



Supporting Communities to Tackle Sectarianism 5

Mentoring Background

2015-2016

Background to SCoTTS

Organisation

SCDC's mission is supporting best practice in community development. Our three key priorities for achieving this mission are to: influence policy by researching issues and contributing to government working groups and committees on related policy issues; work with agencies and partnerships to achieve effective community engagement and community participation; build strong, healthy, sustainable and equitable communities. In working on these priorities we undertake research, produce policy briefings, deliver training and practice development, engage directly with community organisations and undertake action research and action learning activities.

Supporting Communities to Tackle Sectarianism (SCoTTS) Mentoring programme

The key aims of our mentoring/co inquiry project are:

1. to develop a team of trained mentors who will be able to support others to develop their practice in tackling sectarianism and to roll this out on an on-going basis
2. to build the capacity of more community organisations to tackle sectarianism in their communities
3. to equip local community organisations to become more influential within their local planning structures which will enable them to develop more sustainable approaches to tackling sectarianism at local level

To achieve these aims we will focus on 3 main areas of activity. These are:

Mentoring/practice development: we are working with staff from the projects that we have supported in 2013/15 to become mentors to other project workers/volunteers involved in the Tackling Sectarianism programme in 2015/16.

Co-inquiry/practice development: the success of the co-inquiry process in previous years leads us to propose further co-inquiry opportunities for the both the mentors and the people being mentored. This co-inquiry process will provide regular opportunities for the mentors and mentees (respectively as distinct groups) to meet together, share experience, generate ideas and develop their own thinking and practice in relation to tackling sectarianism.

Action learning for sustainability: one of the major issues for the community projects involved in the Tackling Sectarianism programme to date has been on how to embed these approaches and their work in local structures/services to ensure that there is a consistent, long-term sustainable approach to tackling sectarianism. We propose, through an action learning programme, to support the projects to develop their learning and their practice in this area.

Mentor recruitment and selection criteria

Our mentors are known to us through our past programmes and are highly skilled and motivated in running their anti-sectarian projects. They have had a variety of challenges and successes which put them in an excellent position to support others.

In saying that they have still been recruited based on

- Commitment to undertake mentoring training (mandatory) and, if they wish, complete their SQA qualification (optional)
- Commitment to the overall programme -length and scope
- Commitment to attend meeting with mentees as agreed
- Commitment to attend co inquiries
- Willingness to communicate on a regular basis with mentee and SCDC project coordinators.

Mentee recruitment and selection criteria

Our mentees will be recruited primarily from the three Scottish Government funded small grants programme; managed by VAF, SoS and Youth Scotland. Workers from these 3 organisations will ensure that projects know about our mentoring programme and encourage projects to apply where appropriate. There will also be general marketing of the programme to enable projects being run outwith these funding streams to also apply.

Mentees will be recruited based on:

- Their support needs
- The purpose and scope of their project
- Commitment to the overall programme -length and scope
- Commitment to attend meeting with mentors as agreed
- Commitment to attend co inquiries
- Willingness to communicate on a regular basis with their mentor and SCDC project coordinator.

Matching process

Both mentors and mentees will fill in profile forms outlining -

- Personal qualities
- Skills
- Interests
- Project description
- Expectations of mentoring relationship
- Relevant work experience
- Previous mentoring and/or volunteering experience

Mentors and mentees will be matched by SCDC Development Managers based on a variety of criteria including:

- Focus of their project (purpose, client group, methodologies)
- The nature of the mentees support needs
- The range of experience of both mentor and mentee
- Gender where appropriate.

Role and Responsibility of the Scottish Community Development Centre:

SCoTTS mentoring programme will be managed by SCDC Development Managers. They are responsible for recruiting participants and matching relationships.

They will provide regular support for the mentors and mentees on a one to one basis where necessary and regularly via the scheduled co inquiries.

They will be responsible for monitoring mentoring relationships, offering guidance and taking remedial action when appropriate. They will also be responsible for re-matching where required.

The Development Managers will identify and respond to any further training needs via the regular meetings of the co inquiry.

