



the *Kind's*
school

Mentoring Intervention Policy

Approval Date: March 2015
Review Date: March 2018
Governor Committee: Curriculum & Pupil Standards

Mentoring Intervention Policy

1 Policy Statement and Purpose

The school aims to provide a happy, caring and stimulating environment for all students, to deliver the highest standards of teaching and learning, to build strong relationships between parents, staff and the community in order to provide students with appropriate skills for the 21st century. Mentoring Intervention support these aims and make a significant contribution to student care, guidance and wellbeing.

The aim of the Mentoring Intervention programme is to support and encourage identified students to reach their full potential and become well-rounded individuals, able to contribute positively to their school and wider community. Mentoring aims to raise achievement by providing students with strategies to overcome barriers to learning. Appropriate, targeted intervention aims to raise personal aspirations, self-esteem and confidence in order for students to be happy and successful individuals.

2 Scope

The policy covers all those involved in Mentoring and Intervention in school and the local community. The range of projects will vary according to the needs of the students and the staff/Mentors available at any given time and may include, but is not limited to, Volunteer Mentoring, Business Mentoring, Peer Mentoring, Anger Management/Emotional Literacy, Small group work, Individual Intervention, after school Homework Club.

3 Responsibility

Overall responsibility for the Mentoring Intervention programme rests with the Headteacher and Governors.

The Mentoring Intervention Team will be responsible for managing and organising the programme.

A member of the Senior Leadership Team will be responsible for Line Managing the Mentoring Intervention Team.

The Mentoring Intervention Co-ordinator and the Raising Aspirations Co-ordinator will report to and/or meet their Line Manager as and when required. They will provide the Headteacher, SLT and Governors with regular reports/updates on the progress and impact of any Mentoring Intervention project.

Year Achievement Leaders, SENCO and other support staff will work alongside the Mentoring Intervention Team to provide a co-ordinated and cohesive programme of intervention.

The Mentoring Intervention Team will work with outside agencies to provide the most appropriate intervention for an individual or group of students according to their needs.

Referral

Students from all Year Groups may be referred by any member of teaching or support staff, Parents/Carers or by self-referral. Students may be referred for various reasons, including but not limited to; behaviour, lack of effort, organisation, underachieving, social interaction difficulties. All referrals will be considered by the Mentoring Intervention Team on an individual basis for inclusion on one of the projects.

Recruitment

The Mentoring Intervention Team will undertake the recruitment of all mentors for the projects following agreed protocols.

Safeguarding

All Mentors will complete an application form and be interviewed for their suitability.

All adult Mentors will be DBS checked. All Mentoring Intervention projects will comply with any other relevant school policies and procedures.

Training and Support

All Mentors and Mentees will undergo initial training followed by ongoing support. Further training opportunities for mentors will be offered both in-house and by external agencies subject to availability and funding.

Mentor supervision/review sessions will be made available as appropriate.

Monitoring and Evaluation

Monitoring will take place on a regular basis through the keeping of appropriate records.

Systems and protocols will be subject to regular scrutiny and review. All Mentoring Intervention projects will be monitored and evaluated for quality assurance in terms of content, delivery and success criteria. The impact of mentoring schemes will be measured by using a range of both quantitative and qualitative data, for example Mentor/Mentee feedback, achievement and progress data, behaviour and attendance data, NEETS figures.

4 Publicity

All staff and students will be made aware of the Mentoring Intervention Policy and have access to it on the Shared (G) area of the School's Network. In addition, it will be available to the wider community via the School website and a copy available to parents/carers on request.