



Accredited and CPD Youth Mentoring Training

Introduction to Mentoring
Youth Mentoring Principles
Certificate in Youth Mentoring
Mentoring Tools and Techniques
Safer Peer Mentoring
Preventing School Exclusions with Mentoring
Racial Equity in Youth Mentoring
Developing Mentoring Projects
How to Address 'Gang Mindset'

Apr/2021

ABOUT THE MENTORING LAB



Founded in 2017, by mentoring programme specialist Elaine Thomas and senior social worker Daniel Max-Orumbie. The Mentoring Lab offers;

- Detached youth engagement on housing estates
- Online After School Club
- 1:1 Project based mentoring
- Youth mentoring training

With the aim to prevent the cycle of poverty for marginalised youth, The Mentoring Lab creates safe spaces where young people can reflect, explore, and develop the qualities and skills to succeed.

WHY CHOOSE OUR TRAINING

All reflective youth mentors understand that being a mentor isn't easy. The complexities and barriers that young people are facing require skilled professionals, not just friendly conversations and action planning.

Our mentoring training offers strategic, evidenced-based, and trauma-informed youth mentoring solution, that gives mentors the much needed time and resources to reflect, explore and develop their mentoring practice.



Accredited learning: To ensure we offer high-quality training, we offer Level 1 - 3 certificates in Mentoring Youth.



Continued Professional Development: Our CPD courses are evaluated and accredited with The CPD Accreditation Group.

In addition, you can also choose to formally recognise your achievement with optional AQA Unit Awards in;



- **The Key Principles in Mentoring**
- **Core Concepts and Techniques of Mentoring**
- **Stages of Peer Mentoring**

Practice Makes Perfect Support

After training has ended, we can continue to support you in developing your confidence in applying a range of mentoring tools and techniques to real-life situations, giving you the opportunity to 'try out' our mentoring tool kit and take away essential tools and resources.

Our Trainers

Our trainers have over 15 years solid experience working directly with young people in schools, youth and social care settings. Specialists within their field, they offer an array of expertise, knowledge and insights to help you enhance mentoring and youth engagement practice.

Elaine Thomas

Founder and CEO



With over 19 years of experience in youth mentoring, Elaine founded The Mentoring Lab to promote the practice of high quality mentoring across the youth sector.

Renowned for successfully managing borough wide programmes, Elaine believes that all young people should receive high quality services, that are fit for purpose.

Elaine demonstrates how to create credible, sustainable mentoring programmes, whilst sharing invaluable mentoring insights techniques and resources.

Scott McCrum

Expert Youth Mentor



TEDx Speaker with a Masters in Psychology, Scott is an Expert Youth Mentor at The Mentoring Lab. Experienced in mentoring vulnerable youth into areas of substantial growth and success, Scott gives tried and tested mentoring solutions to support young people's academic and personal progression.

Having run mentoring programmes for pupils with challenging behaviour in Norwich, Scott creatively shares tried and tested mentoring concepts and techniques. He enables trainees to gain a deeper understanding of psychological theories within mentoring, and why mentoring is so important.

Our Trainers

Our trainers have over 15 years solid experience working directly with young people in schools, youth and social care settings. Specialists within their field, they offer an array of expertise, knowledge and insights to help you enhance mentoring and youth engagement practice.

Paris James

Expert Youth Mentor

Experienced youth programme coordinator and youth mentor with over four years of mentoring and sports coaching experience.

Designer of our GAME TIME detached trauma informed youth engagement programme, Paris is an advocate for the BAME LGBTQ+ community.

Trained to deliver our Mentoring tools and techniques and career guidance programme. Paris has Level 3 in CPCAB Counselling Skills and currently studying Diploma in Counselling Teenagers at The Institute for Arts in Therapy and Education (IATE).



Shelley Hayles

Inclusion and Diversity Consultant

With over 17 years of post qualifying social work experience, Shelly has lived experience within the care system.

Her career has been one of championing disadvantaged and exclusion; from influencing the amendment of Section 23 of the Children's Act 1989 to better support the transition of care leavers, to becoming a leading voice in the 2020 anti-racism, pro inclusion, and diversity movement.

Co-founder of Herts Young Leaders Charity, based in St. Albans, Shelley currently advises members of parliament on how to address matters of diversity and inclusion.



