bengali centre
- CSF staff bulletin
- Camden staff notice board

During the period under review (1st April 2009-31st March 2010), Camden targeted us to recruit 80 volunteers. CYPMP ended up sending out 358 volunteer application packs and get 110 application forms sent back.

This means that CYPMP met and exceeded this target.

Progress against Objective 2: To train volunteers through a rolling programme of sessions.

In order to increase the number of volunteer attached to CYPMP, we decided that a volunteer training session should be run bi monthly, this means a total of 6 training sessions will be run each year.

These training sessions are 2 full days and are run in conjunction with the SOVA Ealing project. During these 2 days we cover topics that are necessary for volunteers to understand before working with young people.

These include: Introduction to SOVA and our partnership agencies, what is mentoring, skills needed to be a mentor, the differences between mentoring and friendship, boundaries and confidentiality, child protection, why young people offend, adolescence and transition, stereotyping, prejudice, discrimination, drugs awareness and project paperwork.

During each training session we have a guest speaker from IYSS, IRS, YISP, Reparation, the Police, drug awareness team and an existing mentor mentee match.

Training session:

- In April 2009 CYPMP ran a joint training session with SOVA Ealing at the Crowndale Centre in Camden. A total of 9 volunteers were trained (all male)
- In August 2009 CYPMP ran a joint training session with SOVA Ealing at the Crowndale centre in Camden. A total of 7 volunteers were trained, 6 male and 1 female.
- In October 2009 CYPMP ran a joint training session with SOVA Ealing at the Crowndale centre in Camden. A total of 9 volunteers were trained, 6 male and 3 female.
- In December 2009 CYPMP ran a joint training session with SOVA Ealing at the Crowndale Centre in Camden. A total of 8 volunteers were trained, 5 female and 3 male.
- In February 2010 CYPMP ran a joint training session with SOVA Ealing at the Crowndale Centre in Camden. A total of 13 volunteers were trained, 12 male and 1 female.
- In March 2010 CYPMP ran a joint training session with SOVA Ealing at the Crowndale Centre in Camden. A total of 25 volunteers were trained, 18 male and 7 female.

Camden targeted CYPMP to run 6 training sessions over the course of the year; CYPMP met this target and successfully ran 6 training sessions.

In total, CYPMP trained a total of 58 new volunteers this year. Camden actually targeted us to train 80 so we did not meet this particular target.

I feel the reason Camden chose to set the target for "trained volunteers" as 80 was because our matching target is 80. However, as I have experienced from previous years, in order to successfully make 80 new matches you don't have to train 80 new volunteers.

The primary reason for this is that after completing their 6 month volunteering relationship, most volunteers go on to be matched with another young person.

Another reason is that on top of these 58 new volunteers we also had a carry over of 39 volunteers from the previous financial year. Baring these facts in mind I believe that we maintained a big enough pool of volunteers to meet the Camden referrals.

As well as the core SOVA volunteer training, Camden would like us to provide our volunteers with an ongoing rolling programme of training that they can access throughout their time as a CYPMP volunteer.

We are hoping that this rolling programme of training will help to up skill our volunteers and enable them to feel more equipped for dealing with situations that occur when working with vulnerable young people.

The bulk of this extra training is provided and run in house by Camden council. Fortunately as our project is indirectly funded by Camden council SOVA CYPMP volunteers can access this training free of charge.

Courses are run by experienced trainers in many different areas that relate to working with young people and young offenders such as conflict resolution and safeguarding.

The rest of the extra training is provided by SOVA and are run on topics that relate to volunteering with a SOVA project such as soft outcomes.

Below is a list of all the additional training CYPMP volunteers and staff accessed during this financial year:

- Young people and sexuality
- Domestic violence and the effects on young people
- Young people and alcohol
- Young people and cannabis
- SOVA safeguarding and child protection training
- Knife crime conference
- Drug awareness training
- Group work: Geese Theatre Company
- SOVA soft outcomes
- Safer recruitment
- Conflict resolution
- Embracing diversity
- Camden induction training for teaching assistants: Safeguarding
- The Somali community: Briefing
- Person centred thinking: An induction to personalisation
- Looked after children

Once matched, CYPMP volunteers will be encouraged to access as much of the training on offer as possible.

