



intandem Mentoring Programme Welcome Pack



Scottish Government
Riaghaltas na h-Alba
gov.scot




INSPIRING SCOTLAND

Contents

1. Map of funded intandem organisations.....	3
2. What is the intandem Mentoring Programme?.....	4
3. The intandem portfolio partners.....	6
4. The role of Inspiring Scotland and the intandem Team.....	11
5. Our Funders	12
6. What you can expect from Inspiring Scotland	12
7. Timelines – funding and reporting.....	14
8. Social Media	15
9. intandem’s Mentoring Process.....	16
10. Volunteer Recruitment Planning Checklist	17
11. Steps to becoming an intandem Mentor.....	18

1. Map of funded intandem organisations

intandem Partner Charities

-  intandem partners funded by The Robertson Trust & The Scottish Government
-  intandem partners funded by The Scottish Government only
-  new partner delivering kinship family mentoring

Areas of operation:

- Aberdeen City
- Edinburgh, City of
- Clackmannanshire
- Dundee City
- East Ayrshire
- East Lothian
- Falkirk
- Fife
- Glasgow City
- Highland
- Inverclyde
- Midlothian
- North Ayrshire
- North Lanarkshire
- Renfrewshire
- South Ayrshire
- South Lanarkshire
- Stirling
- West Dunbartonshire
- West Lothian

Action for Children: Highland

Quarriers: Clackmannanshire, Falkirk, Stirling

Y Sort It: West Dunbartonshire

Right There: Glasgow, North Lanarkshire

Aberlour: Inverclyde, Renfrewshire

Barnardo's: East Ayrshire, North Ayrshire, South Ayrshire

Befriend a Child: Aberdeen City

Tayside Council on Alcohol: Dundee

Kirkcaldy YMCA: Fife

YMCA Edinburgh: Edinburgh

Move On: East Lothian, Edinburgh, Midlothian, West Lothian

COVEY: South Lanarkshire



2. What is the intandem Mentoring Programme?

intandem supports trusted mentoring relationships between young people and trained volunteer mentors across Scotland.

intandem is focused on mentoring children and young people involved in the care system, specifically those living at home (under a compulsory supervision order) or in kinship care.

intandem supports children and young people who are in the care of their local authority, sometimes called 'looked after,' as they may miss out on opportunities and often face greater barriers than their peers.

Children and young people become involved with the care system when parents struggle to navigate tough times. This could be chronic illness, mental health problems or a death in the family - all things that can make it harder to give children the best care and support.

A consistent, trusted mentoring relationship helps children and young people to develop positive wellbeing and strengthen their resilience, giving them the foundation needed to build strong relationships in the future.

intandem is funded by **Scottish Government** with additional funding from [The Robertson Trust](#), Northwood Trust, UK Lottery, and Corra Foundation. The programme is managed by Inspiring Scotland as a portfolio of partner charities who learn and share expertise together.

intandem is delivered by 12 partner charities who have experience of delivering mentoring and working with young people. Intandem partners know their communities well and are able to directly or through others, provide links to other services and supports to wrap around mentoring as needed.

We work collaboratively as **a portfolio of partner charities**. We rely on our shared values to influence and guide how we work: we respect one another, we are open, we are committed to young people and intandem, and we are ambitious both for the young people and families we work alongside and our programme.

This programme has been running since 2016 and has indicative funding through March 2027.

We learn and develop practice together to deliver a high-quality mentoring programme for children and young people, share knowledge and best practice, evaluate and share our impact.

With the right support, all children and young people can thrive.

Our vision is that all young people who are in care or on the edge of care have the resilience and confidence to succeed in life.

We are committed to the pledges made in the Independent Care Review and The Promise. We place young people's voices at the heart of what we do.

Our Policy and Participation work

Our work extends beyond delivering the intandem mentoring programme. We are committed to amplifying the voices of the young people we support. One of the ways we do this is through our youth forum, **InVoice**.

