

Multi-site trials of practice - mentoring

Guidance for potential delivery partner organisations (DPOs) to prepare their expression of interest

Is this research project right for you? Here's a checklist.

As a minimum, you need to be:

- A registered charity or social enterprise that works with children and young people in England and/or Wales;
- Experienced in providing one-to-one mentoring to 10-14 year olds, defined as an ongoing, developmental relationship between an adult and young person;
- Able to successfully recruit 60 young people aged 10-14 during the study period;
- Working with experienced paid mentors (not volunteers);
- Comfortable collecting and processing (the research team will lead on analysis) young people's data, such as user and engagement data and outcomes survey data; and
- Experienced in working with young people who face disadvantage that puts them at risk of youth violence.

Here's a reminder of the types of organisations we want to work with in this research project. We are particularly interested in those who would not otherwise have the financial resource or scale to recruit sufficient numbers of young people to do this type of impact evaluation on their own.

We want to work with organisations that:

- Are fully committed to participating in a research project, rather than a traditional grant programme
- Have a strong track record of providing one-to-one mentoring for children and young people, with at least one current member of staff with relevant expertise
- Can clearly describe/articulate their approach to mentoring, and why they work the way they do
- Are comfortable adapting their practice to adopt a common approach with other youth organisations
- Are confident that they can recruit at least 60 young people, with the majority aged 10-14, to take part in mentoring for this research project who have not received mentoring through your organisation before
- Have the capacity to fully engage with the research project on the timeline set out, including maintaining mentoring relationships with young people for a minimum of three months
- Have the capability and willingness to gather demographic and outcome data directly from young people, and quality/fidelity data from mentors
- Offer mentoring as a form of early intervention *and/or* diversion from involvement in youth violence

There are some organisations and forms of mentoring practice that won't be right for this project:

- Group mentoring - for this study we are only able to evaluate the impact of one-to-one mentoring relationships
- Peer mentoring - for this study, we are evaluating adult-young person mentoring relationships only
- Mentoring for children and young people in crisis - young people participating in mentoring as part of this research project will be 'randomised' to be matched with a mentor either straight away or at the end of a waiting period. It is not appropriate to include young people facing immediate risk or crisis, for whom being on a waiting list would be potentially harmful
- Mentoring programmes that pay or incentivise young people for their participation
- Organisations that have a highly manualised approach to mentoring from which they can't or won't deviate - this could be because the approach is closely linked to an organisation's IP, brand, or a very specific targeted need for young people. Agreeing a model of shared practice that will be offered across the project may require some flexing of how you work
- Freelancers, schools, local authorities, or for-profit mentoring businesses
- Organisations without a track record of offering mentoring, or who have offered mentoring in the past but no longer have any members of staff with this area of expertise
- For organisations with an expected income of less than £50k in this and next financial year, we'll need to ensure that the DPO has sufficient financial stability to engage with the trial.

Preparing your Expression of Interest

It is essential that you are able to clearly articulate your approach to mentoring. This will help us to really understand your experience and how you work. It will also support the work with other delivery organisations to develop a shared approach to mentoring for the research project. You may find the Centre for Youth Impact's [Asking Good Questions Guide and Workbook](#) useful, which includes guidance for articulating key elements of your provision and why that matters. Expressions of Interest that do not clearly articulate the nature of the organisation's current mentoring practice will not be shortlisted for interview.

We are particularly interested in the following elements of your mentoring provision:

- How you recruit and match young people with mentors;
- Who your mentors are and the skill set/experience you recruit for;
- How mentors are trained and supported on an ongoing basis;
- Whether you use any recognised models of mentoring practice;
- How frequently you meet with young people, and if 'it depends', please tell us what the frequency of meeting depends on and if there is a minimum or maximum frequency;

- How long your mentoring relationships typically last, and again, if ‘it depends’, please tell what it depends on and if there is a minimum or maximum duration that you work with a young person;
- The key outcome(s) of interest that you aim for with your mentoring provision (and the extent to which they are aligned with the YEF’s - that is, preventing involvement in serious youth violence);
- How you support young people’s social and emotional learning during the mentoring sessions;
- Any strategies or approaches for retaining young people and maintaining relationships; and
- How you evaluate your mentoring provision.

In addition to outlining your mentoring provision, we would also like to know about what other services you offer, and if they overlap with your mentoring provision.

If you have a theory of change for your mentoring provision or any evaluation reports of your mentoring practice, we will invite you to upload those documents as part of your expression of interest, though this is not a requirement.

Expression of Interest questions

Expressions of Interest (EoIs) will be open until 5pm 13 October. Submit your EoI through this link: <https://centreforyouthimpact.typeform.com/to/Bsg9KMle>. You will not be able to save incomplete responses, so do draft them in a word document to copy and paste into the online form.

You and your organisation

Applicant details

1. **Please tell us your name** [Open text]
2. **What is your job title?** [Open text]
3. **Please tell us the name of the organisation you work for (and on behalf of which you’re completing this Expression of Interest)** [Open text]
4. **What year was your organisation established?** [Open text]
5. **Please provide your phone number** [open text]
6. Please provide your **email address** [open text]
7. **What region does your organisation work in? You may select more than one.** [Multiple choice – England/ National – London/ England – North West/ England – Yorkshire & Humber/ England – East/ England – West Midlands/ England – East Midlands/ England – South East/ England – North East/ England – South West/ Wales – North/ Wales – South/ Wales – Mid/ Wales – West/ Wales]

8. **Where (city/town/local authority) do you deliver activities?** [Open text]

Organisational leadership

9. **Please tell us the name of the CEO (or equivalent) of your organisation** [Open text]

10. **Please confirm that the CEO (or equivalent) and Chair (or equivalent) are aware of and support this expression of interest** [Multiple choice - yes/no/don't know]