INTRODUCTION TO MENTORING

KEY POINTS

- Delivered face to face or online
- Facilitated by the Founder of The Mentoring Lab
- Supported by youth leaders
- Time allocated to reflect and practice tools
- Materials and mentoring resources provided.
- Post-training support included

CPD CERTIFICATION

The following CPD Certificate will be provided on completion of training:

- Mentoring Tools and Techniques

WHO IS THE TRAINING FOR

For new mentors, youth practitioners, teachers, employers and youth / community focused HE students.

TRAINING OVERVIEW

In this introduction, those new to mentoring will develop their understanding and knowledge of core concepts and types of mentoring.

Trainees will reflect on how mentoring can be successful, along with mentoring do's and don'ts.

TRAINING OUTLINE

This training will;

- Correctly define mentoring
- Explore types of mentoring
- Demonstrate using creativity in mentoring
- Provide theories in giving feedback
- Examine the psychology of mentoring
- Identify your mentoring identity
- Demonstrate the impact of personal bias in mentoring

Our trainers will provide you with the space to reflect to enhance your mentoring practice.

DURATION

Face to Face: 1 full day

Online training: Interactive live trainer-led sessions delivered over 1 full day.

COST

Minimum group size of 2: £250 pp
Groups of up to 3 - 9: £225 pp
Groups of up to 10+: £200 pp

OUTCOMES

Trainees will increase their awareness of the;

- Need for youth mentoring
- Ethics of youth mentoring
- Associated Carl Rogers' theories
- Signposting to local agencies
- Importance of setting boundaries
- Mentoring session structures



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02081588500

info@thementoringlab.co.uk

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YOUTH MENTORING PRINCIPLES

KEY POINTS

- Delivered face to face or online
- Facilitated by the Founder of The Mentoring Lab
- Supported by youth leaders
- Time allocated to reflect and practice tools
- Materials and mentoring resources provided.
- Post-training support included

CPD CERTIFICATION

The following CPD Certificate will be provided on completion of training:

- Mentoring Tools and Techniques

WHO IS THE TRAINING FOR

For new youth practitioners, teachers, employers and youth / community focused HE students.

TRAINING OVERVIEW

In this introduction, new mentors will develop confidence in what youth mentoring is, and explore types of youth mentoring used today.

Trainees will reflect on why and how youth mentoring can be successful, along with how to develop a mentoring identity.

TRAINING OUTLINE

This training will;

- Define what youth mentoring is
- Examine types of youth mentoring
- Practice types of questioning
- Explore your mentoring identity
- Understand trauma-informed youth practices
- Explore the psychology of youth mentoring
- Provide best practices, do's and don'ts.

Our trainers will provide you with the space to reflect, to enhance your mentoring identity.

DURATION

Face to Face: 1 full day

Online training: Interactive live trainer-led sessions delivered over 1 full day.

COST

Minimum group size of 2: £250 pp

Groups of up to 3 - 9: £225 pp

Groups of up to 10+: £200 pp

OUTCOMES

Trainees will increase their awareness of;

- Concepts of mentoring
- Obligations within mentoring
- Mentoring tools and resources
- Mentoring relationship structures
- How to protect the mentoring relationship



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CERTIFICATE IN YOUTH MENTORING (LEVEL 3)

KEY POINTS

- Accredited Level 3
- Registered with Ofqual as Level 3 Certificates
- Delivered face to face or online
- Facilitated by the Founder of The Mentoring Lab
- Supported by youth leaders
- Time allocated to reflect and practice tools
- Materials and mentoring resources provided.

ACCREDITATION

- Accredited with Open Awards
- Registered with Ofqual as Level 3 Certificates

WHO IS THE TRAINING FOR

For new mentors, youth practitioners working in the community and schools and youth / community focused HE students.

TRAINING OVERVIEW

Taken as Level 1, 2, or 3 qualifications in Youth Mentoring, you will learn how to be a mentor and discuss a variety of factors in effective mentoring.

Designed by The Mentoring School to set standards in youth mentoring to provide high-quality effective mentoring for your mentees.

TRAINING OUTLINE

This training will;

- The Role of a Mentor
- Barriers to Learning
- Mentoring Interventions
- Mentoring Young People
- Monitoring Outcomes
- Mentoring Expectations
- Mentoring and Mental Health
- Supporting mentees

Our trainers will provide you with the space to reflect to enhance your mentoring practice.

DURATION

Face to Face: 3 full days

Online training: Interactive live trainer-led sessions delivered over 3 full days.