InVoice offers young people an opportunity to influence the future of intandem, have their voice heard by decision-makers about the care system, build their confidence, and offers career opportunities.

InVoice has two groups:

1. Young people currently mentored and/or supported by their intandem coordinator (S1 and up)
2. Young people previously mentored and keen to use their experience to influence change (S4 and up)

We meet in person and online and always do a fun activity chosen by the group - things like escape rooms, trampolining, indoor rock climbing, and even a weekend residential trip! We always have a meeting to discuss ongoing projects and what we'd like to work on and in the past have contributed to Scottish Government consultations and organised events.

Please encourage any young people you're supporting to get involved!

Our work to support intandem mentors

To support mentors, we offer a range of development opportunities, including an online mentor forum where mentors can connect, share experiences, and benefit from peer support no matter where they are in the country.

From Inverness to Inverclyde or Glasgow or Edinburgh, our online sessions are a great way for mentors to network and influence the intandem mentoring programme.

Our website has information on the latest mentor sessions.

3. The intandem portfolio partners

There are currently 12 intandem partners across Scotland, here are their contact details and locations.



Aberlour



Key contact: Lorna Farmer, Service Manager

Email: Lorna.Farmer@aberlour.org.uk

intandem locations: Renfrewshire and Inverclyde

Aberlour Children's Charity helps disadvantaged children and families in Scotland have a brighter future. Not all children are born with an equal chance. We will work together to beat poverty and discrimination. Our Mission is to be brave for children and families. We work together to beat poverty, disadvantage and discrimination. We provide support at the earliest opportunity. Giving children an equal chance, and the best possible start in life is at the heart of everything we do. We offer a range of services across Scotland which offer practical and emotional care and support. Our tailored services help each child, young person and family be the best that they can be. We support individuals and families overcome significant challenges in life.

Action for Children



Key contact: Grahame Cooper, Children's Service Manager

Email: grahame.cooper@actionforchildren.org.uk

intandem location: Highland

Working to improve life for children in the UK, Action for Children's vision is that every child and young person has a safe and happy childhood, and the foundations they need to thrive. We put children at the heart of everything we do. We work in three main ways: Intervention, Prevention and Advocacy.

Barnardo's



Key contact: Alison Gibson, Service Manager

Email: alison.gibson@barnardos.org.uk

intandem locations: North, South & East Ayrshire

At Barnardo's, we protect, support and nurture children and young people. Over 150 years, we've built up a network of services throughout the UK in local communities. We are the UK's largest children's charity with nearly 800 services. The scale of what we do may be big, but our aim is simple - to provide the best outcome for every child, no matter who they are or what they have been through. Whatever happens, we don't give up on children. We are there for as long as it takes.

Befriend a Child

befriend a child



Key contact: Jean Gordon, Head of Operations

Email: Jean@befriendachild.org.uk

intandem location: Aberdeen and Aberdeenshire

Befriend a Child's vision is that all children experience a happy childhood and are given the best chance in life to thrive. As a registered charity, we support children and young people living in difficult life circumstances across Aberdeen City and Aberdeenshire to develop into confident young adults and help them reach their full potential, through 1:1 and group befriending and mentoring programmes and projects. We treat every child and young person as an individual. We ensure that our children and young people can overcome difficulties and disadvantage by providing safe and healthy relationships and new experiences. We respect the views and opinions of children, volunteers, staff and stakeholders and are committed to delivering our work openly and transparently always

acting in the best interests of the children and young people we support. We believe having fun is an essential part of growing up.

COVEY



Key contact: Lynn Cochrane, Projects Lead

Email: l.cochrane@coveybefriending.org.uk

intandem location: South Lanarkshire

At COVEY, our mission is to support children, young people and families to become more resilient, safe and better equipped to reach their full potential. Our vision is for children, young people and families to live happy and fulfilled lives. Through befriending, mentoring and family support services, we give our children, young people and their families opportunities to lead more fulfilled lives. This support looks different for each person. That's why COVEY offer both one-to-one and group sessions, with activities and outcomes that respond to individual needs.

