



Youth Mentoring Policy

Our vision is that every 11–18 year old at Ruislip Baptist Church is given the opportunity through *Refresh* to be linked with a mentor, giving them the opportunity to grow as disciples of Christ, and develop their God-given skills and abilities.

Mentoring is intended to build meaningful and accountable relationships to create effective one-to-one discipleship. The aim of the mentor's role is to ensure that a journey of discipleship is maintained through a wholesome and positive relationship to the benefit of the young person concerned. This will involve a number of regular pre-arranged meetings, with parental consent, on a one-to-one basis, in an appropriate public venue (where you can be seen by others but not overheard). The Mentoring Programme will take place over 12 months with a mid-year review at 6 months, and a final review at the end of the year. The mentoring sessions are confidential unless it is considered that the young person has been harmed or is at risk of harm or they disclose that another child or young person is at risk of harm. Refer to Ruislip Baptist Church's Safeguarding Policy and Procedures at <https://www.ruislipbaptistchurch.org/safeguarding>.

Expectations for mentors

- To follow the guidelines as outlined by the Youth Worker, mentor training and this *Refresh* policy.
- To complete and sign the Mentoring Agreement.
- To attend appropriate mentoring training sessions.
- To follow our Safeguarding Policy and Procedures.
- To undergo appropriate safeguarding checks (e.g. DBS).
- To attend safeguarding training when required.
- If the mentoring relationship is not working out as planned, the mentor will need to consult with the Youth Worker.

Safeguarding

- Meetings should always take place in a public place that is suitable for confidential discussions.
- There should be no home visits, unless it has been agreed by the parents and they are present at the time of the meeting.
- The first mentoring session should always include a conversation about the remit of the mentor's confidentiality and in what circumstances information will have to be shared with other adults.
- The young person is expected to travel to and from the meeting venue without you.
- No money or commercial interest should be involved, this includes lending or borrowing.
- Same gender matches are the preferred method of mentoring.
- Neither the mentor or mentee should bring friends or family to the meetings unless previously agreed, as the mentoring relationship is between the young person and the mentor only.
- Initial contact to arrange the first meeting should be with the parent, not the mentee. Permission should then be sought to establish a WhatsApp group with the mentee, mentor, parent and the Youth Leader. This group will be for communicating dates and times, not for ongoing conversation. Conversation will take place within a mentoring session.
- The mentoring relationship is a supportive and yet formal relationship, therefore social activities outside the mentoring relationship is not appropriate, unless this is within the context of wider family and church social activities.
- The mentor will write a brief overview at the end of each meeting, to include the time, date and location of the meeting and email this to the Youth Worker.