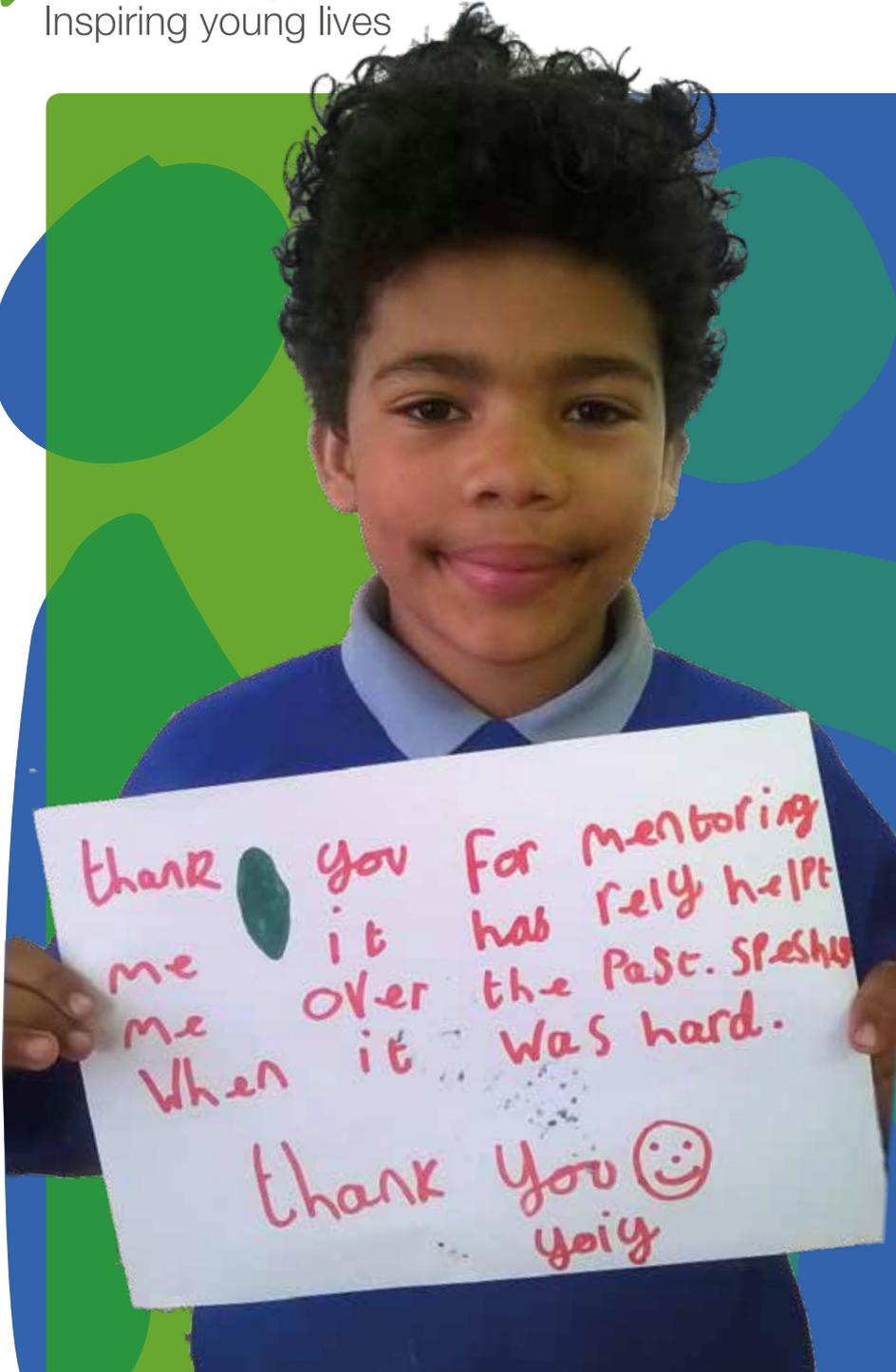




MentoringPlus
Inspiring young lives

ANNUAL REPORT 2014-15



Thank you For mentoring
me it has rely help
me over the past. Speshly
When it was hard.