Our consistent relationship-based support, which is centred on the individual's needs, interests and hopes, improves health and wellbeing, social connections, confidence and increases their engagement with education, training, volunteering or employment. We provide our support across different settings, from in school, to community venues and sometimes at home.

Kirkcaldy YMCA



Key contact: Fiona Sword, CEO

Email: fiona.sword@ymcakirkcaldy.co.uk

intandem location: Fife

Kirkcaldy YMCA is a vibrant local community hub for young people, adults and families, committed to enabling young people to achieve their potential in every way possible. We believe that every young person, regardless of their start in life, has the right to opportunities and support in order for them to realise and work towards achieving this potential. Kirkcaldy YMCA offers a wide range of opportunities across many different areas to provide that important first step of their life-long journey.

intandem is a Fife-wide service and our volunteers meet young people in their communities all over Fife. As our volunteer mentors are from all over Fife, training and support for volunteers is usually arranged in local community facilities, closest to and most convenient for the majority of our volunteers.

Move On



Key contact: Leighanne McCombe

Email: Leighanne@moveon.org.uk

intandem locations: East Lothian, Edinburgh, Midlothian, West Lothian

Move On provides opportunities to transform lives. We believe that we all need support at different times in our lives. For too many people a lack of opportunities is a barrier to reaching their full potential. We want to change that. Our services offer everyone an equal chance to gain experience, skills and confidence, achieve personal goals and reach a brighter future. For one person that could be building the self-confidence to use public transport alone, for someone else it could be earning the qualifications they need to secure their first job. Every day we support people in their next steps to live an independent and fulfilling life.

Quarriers



Key contact: Julie Williams, Operational Manager

Email: Julie.Williams@quarriers.org.uk

intandem location: Clackmannanshire, Falkirk, Stirling

Quarriers believe in helping people to live the lives they choose. We provide practical support to help people learn, grow and be all they can be. Our vision is for people to have greater independence, be included in their communities, and have choice and control over their support. We believe in challenging stigma and inequality, and giving people the opportunity to thrive.

Right There



Key contact: Mel McDermott, Children & Families Programme Manager

Email: M.McDermott@rightthere.org

intandem locations: Glasgow & North Lanarkshire

Right There is a charity in Scotland working to prevent people becoming homeless and separated from their loved ones. At Right There, our vision is for a world where everyone has an equal chance to create a safe and supportive place to call home.

Rooted in local communities across Scotland, we are here for people of all ages who are living with the effects of family breakdowns, homelessness, poverty, addiction, or are moving on from care or other life changes.

Tayside Council on Alcohol



Key contact: Mark Harris, Senior Service Manager

Email: mark.harris@tca-dundee.com

intandem location: Dundee

TCA works alongside people, families and communities to mitigate the impact of substance use, gambling, offending and other risky or harmful behaviours. We seek to challenge stigma, inequality, discrimination and marginalisation. We deliver services across the three local authorities of Tayside and our services are adapted to meet the needs of the Angus, Dundee and Perth & Kinross communities. Whether you are looking for support for yourself, worried about a friend or someone in your family, a professional looking for information or advice, we can help.

YMCA Edinburgh



Key contact: Mike Kerracher, CEO

Email: mike.kerracher@ymcaedinburgh.com

intandem Location: Edinburgh

YMCA Edinburgh works to empower young people, children and their families in Leith and across Edinburgh to transform their lives. We offer a range of tailored programmes including outdoor play, holiday play schemes, sports activities, health and wellbeing groups, mentoring services for young people and family support.