In the coming financial year, we are also hoping to be able to offer the opportunity for matched volunteers to complete the Youth Justice Interactive Learning Space training (YJILS) which is a web-based youth justice course that has been developed by the YJB in collaboration with the Open University.

Completing this course will help improve the service our volunteers provide to our young people and topics include: Restorative justice education, training and employment, substance misuse Assessment, Planning Interventions and Supervision, risk management, parenting, mental health, young people who sexually abuse, offending behaviour programmes, accommodation and techniques for engaging young people.

Progress against Objective 3: To match 80 young people with volunteer mentors

During the period under review, CYPMP made 62 new matches, although this fell short of the target of 80 CYPMP only actually got referred 62 appropriate referrals from the IYSS, YISP, IRS and YIP.

This means that out of the 62 appropriate referrals made, CYPMP matched all 62 of them this financial year.

During the period under review, CYPMP renewed 22 of our matches. This means that 22 mentor/mentee relationships surpassed the original 6 month time period and continued to work together for a longer period of time.

Taking this figure into account CYPMP actually matched a total of 84 young people. Please see the statistical monitoring form in appendix 1 for a breakdown of these matches by quarter.

Progress against Objective 4: Make volunteers available to support reparation taking place in the IYSS

As well as the one to one mentoring, we also give our volunteers an opportunity to get involved in some of the reparation that takes place in Camden IYSS.

Volunteers help out by supervising the young people whilst they complete their reparation hours as well as helping to complete the reparation activity itself.

The reparation is always overseen by one of the reparation coordinators and the only criteria that the volunteers have to meet in order to help out is that they have had completed the SOVA volunteer training and have an in date CRB check.

We have found out from volunteer feedback that helping out with reparation provides them with a good opportunity to gain extra experience working with young people as well as giving them an opportunity to work within a group setting as well as the one to one setting that mentoring usually happens under.

Volunteers have also mentioned that they find it to be a good stopgap activity to get involved in between being trained by us and getting matched with a young person.

During the period under review CYPMP volunteers helped out with reparation on 30 separate occasions with 8 different types of reparation:

- First Aid
- Corams Fields
- Painting and decorating
- Charlie Ratchford (a resource centre for the elderly in Chalk Farm)
- Leaflet distribution
- Poppy Making
- Graffiti Removal
- Zad Cafe (a social enterprise project on Eversholt St)

In total volunteers gave over 107 direct hours and 22 indirect hours of their time to help with reparation.

4. Volunteers

Work and Processes:

One of the main tasks at CYPMP is to recruit and train volunteers from the local community to become mentors to the young people we work with.

As mentioned in the beginning of this report, CYPMP make sure they advertise in a variety of places to ensure we get a wide range of people applying who will reflect the diversity of our client group.

The recruitment process starts with the potential volunteer filling out a CYPMP application form which asks them to give reasons as to why they would like to volunteer with the project and what they feel they could bring to the mentoring role.

Once they have returned the application form they are invited in for a first interview which is carried out by the project manager and one of the support officers. The potential volunteers are asked questions relating to why they think young people offend and what the importance of maintaining boundaries and confidentiality are.

It is also at this stage where we complete and send off their CRB and reference checks.

After the first interview a selected number of volunteers are invited on the 2 day core SOVA training. Details of this training have been mentioned above but it will include basic topics such as boundaries, confidentiality, child protection and communication skills.

Once this training programme has successfully been completed volunteers have to attend a second interview. This interview is carried out by the CYPMP project manager and one of the service managers from Camden IYSS.

Volunteers are asked how they found the training and to give examples as to why they feel things like boundaries are important. They are also asked to explain how confidentiality works on the project and what they now feel they can bring to their mentoring role.

After the 3 reference checks and CRB checks have come back to a satisfactory standard, the volunteer will be matched on a one to one basis with a young person. They are expected to meet with their mentee once a week and spend between 1 and 4 hours with them per session. This relationship should last at least 6 months although a lot of our mentoring relationships tend to last longer.

