**Summary of Table Discussion at Zoo Portfolio Day**

TABLE 1:

Discover Successes – What should we appreciate/do more of?

* Getting that initial meeting
* Mentors sticking by young people despite changes in circumstances
* Mentors being patient
* Seeing mentors take the initiative
* Weekly meetings works
* Voluntary means a lot to young people and families
* Flexibility of co-ordinator meeting young person if necessary as temporary way to maintain

Mentoring relationship

* Mentor peer support – either a last day of training or separate meetings has been effective
* Mentors making a record of activities/meetings with young people with e.g. scrapbook

Dream – if you had a wish for intandem what would it be?

* Every referral to be matched (and volunteers are ready and waiting)
* Intandem includes all looked after Young People and those on the edge of care or under voluntary CSOs
* intandem Mentees become mentors in future

Ideal - What’s the ideal for intandem and how will it happen?

* Never ending funding/long term funding - prove impact and ask
* Increased funding – build case for doing more
* Two project workers in each location

TABLE 2:

Discover Successes – What should we appreciate/do more of?

* YP progress and confidence - change is huge and quick
* Reduced isolation and loneliness
* Empowering – it’s about choice and being asked; not being done to; open-ended length is good
* Normalising relationships in life
* Intergenerational connections – older mentors work; prejudices knocked apart;
* Huge benefits for volunteers too – powerful, lightbulb moments, not a one way street, doors opening, life changing
* Overcoming challenges in life

Dream – if you had a wish for intandem what would it be?

* Continued and growing voice of 13 charities
* Expand the criteria – could do some much more versus need; another strand involving kinship care;
* More support for parents and families – another strand
* Every child in need gets support – all referrals in need
* Change the funding cycle – not stuck in short cycles
* Add group-based mentoring (around activities to help keep in touch and maintain regular attendance)
* Be here in 20 years
* Receive Child’s Plans

Ideal - What’s the ideal for intandem and how will it happen?

* Families at the centre
* Involve Families and Parents – they should drive the programme and be at next year’s event; YP cooking for families works well
* More similarities across portfolio? Salaries and titles vary across intandem; PA experience varies - what skills are available; Uniform budget across 13 charities; uniform service across charities; training budgets across the board
* Intervene earlier with families
* Ask less of children and families; ensure they are part of the design/whole programme
* Need to be higher profile and connect strategically
* Inspiring Scotland to take more responsibility for engaging with local authority; Engage with head of social work; need buy in at senior level
* Less top down more bottom up
* Champion for intandem in every local authority and every local team; embedded thought the team (does COSLA have a role to play and IS can help with this)
* Children’s Hearings – National strategy - could panel member’s make referrals or at least a suggestion of intandem.
* Social work - needs to be better understanding on the ground so they will refer

Evidence of Impact

* How we present this impact
* Collective voice of 13 charities making big impact
* How and When to use it
* How can we use evidence to create change
* Link in to what each local authority is interested in – make sure we give them what they want

TABLE 3:

Discover Successes – What should we appreciate/do more of?

* Investing time and effort at the point of matching
* What makes mentoring work
* commitment on both sides;
* regularity – and yp looking forward to meetings
* getting regular feedback from families, YP, SW and mentor – and using it
* getting the training right and learning from what didn’t work
* BaC – being present in the flat has made developing relationships easier and getting to know yp better so can read situations better
* Group meetings (funded separately) allow relationships to be observed – similar to BaC point – easier to read moods etc
* Mentor support groups good for recapping and repeating info
* Group events – social, info sharing, extra training – all useful in addition to regular mentoring – generally, something done quarterly and with other mentoring programmes
* Christmas and summer outings also good in same way – lots of opportunities for free or subsidised tickets
* Ensure mentors are getting something positive from mentoring or from supervision
* Focus on younger age group – more impact and easier to mentor/engage

Utopia

* Open ended relationships in reality – shared ownership and responsibility for the relationship and YP clear sense of goals
* Everybody being clear on criteria – and ideally expanded to kinship care. Need to recognise that kinship carers are not trained so unlike residential or foster homes and much more like LA@H as a result.
* More co-ordinators – avoid sole working, more flexibility/increased resilience, split roles where appropriate
* Increased capacity across Scotland and in LAs with high numbers of children LA@H
* A national programme delivered across Scotland so all children requiring a mentor get one
* Corporate parents should take that role seriously and free staff to take on volunteering or other support roles.