

## Mosaic mentoring

**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 programmes lift the aspirations of young people from disadvantaged backgrounds, particularly those in Muslim communities, and closes the gap between those aspirations and their attainment. Our programmes are 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.

### Why Mosaic?

Mosaic has a track record of serving communities in the most disadvantaged areas, working in a wide range of schools across England. Thanks to the patronage of our founder, HRH The Prince of Wales, and our high-profile and influential senior supporters, we are able to mobilise successful individuals from all walks of life with a commitment to making a difference in young people's lives. We can therefore bring together students and potential role models in the classroom and introduce young people to a wide variety of new environments, such as prominent businesses and other workplaces.

We have developed a powerful package of mentoring support for young people that can be tailored to students' needs which includes group mentoring, workplace visits, inspirational speeches and competitions. 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?**

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 should, therefore, be those with a combination of the following:

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

Mosaic's programmes are delivered by volunteer mentors. Whilst trained by us to inspire, motivate and excite young people towards their goals they are not experienced or trained to effectively support students with significant behavioural concerns, and manage very disruptive group dynamics.

The programme in your school will take groups of 20 students in any one school year group. The young people will be mentored in small groups to participate in a range of mentoring activities, which will directly enhance their ability to compete in future educational and professional environments. Before the start of the mentoring we will agree with you a tailored programme for your selected students.

This programme will, as a minimum across the academic year, consist of:

- one Mosaic, mentors and school pre-planning meeting;

Founder: HRH The Prince of Wales  
 Chairman Mosaic UK: HRH Princess Badiya bint El Hassan of Jordan

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

### The wider school community

In addition to the core programme, schools can also benefit from:

- inspirational presentations in assemblies and celebrations;
- additional teams entered into the Apax-Mosaic Enterprise Challenge; and,
- support for relevant school support such as careers events/workshops



**"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