During this financial year 38 matches have come to an end. Out of these 38 matches, 5 of them lasted 0-3 months, 14 lasted 3-6 months and 19 of them lasted over 6 months.

Once matched, each pair will work towards a set of objectives that are decided between them at the beginning of their relationship. These objectives will obviously be different for each individual but could include things such as going to places of interest, finding a new activity to get involved in, finding a job, finding appropriate training, finding accommodation, or just having a chat.

Once a volunteer has committed to volunteering with CYPMP and been through the lengthy recruitment process, it is essential that they feel valued, appreciated, motivated and supported in the work they do.

During this financial year the team at CYPMP have actively tried to make this happen by running various volunteer events. Below is a brief summary of some of the ways in which volunteers have been acknowledged in the last quarter.

Newsletter:

CYPMP produce a volunteer newsletter on a quarterly basis which is sent out to all existing, previous and potential volunteers.

The newsletter includes: A welcome to new volunteers, project information (such as staff changes and funding news,) news on upcoming social events (such as support groups, or volunteer nights out,) wider IYSS and YISP information and details of other ways volunteers could get involved in volunteering (such as reparation details).

Support Groups:

CYPMP run support groups for all its volunteers on a quarterly basis. They are run in the evening for a couple of hours and give volunteers a chance to meet other volunteers attached to the project.

The time spent at these support groups gives everyone an opportunity to socialize with each other, share experiences and success stories and give advice and guidance.

As well as this, CYPMP staff organise for a guest speaker to attend each support group and provide volunteers with a mini training session on a subject relating to working with young people.

During this financial year CYPMP ran 4 support groups with different guest speakers at each. Topics for these 4 support groups were: Gangs, Young London, Drug awareness and soft outcomes.

The first support group of the new financial year will be on Safeguarding and child protection.

Supervision:

Active volunteers are formally supervised every 6-8 weeks. This formal supervision involved volunteers coming into the office and having a discussion with project staff on how their mentoring relationship is progressing and gives them a chance to voice any concerns or questions that they may have.

Formal supervision gives project staff an opportunity to give the volunteer relevant advice and also bring to their attention any extra training they could access to up skill them as a mentor.

As well as formal supervision, volunteers are informally supervised via phone calls and emails on a fortnightly basis. This is more of a check in to see if everything is ok and all project paperwork is up to date.

Social events:

During this financial year CYPMP have held various volunteer social events including a thank you dinner and a Christmas meal for all active volunteers. Both events were to thank the volunteers for the positive contribution they all make.

Accredited Training

At this time CYPMP's volunteer training course is not yet accredited, this is something I would like to change this coming financial year.

I believe it would encourage more people to volunteer with our project and in addition to experience, it would offer our volunteers a formal qualification in return for giving up their time for free.

Statistics and performance:

During this financial year CYPMP received a total of 358 volunteer enquiries, out of the 358 application forms sent out 110 of them got sent back.

65 volunteers were interviewed and all were accepted onto the project, out of these 65 volunteers 58 of them attended and completed the training. For the 7 volunteers who did not complete the training reasons included not being available to make the specified training dates or not

being able to commit the required time of a minimum of 6 months anymore.

For those volunteers who could not make the training dates, they were offered and booked onto later training dates that are running next financial year giving them enough time to get time off work or find child care.

Please refer to appendix 1 for the breakdown of our trained and matched volunteers by gender, age and ethnicity and appendix 2 for a complete breakdown of all volunteers attached to CYPMP by gender, age, ethnicity, employment status, previous convictions and geographical area.

As part of the recruitment process we ask volunteers to state why they want to volunteer with us. It can be positive to hear why people want to volunteer for a certain organisation and from a safety aspect it's essential to make sure individuals are volunteering for the right reasons.

Some of the more common reasons why people have said they are volunteering include:

-Wanting to give back and help young people in their local the community: The majority of our volunteers live in and around Camden and have seen crimes being committed by young people in their local area.

Volunteers feel by providing young people with a positive role model and constructive activities that they can take positive steps and actively help solve this problem.