Y Sort It



Key contact: Gillian Kirkwood, Chief Executive

Email: Gillian@ysortit.com

intandem Location: West Dunbartonshire

About: Y Sort It is a young person led service, providing opportunities that respond to the support needs of local young people and inspires them to reach their full potential - we #Connect #Support #Inspire West Dunbartonshire young people.

intandem mentoring service provides support to children and young people in West Dunbartonshire, with training is held in the friendly youth center in Clydebank and volunteers meeting with young people in their communities across the area.

4. The role of Inspiring Scotland and the intandem Team

Inspiring Scotland

The intandem programme is core funded by **The Scottish Government** and managed by Inspiring Scotland. Additional funding comes from The Robertson Trust, The Corra Foundation, The Northwood Trust, UK Lottery and individuals.

Inspiring Scotland's vision is that every person in Scotland can enjoy a happy, healthy life free from poverty or disadvantage. We want to inspire people, communities, organisations, and government to work together to drive social change and transform lives. We believe Scotland's voluntary sector has a transformative effect on the lives of those living in Scotland who otherwise may struggle due to life circumstances, poverty, or other disadvantages. Inspiring Scotland currently manages 19 funds or portfolios with over 500 charities. We work alongside 12 partner charities in the intandem portfolio to maximise the impact of intandem mentoring and to strengthen these organisations for the future.

How we work

We seek to work collaboratively with our partner charities. We rely on our shared values of Respect, Openness, Commitment and Ambition to influence and guide our work on intandem. We respect one another, we are open to learning and sharing new ideas, we are committed to young people and intandem for the long term, and we are ambitious for all the young people, families, volunteers, and partners we work alongside.

The Inspiring Scotland intandem team works with the intandem partner charities to develop, support and sustain mentoring relationships. This involves building relationships with colleagues, young people, families, volunteers, referring agencies and others to provide a safe and consistent high quality mentoring experience.

Our **intandem vision** is that all young people who are in care or on the edge of care have the resilience and confidence to succeed in life.

We are committed to the pledges made in the Independent Care Review and **The Promise**. We place young people's voices at the heart of all we do. Our Young Persons Forum **InVoice** provides a platform for young people to speak on the issues that affect them.

Your Inspiring Scotland intandem Team

Susie White
Fund Manager
Email: Susie@inspiringscotland.org.uk

Debbie Zima
Fund Manager
Email: Debbiez@inspiringscotland.org.uk

Christine Roxburgh
Fund Manager, Policy & Participation
Lead
Email: christine@inspiringscotland.org.uk

Wider Inspiring Scotland Team

Celia Tennant, Chief Executive
Email: celia@inspiringscotland.org.uk

Julia Abel, Director of Funds
Email: julia@inspiringscotland.org.uk

Elaine Crichton
Fund Manager & Specialist Volunteer
Network Executive
Email: elaine@inspiringscotland.org.uk

5. Our Funders

The Scottish Government and Inspiring Scotland worked together to develop a national mentoring programme based on the work of the Looked After Children Steering Group in 2014. intandem was launched in 2016 to provide mentors for children looked after on a compulsory supervision order and living at home with parents. These children have some of the poorest outcomes as all looked after children, including school attendance, attainment, health and wellbeing.

Intandem partners identified a need for the programme to support children who moved to live with extended family or friends. In 2022 intandem expanded to include children living in kinship care thanks to an award from The Robertson Trust. Additional funding comes from Northwood Trust, Young Start NCLF, and individual supporters.

6. What you can expect from Inspiring Scotland

- ✓ **Support:** At Inspiring Scotland we have a talented and skilled team of over 50 people who have supported charities through challenges and successes since 2008. We will work with you to raise awareness of your work, build a high-quality national mentoring programme and strengthen your links with others working alongside children and families. Susie White, Debbie Zima and Christine Roxburgh are your lead contacts. You will be supported by the wider Inspiring Scotland team to meet your needs and pair you with members of the Specialist Volunteer Network when required. Award payments will be made into the organisational bank account specified in your Partnering Agreement.
- ✓ **Regular meetings:** Your Fund managers will meet with you on a regular basis to understand your activities and impact, and support you with any challenges you are facing.