Thank You 😊
yoily

FROM THE CHAIR OF TRUSTEES



As a research psychologist and psychotherapist, for 46 years I've promoted the healthy functioning of children, young people and families directly and through training and supporting social care, mental health, educational and other professionals. In my first year as Chair of Mentoring Plus, I've been privileged to offer my experience and learn from colleagues who also bring a wealth of expertise and dedication in realising our shared vision, mission and values.

This year got off to a strong start when we secured three years' continued funding as B&NES Council's designated provider of mentoring for vulnerable 12 to 21 year olds.

Following that rigorous tendering process, we are supporting a number of additional requirements including Team Around the Child processes.

We successfully raised funds for other projects. In partnership with Black Families Education Support Group, we launched mentoring in primary schools, as well as our alternative secondary education poetry programme with Bath Festivals, Home Grown. Some of our young people created an anti-bullying video, which helped them win funding to lead anti-bullying workshops in schools.

Our lengthening waiting list is both a measure of our success and an increasing concern. Improved assessment has prompted us to refer on when possible and prioritise those in most urgent need.

Along with a plea from the Young Reps, the waiting list issue also encouraged us to place activities back at the heart of our work. We attracted funding and appointed an Activities Co-ordinator, helping to ensure both those that are being mentored and those on the waiting list can access positive, fun activities.

As part of sustaining robust safeguarding and assessment procedures, we engaged both a qualified social worker and a counsellor to help develop processes and provide support for our team. In 2015-16, we aim to improve robustness, support and training still further by appointing a permanent Senior Practitioner.

We aim to expand our activities programme to increase free local provision for young people who might benefit most from our services – and thereby continue to reduce our waiting list.

This has been a good financial year, with a surplus for first time in three years, enabling us to increase reserves by £14k. We aim to increase our reserves further in 2015-16.

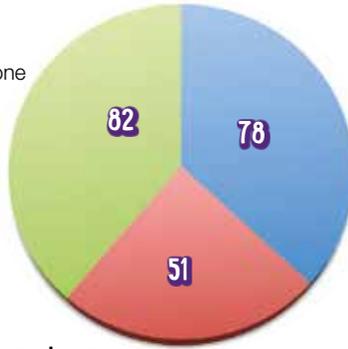
We are ever grateful to our community volunteers for their commitment, skill and generosity in supporting our young people, to our director Jamie Luck and the staff team for their vision, creativity and hard work, and to the young people themselves for giving back as much as they receive.

Dr Karen John

THE NEED

- 7-21 yr olds mentored one to one
- Young people mentored in secondary school
- Young people involved in Home Grown

TOTAL 211



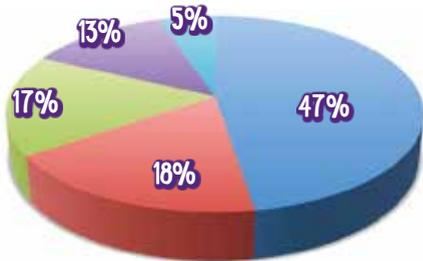
Of the 78 mentored one to one:

Male 45 **57.7%**
 Female 33 **42.3%**

Ages of young people mentored one to one:

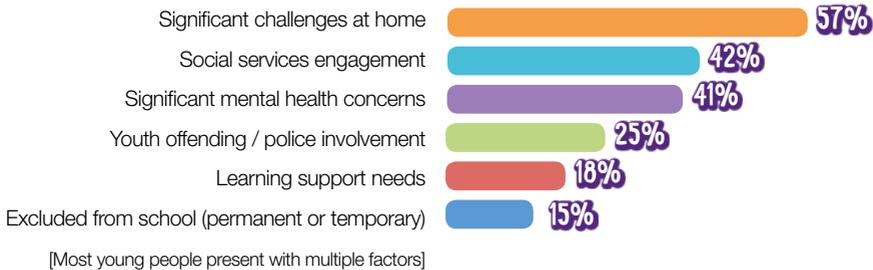
7	8	9	10	11	12	13	14	15	16	17	18	19+
1	1	3	2	4	1	10	10	16	10	11	6	3

Our out-of-school mentees came from:

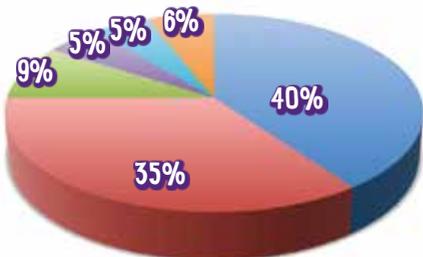


- South West Bath (Twerton, Southdown, Whiteway, Odd Down) **37**
 - Rest of Bath **14**
 - Keynsham and Chew Valley **13**
 - Norton Radstock **10**
 - Other areas **4**
- TOTAL 78**

Challenges affecting our young people:



Referrals came from:



- Schools
- Social service teams
- Mental health services
- Other specialist services
- Youth justice services
- Family/friends

TEN THINGS WE LOVED LAST YEAR

1

OUR VOLUNTEER MENTORS

More than 50 adult volunteers from our community were trained and supported as mentors, each matched one to one with a young person. During the year these men and women, from every background and aged from 18 to 70, have given over 5,000 hours of their time to listening, going places and trying new things with their mentees.



"It's been intense, but really rewarding. I feel I can actually see him changing as a result of just getting out there. He's been used to being defined by his issues, but he's also funny and very bright. What an amazing thing to be able to do, to show someone the world is actually OK, things are not always difficult – Mentor of 18 year old

2

YOUNG PEOPLE'S SUCCESSES

For a young person facing tough challenges, simple but profound successes include overcoming anxious isolation at home, reducing risky behaviour or managing anger. 20 young people also moved on to further education, training or employment with mentor help, while Bradley (19) spoke movingly at TEDx Youth Bath and Bella (17) was a Film Festival finalist with her film score composed at our music workshops.

"I've gotten wiser and more responsible. I was quite naughty and my mentor has helped change things. He's taught me how to cope and deal with things better. If I'd had enough of stuff going on, I knew he'd be there."

15 year old mentee at the end of his mentoring year



3

HOME GROWN ALTERNATIVE EDUCATION

For many young people the school environment is a challenge, and they become used to feelings of failure. In partnership with Bath Festivals and with the help of hip-hop artists and performance poets, our Home Grown project works with secondary schools to help disengaged pupils enjoy language, develop emotional literacy, prove to themselves they can write and perform high-quality content, and secure a Bronze Arts Award qualification.

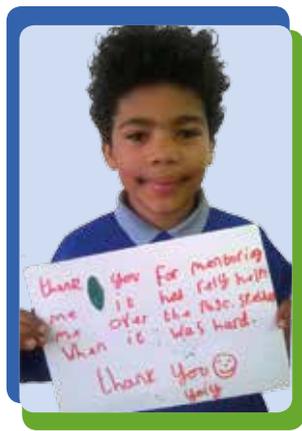


AT MENTORING PLUS

4

OUR PRIMARY PROJECT PILOT

We were excited to launch in-school mentoring of primary students with support from St John's Hospital and Bath Primary Behaviour & Attendance Panel. In partnership with Black Families Education Support Group, eight trained mentors helped 7–11 year olds cope with family breakdown, anger, racial identity or anxiety, preparing some for transition to secondary school.