-Personal experience: Some volunteers (or volunteer's friends and family members) have unfortunately experienced hardships within their own lives often involving crime or substance misuse.

Some feel that if they themselves had had a positive role model in their lives that they would not necessarily have gone down that path. They therefore feel compelled to be able to provide this to another young person to try and help they steer clear from the lives they may have once led.

Opposite to this, some volunteers say that they have had a very privileged life with lost of opportunities and positive people around them.

For these volunteers, volunteering is about providing another person with some of the opportunities and positive guidance they themselves receives as a young person.

-Professional experience: A lot of people who apply to CYPMP are trying to get paid employment within the criminal justice system. With jobs in this field, hands on experience is often wanted so people volunteer in order to gain this valuable experience working hands on with young offenders or young people at risk of offending.

Case studies:

Throughout their volunteering experience, volunteers are asked to feedback on how they are finding the whole experience. Below are some quotes from our volunteers:

Training:

"I found the training really interesting and inspiring. I can't wait to get started"

"I learnt a lot on the volunteer training and felt it covered a lot of areas. I found the presentations simple and easy to understand and I feel more equipped to carry out my mentoring role"

"Good trainer"

"Relaxed atmosphere"

"The session on drugs gave me a better understanding of why people use and become dependent on drugs"

"I found it interesting learning about the youth justice/resettlement system"

"Engaging participants in the activities instead of lecturing"

Volunteering:

"Provided me with valuable hands on experience"

"I am enjoying mentoring my young person and feel as if I am getting as much out of it as he is"

"Although my young person can be challenging to work with sometimes, I'm really enjoying my experience with CYPMP. I feel we are achieving our goals and having fun along the way"

Support Groups: The quote below was written by a CYPMP volunteer after the February support group;

"I found the CYPMP volunteer support group on Thursday 25th February 2009 highly useful and I learnt a lot from other volunteers.

Our guest speaker Susan Cooper provided us with useful tools and goals and how we could develop our session with the young people. She was jargon-free and answered all our questions clearly.

I believe the volunteer support group provided us all with different approaches and how to tackle any particular issue/difficulties our young person maybe facing.

Personally it gave me an opportunity to meet with others and most of all learn from each others experiences and how to use the soft outcomes tools more resourcefully.

I believe the session with Susan Cooper was a success and this will be a good start for future support groups"

Case study: Below is a case study of an existing mentor/mentee match at CYPMP. It demonstrates how mentoring can help a young person succeed in improving their life and achieving their goals.

BF and ZM:

BF and ZM were matched in November 2009. ZM was referred to the project because he was not in any type of education, work or training and needed to fill his free time in a positive way.

Because of his lack of constructive activities and abundance of free time ZM was getting himself into trouble and his offences included possession with intent to supply and assault.

Before they were matched, ZM's YOS worker (who had referred him to CYPMP) had told BF that ZM had recently applied for a college course but during the interview was asked by the interviewee about his convictions.

ZM got angry at the questions relating to his involvement with the YOS so walked out half way through punching a wall on his way out.

Due to this, ZM's confidence had been knocked and had lost interest in applying for another course.

During their sessions BF started to approach the subject with ZM and asked him about what he would like to do. ZM expressed an interest in getting into the construction industry so I set up an appointment for BF and ZM to meet with his connexion worker on one of their mentoring sessions.

Through liaising with the connexions worker they found an appropriate training opportunity for ZM to try out for. Carillion is a construction company that offer apprenticeships to young people who want to get involved in the construction industry.

In order to get onto this apprenticeship ZM had to go for an interview and complete a test paper. In their session leading up to the test, BF and ZM got a practice paper from the connexions worker and went to the library to complete it.

Each week they went through a section of the test paper until ZM felt confident he knew how to complete it. BF also practiced some interview techniques with ZM and ways he could talk about his convictions with the interviewee without getting angry.

With the help of his YOS worker, Connexions PA and the mentor, ZM has recently secured a 2 year apprenticeship with Carillion. This is a really positive thing for him and a great opportunity for him to get involved in an industry that interests him.

The hope is that now ZM has something positive to occupy his time he will not re-offend.