- ✓ **Reporting templates:** We will share these with you to help you clearly and easily describe the progress of your intandem programme and what you have spent the award monies on.
- ✓ **Portfolio learning events:** We will host online and in person events for our intandem partners to share learning and adapt our practice. We will also invite you to join other free Inspiring Scotland training and events.
- ✓ **Support on impact & evaluation:** We will work with you and our funders to capture and articulate outcomes attributable to mentoring. We will support you to clearly share the impact your local intandem and the overall portfolio have enabled and the difference made for young people.
- ✓ **Specialist Volunteer Network:** Inspiring Scotland has a supportive network of over 500 specialists across a wide range of sectors who are ready and willing to lend their support to our partner charities for free. This can include HR support, review of leases, cyber security, governance workshops and more. Read about the SVN on our website <https://inspiringScotland.org.uk/what-we-do/specialist-volunteer-network/>

What we would like from you:

- ✓ **To deliver your intandem programme in the best way you can.** You have been awarded funding to address the needs of your community - now we want to enable you to get on and make it a success.
- ✓ **To report your progress and share your learning** with others. Developing mentoring with young people, measuring and reporting what you're learning are key parts of this work. We'll ask you to regularly report and contribute to the portfolio, reporting progress against key milestones and outcomes and asking you to share what you have learned to enhance the overall delivery of intandem.
- ✓ **To stay in touch:** We work as trusted partners, there for the successes and the dips. Tell us if you are facing a tricky issue or challenge and we will do our best to support your work and organisation as far as we can.

7. Timelines – funding and reporting

We ask for reporting information and details of the actual spend incurred against the budget you provided at least three weeks before the award payment dates below. For example, we will ask for the first reporting and expenditure information before 9th April.

We will ask you to provide an annual budget and will agree this with you before the new funding year.

Year	Funding period	Reporting information (including actual spend compared with budget)	Payment date
2025/26	April 2025 – June 2025	9 July 2025	31 July 2025
	July – Sep	9 October	31 October 2025
	Oct – Dec	10 January 2026	31 January 2026
	April 2026-Mar 2027	Provide forecast of budget needed for new financial year	February 2026
		Evaluation data gathered from beneficiaries across portfolio	By 28 February 2026
	Jan – Mar 2026	By 6 April 2026	30 April 2026
2026/27	April 2026 – June 2026	9 July 2026	31 July 2026
	July – Sep	9 October	31 October 2026
	Oct-Dec	10 January 2027	31 January 2027
	Jan – Mar 2027	8 th April 2027	Tbc

Reporting information will be discussed with you and templates for reporting will be shared in advance. Evaluation and learning are important to on-going learning, improvement and understanding so we will work with you and Research Scotland to further enhance the evidence base around the impact of mentoring and learning from each other.

8. Social Media

We encourage you to follow each other's organisations online and like/share/re-post updates as much as you think is appropriate.