"D appears to be more engaged in class and has been displaying a positive attitude towards all areas of his learning. D's mentor has been supportive and has offered a lot of advice about his behaviour in and out of class... I think that this process is vitally useful for vulnerable learners and it would benefit a lot of children in need of a positive role model." – Primary teacher about mentee

5

FUN, SKILLS-BUILDING ACTIVITIES



For many of our young people, our regular activity sessions are a real highlight. We offered 24 separate activity programmes during the year, from theatre visits, gardening and art groups to quad biking, judo, break dance and a farm residential. With financial support from the Big Lottery Fund we were



able to engage a part-time practitioner to focus on enabling young people to choose and access more activities.

"I was worried about the residential but not using my phone I'm calmer and sleeping better. We've made good food and not had rubbish snacks. I wish the trip had been even longer." – Mentee after residential



"Working with Hibbz and Rebecca gave us creative freedom with our work. They listened to us. It made Fridays better."

– Home Grown student

TEN THINGS WE LOVED LAST YEAR

6



WORKING WITH LOCAL PARTNERS & SCHOOLS

It's part of our mission to give young people access to the best of Bath and NE Somerset, and our partners help us do this. Huge thanks go to Bath Festivals, Bath Theatre Royal, Jamie's Farm, TEDx, Black Families Education Support Group, 5x5x5, Bath University, Bath Spa University, B&NES Council, Team Bath, Bath Rugby, Minerva Rowing Club and all our trusted suppliers for helping us deliver safe, stimulating experiences for young people this year.

Bath Festivals @Bathfestivals Dec 17

Fantastic performance by young poets at @BathCommunityAC this morning! Looking forward to seeing them again at #bathlifefest @Mentoringplus

GETTING THE COMMUNITY INVOLVED

So 35 people turn out on a windy March morning to run 13 miles for us, raising over £10k for Mentoring Plus – and professional caterers and massage therapists volunteer time and supplies to help us look after them. Truly inspiring. Meanwhile Bath Rugby Foundation help us raise nearly £6k at home matches, Waitrose shoppers vote for us with green tokens and local performers raise money at their performances. We love this community.



"We were thrilled to receive the thank you letter from your mentee - it was read out to the whole company at our next rehearsal - and gained full approval for the ways the young people involved had decided to spend our collection. It's a real pleasure to support such a worthwhile cause."

– Bath Gilbert & Sullivan Society

SECURING ANOTHER 3 YEARS' SERVICE COMMISSION FROM BANES

Since we became an independent charity, a key part of our work has been delivering a commissioned mentoring service on behalf of Bath & NE Somerset Council. In May 2014 we won a competitive tender for another three years' commission. This enabled us to extend our age range up to 21 and continue supporting vulnerable young people across the county.

10

AT MENTORING PLUS

8



GETTING YOUNG PEOPLE INVOLVED

Our Young Reps, older participants who help represent young people within Mentoring Plus, staged their own event, interviewed all Bath's election candidates, met local MP Jacob Rees-Mogg and the Rt Hon Theresa May MP, successfully lobbied the trustees for an increase

in the monthly mentor budget and made a series of campaigning films. Two of them successfully bid for seed funding from the Raby Family Trust to begin anti-bullying workshops in schools.

"It's been very good to hear from the young people today about the work of the charity, and crucially, how important it's been for them to have mentors working with them and the huge difference it's made to their lives. Really inspiring."

– Rt Hon Theresa May MP, Home Secretary, visiting Mentoring Plus

SUPPORT FROM GENEROUS FUNDERS

Nearly half our funds this year came from major grant-giving organisations. The Henry Smith Charity, the Royal Masonic Trust for Girls & Boys, St John's Hospital, the Medlock Charitable Trust, The Blagrove Trust and Roper Rhodes were among our largest donors, and we are grateful for every grant which enabled us to plan, work efficiently and deliver a better service to vulnerable young people and their mentors. More details on p9.