5. Beneficiaries

Work and progress

The client group we work with here at CYPMP is young offenders and young people at risk of offending or antisocial behaviour

Criterion that needs to be met in order to qualify for a mentor includes:

- Being aged between 8 and 18
- Currently offending or being at risk of offending or antisocial behaviour
- Being an open case to the IYSS, IRS, YIP or one of the 5 YISP's

Referrals are made to our service if the worker feels the young person need some additional support, assistance or guidance within their lives, this will often be required out of hours (e.g. evenings and weekends) when other statutory services finish and when the majority of offending behaviour will occur.

Young people are referred to our service in 2 main ways. If the young person is attached to the IYSS, YIP or IRS they are referred electronically to us via the Young Offenders Information System (YOIS) which is a system used within the IYSS to record interventions and contacts relating to each individual young person.

If the young person is attached to one of the 5 YISP's, the referral is made to the CYPMP representative who attends the monthly YISP meetings.

Once a referral has been made a member of the CYPMP team will assess the young person in order to find out if the young person wants to engage with the service and to assess their suitability for a mentor. Once this has been done, the young person will be matched on a one to one basis with a volunteer mentor.

Statistics and performance:

During this financial year, CYPMP were referred 135 young people. Table 1 shows the source of these referrals:

Table 1:

Source	IYSS	YISP	IRS	YIP
Number of referrals	60	71	4	0

Out of these 135 referrals CYPMP staff saw and assessed 130 of them. The remaining 5 young people were referred towards the end of the financial year and will be seen and assessed this coming financial year.

Because engagement in the mentoring service is voluntary on the young person's part, the assessment process firstly has to determine whether the young person actually wants to engage with the mentoring programme or not.

Out of the 130 young people we saw and assessed, 68 of them declined the mentoring service straight away. This meant that CYPMP technically had 62 young people left to work with this financial year.

Out of these 62 young people, CYPMP staff matched all 62 of them, please see appendix 1 for the breakdown of these matches by quarter as well as the breakdown of these 62 young people by age, gender, postcodes, vulnerable group, disability and ethnicity.

All the matches that were active during the last financial year have achieved some great things together. One way of measuring this is by the young people filling in the soft outcomes distance travelled tool.

This is a new initiative that was implemented halfway through the financial year and is therefore still something we are actively trying to encourage our volunteers to do with their young people on their sessions.

At the end of the year young people had manager to record 9 separate soft outcome goals. These goals included "improving self esteem" "budgeting" and "confidence".

All 9 goals ended with a higher score than they started which is a really positive outcome.

Young person feedback:

As well as the soft outcome goals, young people have also given us some verbal and written feedback to document how they found the mentoring experience.

"I liked having a mentor- they helped me find a job and now I am earning a regular wage"

"I enjoy doing fun things with my mentor and now I have stuff to do on a Sunday"

"I'm really glad I decided to have a mentor, we get on really well and he is helping me find an apprenticeship"

"I would eventually like to become a mentor myself"

6. Project Development

List of people/agencies liaised with:

IYSS (Integrated Youth Support Service)

YISP (Youth Inclusion Support Panel)

IRS (integrated Youth Support)

YIP (Youth Inclusion Project)

Sexual health worker

Connexions

YISP Plus

Community Safety Team

Challenge and Support Team

Targeted Youth Support (TYS)

Reparation

Police

Probation

Social Services

Safeguarding and Social Care

Young London

Primary Care Trust (PCT)

Princes Trust

Gangs and Serious Youth Violence Outreach Team

Housing

Adult Social Care

Families in Focus
Castlehaven
Local Camden schools and youth clubs

New Initiatives:

The main new initiative that was implemented towards the end of this financial year was the idea of using CYPMP volunteers (in additional ways to the one to one mentoring) that would benefit the wider IYSS.

The way in which we see this happening is instead of matching CYPMP volunteers individually to young people we would match them to a Camden case manager.

This would then mean that for one afternoon a week for instance, the volunteer would be based within the IYSS team alongside their assigned case manager, and would see some of the young people on that particular case manager's case load for their statutory appointment.

The type of work that could be done with the young people would be office based and could be work around consequences, behavioural management, family, peer group or future plans etc.

