Mentoring and Coaching Options

Southwark Manager
requests to become a mentor / coach

Briefings and materials provided on the options to be:
a) Mentor for Southwark staff
b) A coach for a Southwark Care Leaver (18-21 years)

1:1 discussion to inform option choice

OPTION A
Mentoring Southwark Staff

"matching" process under council-wide scheme

Participation in council-wide scheme

Ongoing progress monitoring & evaluation by organisation development services with mentor as outlined in council scheme

OPTION B
Coaching a Southwark Care Leaver

Request consideration to participate in LAC scheme

Briefing provided by children looked after services on the needs of care leavers and the role of a coach

CRB checks

Coaching skills programme (2 day specialist course)

1:1 discussion with lead manager from children looked after services to inform 'matching process with a care leaver (18-21)

"matching" process by LAC professionals – coaching begins with named care leaver.

Coach and care leaver draw up agreement as to "goals" to be achieved over the coming 12 months

Progress monitoring and evaluation by CLA Services and Coaches

The Children Looked After Service will provide:

- **Annual joint evaluation meeting (and lunch) with coaches, LAC Services and OD to assess and consider improvements to the coaching scheme**
- **Ongoing access for coaches to a named senior professional in CLA services to respond to any concerns the coach might have concerning progress or issues concerning the care leaver's circumstances**
- **End of year collation of "goals" achieved to produce an annual report of scheme's impact upon positive outcomes for care leavers**
- **Facilitating group termly sessions with coaches (optional) to provide ongoing support and information.**