"The [trustee] panel were very happy with the report, agreeing that the aims of the grant are being 'totally' met and are looking forward to the next one. They really enjoyed the quotes too." – Grant giving organisation

9



"The service has embraced changes required to meet the new specification requirements and have proved to be adaptable and innovative. The profile of the service is constantly being raised and they continue to make links with local organisations and invest time in recruiting and supporting quality mentors and ensuring that vulnerable young people's needs are being met."

– B&NES Council



FROM THE TRUSTEES

Our **vision** is a community in which all children and young people thrive.

Our **mission** is to recruit and train mentors to ensure our vulnerable young people are listened to.

Our **values** reflect the best interests of our community, and include working generously, collaboratively and playfully; tackling challenges with rigour, positivity and passion; challenging with compassion; and communicating simply and clearly.

Our charitable objectives are:

- To advance the education and training of young people at risk so that they are able to realise their full potential within their community and better able to integrate into society as a whole.
- To provide and assist in the provision of facilities in the interests of the social welfare of young people at risk with the object of improving their conditions of life.
- To relieve unemployment of young people at risk by the provision of careers information and advice.
- To preserve and protect the health of young people at risk by the provision of advice and guidance.

Our governance:

- The company is limited by guarantee and is governed by its Memorandum and Articles of Association on incorporation on 11th October, 2005 as amended by special resolution dated 12th March, 2012.
- It is also registered with the Charity Commission.
- The Trustees believe they have complied with S4 Charities Act 2006.

DIRECTORS AND TRUSTEES

Chair: Dr Karen John

Vice Chair: Simon I'Anson

Treasurer: Dr David Allen

Company

Secretary: Jamie Luck

Clerk: Rachel Sheahan Harris

Trustees: Andrew Banks

Jo Bridger

John Brownrigg

Annie Milland

Valentine Morby

(co-opted)

Richard Turner

President: Prof Rod Morgan

Patrons: Sir Michael Boyd,

Ken Loach,

Kelvin Swaby

OUR SUPPORTERS

We are immensely grateful for financial support from:



Bath & NE
Somerset Council



Blagrove Trust

The Hedley Foundation

The Hedley
Foundation



The Henry Smith
Charity



BBC Children in
Need



St James's Place
Foundation

ROPER RHODES

Roper Rhodes



Royal Masonic Trust
for Girls and Boys



Big Lottery Fund



Lloyds Bank
Community Fund



St John's Hospital



Quartet Step
Change fund



The Anthony
Bourne Foundation



Medlock Charitable
Trust

The Brook Trust

The Brook Trust

Mr A Fletcher

Bath Chronicle Cash for Your
Community

Greenway Lane Residents'
Association

The Ray Harris
Charitable Trust

Bath Gilbert & Sullivan
Society

The Idle Playthings: Bath Spa
University comedy group

Mr M Tichelar
UBS AG

Bath WI

Dr K John

Waitrose Bath

Mrs M Brennan

Joyce Fletcher
Charitable Trust

Wessex Water

Christ Church Bath

Mrs J Luck

The Woodruffe
Benton Foundation

City of Bath Moral
Welfare Trust

Mentoring Plus Trustees

Zenith Youth Theatre

Eduserv

Ms K Murphy

We were also fortunate enough to be selected by Bath Rugby as one of four partner charities for their 2014-15 season, with Mentoring Plus volunteers helping us raise nearly £6k from the generous home crowds and the opportunity to link more closely with their valuable community work.

Grateful thanks also go to our supporters who voted for us to gain funding from the Bath Chronicle, Lloyds Community Foundation and Waitrose Bath, and of course to our 35 runners who between them raised over £10k in sponsorship at the 2015 Vitality Bath Half Marathon.