COST

Minimum group size of 2: £840 pp

Groups of up to 3 - 9: £800 pp

Groups of up to 10+: £750 pp

OUTCOMES

Trainees will increase their awareness of the;

- Need for youth mentoring
- Ethics of youth mentoring
- Associated psychological theories
- Signposting to local agencies
- Importance of setting boundaries
- Mentoring session structures






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MENTORING TOOLS AND TECHNIQUES

KEY POINTS

- Delivered face to face or online
- Facilitated by the Founder of The Mentoring Lab
- Supported by youth leaders
- Time allocated to reflect and practice tools
- Materials and mentoring resources provided.
- Post-training support included

CPD CERTIFICATION

The following CPD Certificate will be provided on completion of training:

- Mentoring Tools and Techniques

WHO IS THE TRAINING FOR

For new and experienced youth practitioners, teachers, employers and youth / community focused HE students.



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TRAINING OVERVIEW

During this focused training session, new and experienced mentors will reflect, explore, and practice tried and tested mentoring tools.

By exploring outcomes-focused mentoring, trainees will reflect on a range of tools and resources used to support the progression of young people.

TRAINING OUTLINE

This training will;

- Explore your mentoring identity
- Develop trauma-informed practices
- Develop individual mentoring styles
- Create bespoke mentoring frameworks
- Enhance your mentoring tool kit
- Explore core concepts and techniques
- Explore the psychology of a young person
- Demonstrate how to develop trust

Our trainers will provide you with the space to reflect, explore, and enhance your mentoring practice.

DURATION

Face to Face: 2 full days or split over 4 half days.

Online training: Interactive live trainer-led sessions delivered over 3 days for 4 hours per day (as an example only).

COST

Minimum group size of 2: £500 pp

Groups of up to 3 - 9: £450 pp

Groups of up to 10+: £400 pp

OUTCOMES

Trainees will increase their awareness of;

- Mentoring styles
- Effective mentoring frameworks
- Core concepts and legal duties
- Mentoring tools and resources
- Mentoring session structures
- How to protect the mentoring relationship

SAFER PEER MENTORING

KEY POINTS

- Materials and mentoring resources provided.
- Delivered in face to face or online
- Facilitated by the Founder of The Mentoring Lab
- Time allocated to reflect and practice tools
- Post-training support included

AQA UNIT AWARDS

The following AQA Unit Awards are available;

- The Key Principles of Mentoring
- Core Concepts and Techniques of Mentoring
- Stages of Peer Mentoring

WHO IS THE TRAINING FOR

Young people aged 14-25 years old, KS4 students, KS5 students, University Students, youth leaders, volunteering community youth groups.

TRAINING OVERVIEW

This training demonstrates how to develop sound peer mentoring relationships, that will safeguard both the peer mentor and mentee.

Peer mentors will have time to explore a wide range of tried and tested mentoring methods, tools and techniques.

For peer mentors aged 13-25 years old.

TRAINING OUTLINE

This training explores and develops trainees;

- Peer mentor identity
- Understanding of trauma-informed practices
- Outcomes focused mentoring styles
- Knowledge of mentoring tools and techniques
- Commitment to safeguarding
- Understanding of contextual safeguarding issues
- Confidence in mentoring the 'hardest to reach'
- Ability to create a safe, trusting mentoring space
- Ability to maintain professional boundaries

DURATION

Face to Face: 2 full days or split over 4 half days.

Online training: Interactive live trainer-led sessions delivered over 3 days for 4 hours per day (as an example only).

COST

Groups of up to 1 - 5: £500 (excl AQA Unit Award)

Groups of up to 6 -10: £750 (excl AQA Unit Award)

OUTCOMES

Trainees will increase their awareness of;

- Safeguarding duties
- Core principles and concepts of mentoring
- How to deliver high quality mentoring
- Mentoring tools, techniques and resources
- Mentoring session structures
- How to protect the mentoring relationship



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DESIGNING MENTORING PROJECTS

KEY POINTS

- Materials and mentoring resources provided.
- Delivered face to face or online
- Facilitated by the Founder of The Mentoring Lab
- Time allocated to reflect and explore models and frameworks.
- Post-training support included

CPD CERTIFICATION

The following CPD Certificate will be provided on completion of training:

- Mentoring Project Management

WHO IS THE TRAINING FOR

Corporate CSR departments, schools, voluntary and community youth groups.

WORKSHOP OVERVIEW

In this training workshop professionals will learn how to design and deliver high-quality, fit-for-purpose mentoring projects.