X handle: @intandemScot

LinkedIn: @intandemscot

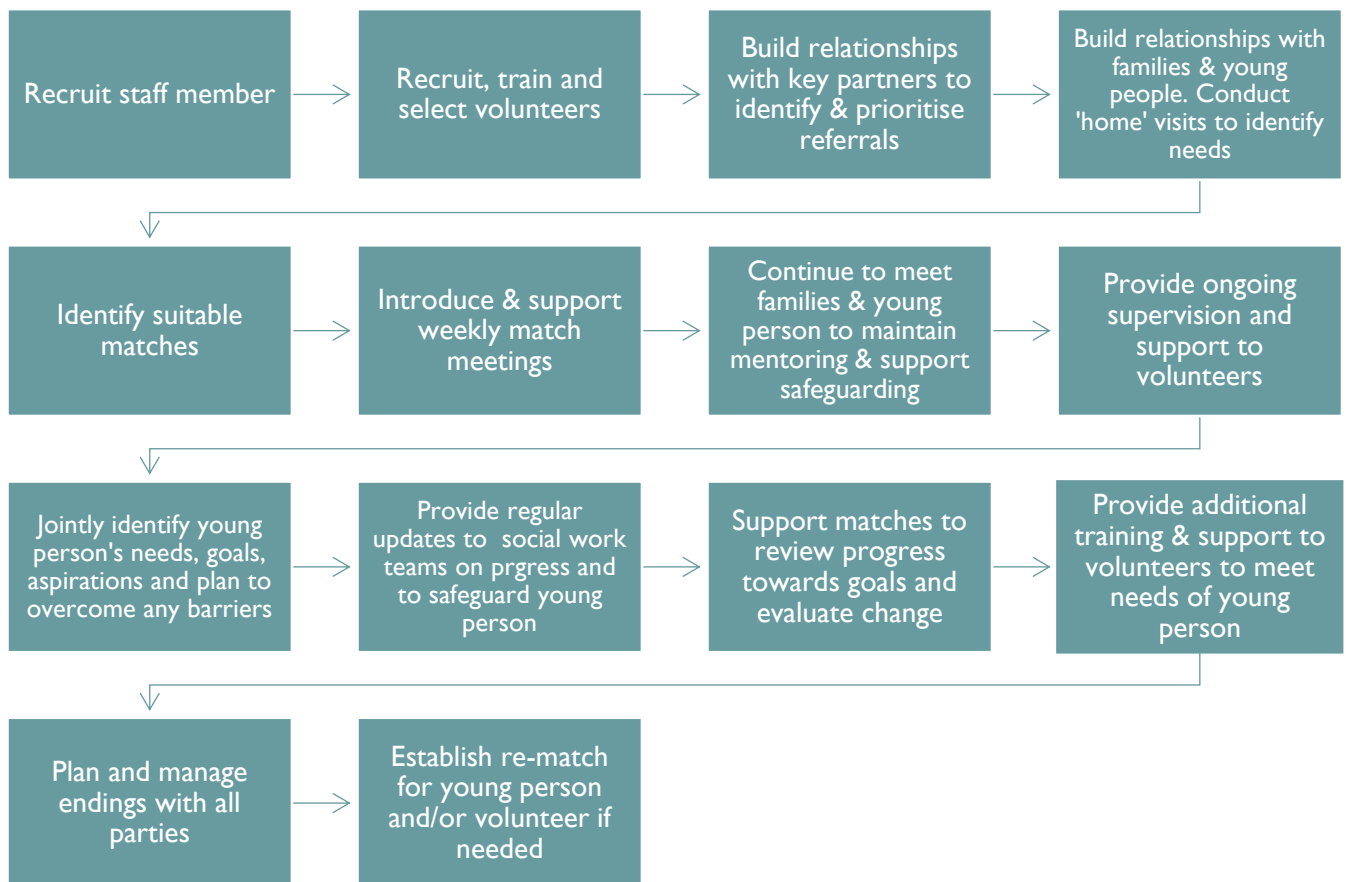
Facebook: @intandem

Instagram: @intandemscot

Below is a list of the partners delivering intandem.

Partner Charity	X (formerly Twitter)	Linked In
Aberlour	@AberlourCCT	Aberlour Children's Charity
Action for Children	@Actn4ChildrScot	Action for Children
Barnardo's Scotland	@BarnardosScot	Barnardo's Scotland
Befriend a Child	@Befriendachild	Befriend a Child
COVEY	@COVEYBFriending	COVEY
Kirkcaldy YMCA	@YmcaKirkcaldy	-
Move On	@moveonscotland	Move On
Quarriers	@quarriers	Quarriers
Right There	@RightThereOrg	Right There
TCA	@Alcoholtayside	Tayside Council on Alcohol
Y Sort It	@ysortit	-
YMCA Edinburgh	-	YMCA Edinburgh

9. intandem's Mentoring Process



10. Volunteer Recruitment Planning Checklist

We recognise that our trusted partners are already experts in delivering mentoring for children and young people. Volunteer recruitment can sometimes be a challenge: the following checklist and tips from MENTOR at <https://www.mentoring.org/> might be helpful when setting up a volunteer recruitment campaign. Volunteer enquiries received via the <https://www.intandem.scot/> website are directed to the partner closest to their location.