How we invested our funds

Staffing, young people's service delivery	Mentoring expenses	Activities for young people	Staffing, operations	Other support costs
56%	12%	7%	12%	13%

FINANCIAL SUMMARY

STATEMENT OF FINANCIAL ACTIVITIES

(including Income and Expenditure Account)

FOR THE PERIOD ENDED 31st MARCH 2015	Total	Total
	2015	2014
	£	£
Incoming Resources		
Incoming Resources from generated funds:		
Voluntary Income		
Grants and Donations	243,615	202,804
Activities for Generating Funds		
Training and Extended Services	25,603	38,033
Investment Income		
Bank Interest Received	81	762
Total Incoming Resources	269,299	241,599
Resources Expended		
Charitable Activities		
Residential and Other Activities	36,670	26,741
Salaries and National Insurance	170,408	161,106
Volunteers' and Staff Expenses	8,116	30,447
	215,194	218,294
Governance & Support Costs	32,158	27,355
Total Resources Expended	247,352	245,649
Net Incoming Resources	21,947	(4,050)
(Net profit for the Year)		
Total Funds Carried to Reserves	21,947	(4,050)

BALANCE SHEET AS AT 31st MARCH 2015	2015	2014
	£	£
FIXED ASSETS	1,517	1
CURRENT ASSETS		
Debtors	6,534	10,351
Cash at bank	88,051	57,564
	94,585	67,915
LIABILITIES		
Creditors falling due within one year	11,179	4,940
NET CURRENT ASSETS	83,406	62,975
TOTAL ASSETS LESS CURRENT		
LIABILITIES	84,923	62,976
TOTAL NET ASSETS	84,923	62,976
THE FUNDS OF THE CHARITY		
Unrestricted Income Funds		
Contingency reserve	52,274	25,640
Restricted Income Funds		
Training and Development Fund	32,649	37,336
	84,923	62,976



MentoringPlus

Inspiring young lives

ANNUAL REPORT 2014-15

MENTORING PLUS

A company limited by guarantee
 Company number 5589316
 Registered charity number 1112534

117 Newbridge Hill, Bath BA1 3PT
 01225 429694

info@mentoringplus.net www.mentoringplus.net

Director: Jamie Luck

Operations Manager: Ruth Keily

Mentoring Practitioners:
 Michelle Kelley & Kev Long

Young Reps Co-ordinator: Luke Majithia

Activities Co-ordinator: Jim Noke

Primary Mentoring Manager: Humphrey Pain

Administrator: Rachel Sheahan Harris

Home Grown team: Siobhain Archer,
 Hibbz & Rebecca Tantony

Associate Practitioners: Tara Gretton,
 Dan Martin, Pete Newton-Smith,
 Ruth Sexton, Matt Smith,
 Jasmine Walkes

We deliver a large part of our work through the time, skill and commitment of our volunteers – mentors of course, but also fundraisers, activity helpers, office support and more.

For their work in 2014-15, the people below deserve the biggest thanks of all.

Amanda S	Claire A	Jim N	Louise G	Ross L
Andrew C	Claire H	John H	Luke M	Ruth B
Andy P	Claire J	Jonathan B	Mandy M	Sally H
Anna H	David G	Jonathan L	Mark D	Sarah S
Becca A	Elizabeth O	Julia D	Melanie D	Simon I
Beth A	Emma H	Julianne M	Melita de M	Siobhain A
Bonnie H	Emma H	Justin S	Nathaniel	Sue E
Bradley E	Emma W	Kate K	Penny R	Teresa S
Carla M	Gilly B	Kevin B	Peter J	Tina A
Cathy M	Helen W	Kevin C	Polly F	Tom P
Charlie V	Jasmine W	Kieran S	Rebecca MC	Vicki E
Charlotte B	Jemma B	Kiki M	Ria H	Vickie I
Charlotte L	Jenna B	Leire F	Roger W	Wendy C
Chris J	Jess H	Liddy M	Rosie F	

Apologies and thanks to anyone we've forgotten!



[@mentoringplus](https://twitter.com/mentoringplus)



facebook.com/MentoringPlusBathNESomerset