By focusing on project outcomes, organisational aims, and enhancing protective factors, trainees will understand the stages necessary for high-quality and sustainable projects and mentoring interventions.

WORKSHOP OUTLINE

This workshop explores and develops trainees understanding of;

- Multiple stage programme design
- Mentee - led and trauma-informed approaches
- Outcomes and deliverables, monitoring and evaluation
- Programme tools and techniques
- Safeguarding obligations
- How to create safe and sustainable mentoring projects
- How to prepare for mentoring relationships

DURATION

Face to Face: 3 full days or split over 6 half days.

Online workshop: Interactive live facilitator-led workshops delivered over 4 days for 4.5 hours per day (as an example only).

COST

Minimum group size of 2: £750 pp

Groups of up to 3 -10: £675 pp

Groups of up to 10+: £600 pp

OUTCOMES

Participants will increase their awareness of;

- Safeguarding obligations
- How to design high quality mentoring
- Mentoring tools, techniques and resources
- Mentoring programme models
- Monitoring, evaluation and quality improvement



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PREVENTING SCHOOL EXCLUSIONS WITH MENTORING

KEY POINTS

- Materials and mentoring resources provided.
- Delivered in face to face or online
- Facilitated by the Founder of The Mentoring Lab
- Trigger warning. Explores systemic challenges
- Time allocated to reflect and practice tools
- Post-training support included

CPD CERTIFICATION

The following CPD Certificate will be provided on completion of training:

- Mentoring Tools and Techniques

WHO IS THE TRAINING FOR

New and experienced youth sector managers, trustees, directors, teachers, professionals involved in education or engaging young people, volunteers, community leaders.

TRAINING OVERVIEW

In this three-day training, trainees will explore how correctly deliver and impact mentoring that is fit for purpose, for young people of colour, at risk of school exclusion.

TRAINING OUTLINE

This training will explore the;

- Impact of school exclusions on Black and Brown youth
- Importance of culturally responsive mentoring
- Background of preventative mentoring
- Outcomes-focused mentoring
- Culturally sensitive approaches
- Impact biases have on our decision-making
- Systemic barriers to Black and Brown youths' progression.

DURATION

Face to Face: 3 full days

Online workshop: Interactive live facilitator-led workshops delivered over 4 days for 4.5 hours per day (as an example only).

COST

Minimum group size of 2: £750 pp

Groups of up to 3 - 10: £675 pp

Groups of up to 10+: £600 pp

OUTCOMES

Trainees will be able to; •

- Identify stages of cultural competence
- Describe how biases can operate outside of your conscious awareness.
- Identify possible biases in yourself and others.
- Implement practical strategies to navigate structural barriers
- Create an action plan to develop culturally sensitive youth mentoring practices.
- How to use Language That Cares



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RACIAL EQUITY IN YOUTH MENTORING

KEY POINTS

- Facilitated by Shelley Hayles, Hertfordshire inclusion and diversity consultant, Social Worker, policy influencer, and co-founder of Herts Young Leaders Charity.
- Trigger warning. Small group discussions may not occur to ensure psychological safety.
- A safe space to address their own unconscious bias, and seek ways to make meaningful change.
- Training appropriately paced to support and enable this sensitive topic.

WHO IS THE TRAINING FOR

New and experienced youth sector managers, trustees, directors, teachers, professionals involved in education or engaging young people, volunteers, community leaders.

TRAINING OVERVIEW

Trainees will;

- Appreciate the impact of biases on our decision-making within youth mentoring practice.
- Understand what biases are, and the science behind bias from a neuroscience and evolutionary perspective.
- Explore the negative implications of biases on the young people we serve.
- Build knowledge to move from awareness of your biases into action.
- Assess organisational risks and explore bias within your organisational culture.
- Learn tools and techniques that professionally address negative biases.

DURATION

Face to Face: 1 full day

Online training: Interactive live trainer-led sessions delivered over 1 full day.

COST

Minimum group size of 2: £250 pp

Groups of up to 3 - 9: £225 pp

Groups of up to 10+: £200 pp

OUTCOMES

Trainees will be able to;

- Define how biases can operate outside of your conscious awareness.
- Describe how bias operates in both individuals and organisations.
- Identify possible biases in yourself and others.
- Develop ways to manage personal non-beneficial biases.
- Implement practical strategies to deal with subtle and unconscious bias in the workplace.
- Create an action plan to remain aware of and challenge unconscious bias at work.



