

## Mosaic secondary school mentoring: Information for Mentors

Mosaic’s secondary school mentoring programme provides a package of opportunities to raise the aspirations of young people and close the gap between those aspirations and their attainment. The programme uses positive role models to improve students’ confidence, self-efficacy and employability.



### Programme Objectives

Mosaic’s secondary school programme is an 11-month mentoring programme (or academic year) designed to lift the aspirations of young people from disadvantaged backgrounds, particularly those in Muslim communities, and close the gap between those aspirations and their attainment. The programme is based on the simple proposition that young people will succeed if they are supported by those who are already successful. We do this by linking young people with positive role models, who can:

- inspire, motivate and instil a sense of self-belief and confidence in young people so as to enhance their soft skills, self-efficacy and long-term employability; and,
- provide personal information on educational and career opportunities and access to and contacts with those who can support individuals’ ambitions.

Mosaic’s secondary school programme has been independently verified as delivering important beneficial impacts on students by Demos, the leading research and think tank organisation, and by independent educational experts.

### Which students will I be mentoring?

Mentoring programmes cannot replace teachers’ ability to improve school achievement. Research does demonstrate clearly, however, that aspirations play an important role in educational and professional achievement for all young people and that effective mentoring programmes can significantly raise aspirations

and close the aspiration-attainment gap, particularly amongst BME students. Effective mentoring programmes can boost participant's aspirations, confidence, self-belief and motivation. Crucially, mentoring programmes enhance participants 'soft skills'- personality traits, social graces, communication, language, personal habits, friendliness, and optimistic outlook – which are increasingly important for success at school and in the current job market.

Participating students, therefore, will be those selected by the school Lead Teacher and colleagues, who demonstrate a combination of the following:

- Low or limited aspirations
- Low confidence
- Weak sense of personal agency
- Limited understanding of career opportunities
- Undeveloped 'soft skills'

Over 80% of Mosaic schools are in the 20% most deprived areas of the UK, as identified using government statistics and deprivation measurements. For more information on how Mosaic selects its schools, please contact a member of Mosaic staff.

### **Being a secondary school mentor**

You will be assigned to a school alongside a team of mentors, and a more experienced Lead Mentor, and will work in this team to mentor up to 20 students. Within your mentee group, you should work with a smaller group of between three and four students, and mentor these same young people at each session.

### **The commitment**

Mentors should attend the following sessions:

#### **1. Mentor training session (up to 3 hours)**

At this session you will receive training on the programme format, meet other mentors and share best practice, and receive Mosaic's mentoring resources. You should leave this session with an understanding of the requirements of you as a mentor, and feel fully prepared to attend your first session. Mosaic staff will also be present to ensure that trained mentors are fully suitable for the programme. You will also be asked to complete documentation for an enhanced CRB disclosure.

## **2. Pre-programme planning session (up to 90 min)**

Before the start of the mentoring you should attend a planning meeting with the school's Lead Teacher, and fellow mentors, to understand the students who have been selected and design, with the support of Mosaic staff; Mosaic resources; teachers; and Lead Mentor, a tailored programme for your selected students.

## **3. Mentoring sessions**

These are spread across the academic year, which include (those in bold are compulsory):

- **one initial rapport-building session for mentors and students (up to 2.5 hours);**
- **six core group mentoring sessions (1 hour each);**
- one final wrap-up and celebration session (can be combined with end-of-year ceremony below);

All of the dates and times for these sessions across the academic year will be agreed by the school in advance and provided to you at your training session. Should any dates cause concern, you have the opportunity to review them at the pre-programme planning meeting.

## **The full secondary school programme**

Alongside your mentoring, the same group of students will be participating in the following additional activities. Should you wish to be involved please inform your Lead Mentor and school Lead Teacher:

- one visit to a prominent local business/work place;
- one inspirational presentation from one of Mosaic's most senior supporters;
- participation in the Apax-Mosaic Enterprise Challenge, unless otherwise agreed. (The challenge runs from late November to March and includes a mentoring phase from November 2011–January 2012 and competition phase from February – March 2012.);
- the opportunity for a selected number of participating students to benefit from Mosaic Stars leadership mentoring, starting in January 2012; and,
- an end of year graduation ceremony to showcase achievements

A Mosaic Regional Manager will meet with the school at the end of each term to review the progress of that term, and support any outstanding preparation for the following term. Mosaic will seek feedback from you each term and formal evaluation at the end of the academic year to ensure that we support you and are meeting the needs of all our beneficiaries and mentors.

## Benefits to Mentors

Our research, undertaken by independent think tank Demos, has shown that mentors participating in Mosaic programmes improve their own professional and personal skills, including communication and presentation skills, as well as the ability to work creatively in a team and solve problems.

You will have the opportunity to meet face-to-face with young people to better understand their needs and worries as well as their hopes and dreams for the future. As a mentor you can advise and support young people, with whom you have built rapport, to help them set, meet and exceed their goals in life.

You will be identifying each student's level of confidence, self-efficacy and employability skills at the start and end of the programme. Be a part of making significant improvements in young people's self-belief and confidence for the future, and see those changes happening first hand. Share your skills and experiences to enhance their chances in employment and life.

## How to apply

To apply to be a mentor, register your details on our website [www.mosaicnetwork.co.uk](http://www.mosaicnetwork.co.uk)

## Regional Managers

For more information and to request a mentor job description and place on a training session, please contact your Mosaic Regional Manager.

- **London** | Amina Dahbi Skali | Amina.DahbiSkali@bitc.org.uk | 020 7566 8734
- **South East** | Punam Kharbanda | Punam.Kharbanda@bitc.org.uk | 07718 793 515
- **West Midlands** | Romana Qureshi | Romana.Qureshi@bitc.org.uk | 0121 451 2227
- **North West** | Nafisa Hakim | Nafisa.Hakim@bitc.org.uk | 0161 233 7765
- **Yorkshire** | Zakia Ishaq | Zakia.Ishaq@bitc.org.uk | 07718 793 856



"I thoroughly enjoy the opportunity to interact with the kids. So many of them had never thought about business and it's so rewarding to see kids getting more and more interested."

Rachael Holtzberg, Student Mentor at Westminster Academy, London