In the new financial year we are going to implement this new initiative but as a pilot scheme to begin with. If the pilot project goes well we will hopefully roll this out and be able to offer it to all IYSS case managers.

I feel this would be a positive service for CYPMP to be able to offer for a number of reasons. It will help us reach our yearly target as matching a volunteer to a case manager would count as a match.

It would also make us a more valuable service to Camden IYSS as we will be assisting their paid workers deliver the core service.

Lastly I feel it will offer the volunteers who take part some great hands on experience working with a youth offending team and young offenders.

Positive quotes from funders/partners:

Below is a statement written by Mark Freeman who is one of the Camden IYSS service managers:

"Mentoring in Camden has been important to help young people find positive role models and find new opportunities to help them stay out of trouble. The partnership between SOVA and Camden YOS works towards supporting young people in enjoying and achieving. We have seen many positive outcomes for young people who are supported by their mentor."

7. Objectives and targets for next year

Contractually our objectives and targets for the next financial year are:

Objective 1: To recruit volunteers to act as mentors for Camden IYSS and YISP clients:

This will be an ongoing objective that we will continue to work towards throughout the year. As well as continuing to advertise in all our usual places, we will now be seeking out new ways to advertise and promote CYPMP.

This may involve us attending volunteer fairs, distributing leaflets and posters to new places and re advertising in the local and national press.

Objective 2: To train volunteers through a rolling programme of sessions:

As well as the 6 core SOVA training sessions, we will actively try and get our volunteers to access as much Camden and SOVA in house training as possible. Our aim is to up skill our volunteers and improve the service they are delivering to our young people.

We will also be making certain training compulsory for volunteers to attend during their time as a CYPMP volunteers including safeguarding and child protection training and the SOVA soft outcomes training.

CYPMP are also hoping to make the YJILS training accessible to volunteers in the new financial year and will be incorporating small training sessions into our volunteer support groups which we will hold every quarter.

Objective 3: To match 80 young people with volunteer mentors:

In the new financial year CYPMP will again be aiming to match 80 new young people with volunteer mentors. In order to help us achieve this Camden IYSS have pledged to help increase the number of referrals we receive at the project in a number of ways.

Some of these ways include: Ensuring IRS refer all young people at point of DTO (Detention Training Order), giving CYPMP a slot within the Big IYSS Team Meeting to give a presentation, to run a wizard on YOIS to obtain suitable referrals and to speak with the YISP chairs to help ensure a steady stream of referrals from the YISP's

Objective 4: Make volunteers available to support reparation taking place in the IYSS:

During the new financial year CYPMP will continue to make their volunteers available to support the reparation taking place in the IYSS.

As well as this, CYPMP will be making their volunteers available to help out in other ways that will benefit the wider IYSS.

As mentioned above, CYPMP volunteers will be matched to IYSS case managers and will support them by seeing some of their statutory appointments.

This will initially run as a pilot scheme to begin with being rolled out at a later date if it has proved successful.

8. Conclusion

CYPMP have had a very productive year and have grown in lots of ways including staff members and the number of clients and volunteers we have worked with.

In total, we have worked with over 60 new young people this year and have provided them all with our mentoring service. Feedback from these mentoring relationships has been positive and we have noticed beneficial changes to the young person's lives through looking at soft outcome data, re offending rates and participant feedback forms.

We have implemented a regular rolling training programme for our volunteers to access and now have a pool of volunteers big enough and diverse enough to meet the needs of our client group.

The project has also faced several challenges over the past year that have affected its ability to perform including late conformation of funding and that having a knock on affect on how quickly we could recruit new members of staff at the beginning of the financial year.

Having said that most of our targets got met and we delivered a positive and beneficial service to our client group.

The year ahead should see an increase in referrals from the IYSS and YISP which will ultimately help to increase matches so we meet our target of 80.

We will continue to recruit and train volunteers to become one to one mentors and hopefully roll out the idea of using SOVA CYPMP volunteers as IYSS volunteers too. This will provide a great opportunity for our volunteers and cement CYPMP's position as a worthwhile service within Camden IYSS.