Who - define who will best fit the intandem volunteer mentor role and focus your recruitment efforts on finding who matches our intandem goals. Think about your successful mentors - what qualities have worked best in the past? Write a volunteer role description and create recruitment materials around this. Involve young people in describing what makes a good mentor.

Four Key Traits for Mentors

- **Dependable** (keeps commitments, shows up on time, follows through)
- **Adaptable** (shows the ability to overcome adversity in his or her personal and/or professional life)
- **Respectful** (adheres to program and family rules, interested in learning about the experiences of others, non-judgmental)
- **Resilient** (can handle common "testing behaviours" and is not particularly "rejection-sensitive")

Channels and Communication materials - ensure your pitch, recruitment plan, and print materials are clear, informative, and speak to those who will be a good fit. Choose a variety of channels or places to find the right people - social media, local noticeboards, supermarkets, GP Surgeries, football programmes, local employers etc. We can help with examples of social media, leaflets, posters, postcards and presentations. For help on how to talk about care experience, have a look at the Each and Every Child toolkit <https://eachandeverychild.co.uk/the-toolkit/>

The opportunity - make sure your volunteer recruitment strategy accurately portrays the benefits, practices, supports, and challenges associated with mentoring. There are considerable benefits for volunteers, such as purpose, mental wellbeing and trying new things.

Track what works - keep track of which marketing strategies (word of mouth, social media posts, radio or TV campaigns, speaking at events, etc.) attract the most enquiries and if they lead to successful matched volunteers, and focus your time and resources accordingly. Learn from others about what has worked for them.

Approach others for help - identify and approach organisations, businesses and partners that can connect you to potential mentors, such as large employers, corporate parents, local volunteer centres and community groups. Inspiring Scotland can help support or initiate approaches to other organisations. Make use of any existing volunteers to recommend intandem to their friends and colleagues.

Time - be prepared to devote a great deal of your time and resources to mentor recruitment, it's a continuous process.

11. Steps to becoming an intandem Mentor

Without the right volunteers, intandem mentoring can't happen, however being a mentor is not for everyone. Commitment and a non-judgemental attitude are key to ensuring mentors act in the best interests of children and young people.

We aim to set and maintain the highest of standards around keeping children and young people safe. Strong recruitment practices are a key element of safeguarding children and young people and in building trust with families. Each partner organisation will have their own policies and procedures for recruiting, screening and supporting staff and volunteers, however at a minimum the process will normally include the following steps:

- 1: Initial contact with coordinator and information sharing about the role
- 2: Volunteer completes an application form and provides proof of identify
- 3: Formal in person interview and checking of at least two personal references
- 4: Completion of training sessions (held over multiple sessions to test reliability and commitment, and includes sessions on Safeguarding & Child Protection)
- 5: Satisfactory PVG disclosure record check to become part of scheme, and where relevant, consideration of any convictions including driving offenses.
- 6: Screening for suitability and safety using observation in training sessions and information provided
- 7: Post-training interview and sign off by intandem manager to move towards becoming a volunteer mentor
- 8: Volunteer signs code of conduct and/or Volunteer Agreement as commitment
- 9: Coordinator introduces volunteer to family and young person and conducts on-going match support and supervision.
- 10: Volunteer provides updates to coordinator after each match meeting
- 11: Regular reviews for mentor and check-ins with young person and their family/carer
- 12: Endings are planned for and progress celebrated with both volunteer & young person

More information is available on the Volunteer Scotland website including a sample application form, volunteer code of conduct/commitment and support with the PVG scheme membership screening.