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HOW TO ADDRESS 'GANG MINDSET'

KEY POINTS

- Materials and mentoring resources provided.
- Delivered face to face or online
- Facilitated by the Founders of The Mentoring Lab
- Supported by ex-gang member
- Time allocated to reflect and practice tools
- Post-training support included

CPD CERTIFICATION

The following CPD Certificate will be provided on completion of training:

- Mentoring Tools and Techniques

WHO IS THE TRAINING FOR

New and experienced youth practitioners, teachers, employers and foster carers, professionals involved in engaging young people, volunteer mentors or community groups.

TRAINING OVERVIEW

Develop your understanding of the culture and mindset of young people caught up in criminal exploitation and gang-related lifestyles.

Gain confidence in how to deliver 1:1 mentoring or befriending whilst preparing yourself for what can be transformative mentoring relationship.

TRAINING OUTLINE

Trainees will;

- Explore the psychology of a gang involvement
- The culture and mindset of gangs
- The power behind gang lifestyles
- What's your mentoring 'offer'
- Developing trauma-informed practices
- Developing your gang counter-narrative
- Creating a safe, trusting mentoring space
- Explore tools that benefit both mentor and mentee.

DURATION

Face to Face: 1 full day

Online training: Interactive live trainer-led sessions delivered over 1 day.

COST

Minimum group size of 2: £250 pp

Groups of up to 3 - 9: £225 pp

Groups of up to 10+: £200 pp

OUTCOMES

Trainees will have an understanding of;

- The common beliefs found in gang culture
- How to address risks with mentees
- How to support mentees involved in gangs
- Core techniques for developing trust
- How to use Language That Cares



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TRAINING FEEDBACK



'The training that is done by The Mentoring Lab is on another level. Fun, interactive and informative. Elaine has an incredible drive and passion for young people and the youth sector, which was clear throughout the day. I am inspired me to go above and beyond for young people in London, and through this training they have been able to teach me how best to do that as well'.

Scott McCrum (Clinical psychology student)

'A comprehensive and thoroughly inspiring day of training that is uniquely geared at meeting the needs of young people in the UK'.

Kelley Fields (Psychotherapist student)



Loved the training - Powerful insights and exciting conversations about the future of mentoring.

Megan - Volunteer mentor

I deeply enjoyed the training with The Mentoring Lab. The trainers had a keen insight into the practices of mentoring, as well as practical knowledge of young people and how to work with them. They are truly experts in the field, and it was a delight to be trained by them.

Poppie - Kori Youth Charity

'Every culture has the same lack of understanding of other cultures'.

Mel - Open Door Services (Thurrock)

'Understanding cultures are all different and you don't need to know what they are just know that. All cultures have gangs. One firework can mean drugs crop is ready'.

Kim - Open Door Services (Thurrock)

'The training was the best I have been to it was very interactive, informative and inspiring. For the first time in my years of mentoring experience, I feel confident with resources to go into a structured environment and effective mentor. I am so excited to start my mentoring journey'.

Paris James (Youth practitioner)



TERMS AND CONDITIONS

- 1)** Electronic Mentoring Tool Kits and one print copy per booking provided.
- 2)** The Mentoring Lab youth panel and or ex-gang member may be present via zoom if the training location is outside of the M25 or during the school week.
- 3)** Training content is subject to change in alignment with your training needs and or sector updates and developments.
- 4)** Travel costs, to the Client address within the M25 are included, however, travel costs outside of the M25 will be charged at 55p per mile or the relevant public transport costs.
- 5)** Prices quoted may be subject to VAT.
- 7)** Prices is correct as of April 2021
- 8)** Half-day training may incur additional charges.
- 9)** Prices include the cost of CPD certificate or accreditation.
- 10)** Unless stated, prices do not include the cost of the AQA Unit Award. AQA Unit Awards are optional. Each trainee's AQA Unit Award is charged at £50 each to cover the awards administration costs.
- 11)** Qualification evidence submitted once all participating trainee's evidence has been submitted. Certificates are usually issued within 30 working days thereafter.
- 12)** Make invoices payable to The Mentoring Lab, International House, 64 Nile Street, London, N1 7SR



TELEPHONE
02081588500

EMAIL
info@thementoringlab.co.uk

WEBSITE
www.thementoringlab.co.uk

SOCIAL MEDIA
@thementoringlab