

## Young Person Mentoring Policy

### Definition

Mentoring is a dynamic, intentional, voluntary relationship of trust in which one person (the mentor) enables another person (the mentee) to maximise the grace of God within their lives and develop their potential in the service of God's kingdom purpose.

Mentoring is intended to build meaningful and accountable relationships to create effective one-to-one discipleship. The aim of the mentor's role is to ensure that a journey of discipleship is maintained through a wholesome and positive relationship to the benefit of the young person concerned. This will involve a number of pre-arranged meetings, with parental consent, on a one-to-one basis, in an appropriate public venue. The mentoring sessions are confidential unless it is considered that the youth has been harmed or is at risk of harm. Refer to the [safeguarding page on our website](#) for guides on various aspects of safeguarding, our '[Good Practice Guidelines When Working With 0-18s](#)', and/or to access our [safeguarding reporting](#) protocols.

### Expectations of a Mentor

- To follow the guidelines as outlined by the programme coordinators, mentor training and programme policy
- To complete and sign the [Mentoring Agreement](#)
- To attend the mentors gathering twice a year
- To follow our '[Good Practice Guidelines When Working With 0-18s](#)'
- To undergo appropriate safeguarding checks (e.g. DBS) in consultation with our Safeguarding Trustee(s)
- To attend safeguarding training when required

### Safeguarding

- There should be no home visits, unless it has been arranged by the parents and they are present at the time of the meeting.
- Meetings should always take place in a public place, suitable for appropriate confidential discussions
- The young person is expected to travel to and from the meeting venue without you
- No money or commercial interest should be involved, this includes lending or borrowing
- Neither the mentor nor mentee should bring friends or family to the meetings unless previously agreed. The mentoring relationship is between the young person and the mentor only
- Initial contact to arrange the first meeting should be with the parent, not the mentee. Permission should then be sought to establish a WhatsApp group with the mentee, mentor, parent and one of the programme coordinators. This group will be for communicating dates and times not for ongoing conversation, conversation will take place within a mentoring session.
- The mentoring relationship is a friendly, but professional relationship, therefore social activities outside the mentoring relationship is not appropriate.