11. **Is your organisation any of the following?** [Multiple choice – BAME led, female led, LGBTQ+ led, Disability led, None of these]

Legal and financial status

12. **What type is your organisation?** [Multiple choice – charity, social enterprise, local authority/public body, multi-academy trust/ teaching school alliance, school, for profit company, further education college, university] - ***This project is only open to charities and social enterprises. If any other option is selected, skip logic will not let them complete the rest of the application.***

13. **What is your organisation's legal structure?** [Multiple choice – Company Limited by Guarantee, Community Interest Company – limited by guarantee, Registered charity (no company attached), Charitable Incorporated Organisation (CIO), Company Limited by Shares]

14. **What is your charity number?** [Open text]

15. **What is your Company House number?** [Open text]

16. **What was your organisation's income in the financial year 2020/21?** [Open text]

17. **How would you describe your organisation's income now compared to before the pandemic?** [Multiple choice - Income reduced a lot/ Income reduced a bit/ Income increased a lot/ Income increased a bit/ Income stayed the same]

18. **Please attach your accounts from the last financial year.** [Space to upload 1 file]

Staffing

19. **How many employed staff (not volunteers) do you have now (total number employed and total FTE)?** [Open text]

20. **How many of these employed staff would be providing mentoring, if you are selected to be part of the project?** [Open text]

Safeguarding

21. Please summarise your safeguarding policies and procedures, including the name/substantive role of your safeguarding lead, and training provided to staff.

[Open text - max. 250 words]

22. Please upload your safeguarding policy [Space to upload 1 file]

Your organisation's offer for young people

Mentoring and your provision

23. Please describe your overall provision offer for young people. If your organisation offers activities other than mentoring, please describe whether they overlap and whether young people engage in multiple activities at the same time. [Open text - max. 500 words]

24. Does your organisation provide one-to-one mentoring currently? [Multiple choice - yes/no]

If yes, does your organisation provide mentoring to 10-14 year olds currently?

[Multiple choice - Yes/no]

If no, has your organisation ever provided mentoring to 10-14 year olds? [Multiple choice - yes/no/don't know] - ***if the answer is no or don't know at this question, skip logic will not allow you to complete the rest of the application***

25. Is mentoring offered as a standalone offer for young people, or is it part of a wider programme of work or project? [Multiple choice - mentoring is a standalone offer/mentor is part of a wider programme or project/ Other - open text]

Experience working with young people at-risk of violence

26. Does your organisation have experience of working with children and young people with unmet needs that increase their likelihood of becoming involved in violence?

[Multiple choice – Yes, current/ Yes, previous/ No/ Don't know]

27. Thinking about the young people with whom you work, how do you define 'unmet needs that increase likelihood of involvement in violence?' [Open text - max 100 words]

28. Which of the characteristics/experiences below are common amongst the young people with whom you typically work? You may select more than one. [Multiple choice list

- Children who have had a criminal conviction
- Children who are receiving services from a Youth Offending Team or similar
- Children who are registered as a Child in Need
- Looked after children
- Children who have been excluded from school
- Children who have been identified as at risk of exclusion from school
- Children who are regularly absent from school
- Children growing up in families where parents, carers or siblings have had a criminal conviction

- Children who are unengaged at school and have low levels of educational achievement
- Children who have been diagnosed with mental health issues
- Children who have suffered abuse / early childhood trauma
- Children who have been a victim of crime
- Children who have been involved in antisocial behaviour
- Children who display high impulsivity/hyperactivity
- Children who have a history of weapon possession (e.g., knife, gun)
- Children who have a history of alcohol and/or substance use
- Other (please state)]

28. **If you select you selected "other", which other characteristics/experiences below are common amongst the young people with whom you typically work?** [open text]

Experience of mentoring

29. **Please tell us about your organisation's experience of providing one-to-one mentoring for children and young people.** For example, please tell us about the time frames when you provided mentoring, who funded/commissioned it, any partners - particularly those who referred young people to you - and the numbers of young people you supported annually. Please also tell us about the young people you supported (their ages, needs and interests) and the outcomes you were working towards. [Open text - max. 500 words]
30. **Please tell us about your approach to mentoring. How would you describe it?** In particular, please tell us about who your mentors are, how you match mentors with young people, how often mentors meet with young people/how long for, any specific strategies that mentors use to build and maintain relationships with young people, how mentors are supported, what sorts of outcomes the mentoring achieved, and how you evaluated this. [Open text - max. 300 words]

Your organisation and the multi-site trials project

Taking part in the multi-site trials

31. **Please tell us why your organisation wants to be part of this project. Is there anything that particularly excites you about it?** [Open text - max. 300 words]
32. **Please tell us about anything that makes you anxious about this project.** [Open text - max. 250 words]
33. **If you were selected to be part of this project, would you already have sufficient capacity to work with the number of young people required, or would you have to recruit new staff, such as a mentor or coordinator?** [Multiple choice - We have sufficient capacity already/we would need to recruit additional staff/don't know]
34. **How do you envisage that you would find and engage young people to take part in mentoring for this project?** What information or insight do you have that young people in the communities you support need and want mentoring? Please tell us in as much detail as you can. [Open text - max. 250 words]

Your organisation's evaluation practice

35. **What data do you gather as part of your ongoing work with young people, and how do you store it?** Please tell us about the demographic data you gather, and any data you collect on outcomes, feedback, or impact. If you use a database or CRM system, please tell us which one, and what data you store in it. Please also tell us about the aspects of data gathering that you find easy, and the aspects you find more challenging. [Open text - max. 500 words]

36. **If you have a theory of change for your mentoring provision, please attach it here.**
[space to upload one file]

37. **If you have an evaluation plan for your mentoring provision, please attach it here**
[space to upload one file]