



The NCSN Mentoring Scheme

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Outline Session

- How the scheme works.
- What makes a good mentor?
- Two case studies.



How the scheme works – *purpose of the scheme*

- The scheme is for newly appointed community safety officers.
- Mentors provide:
 - support in the first year of appointment
 - advice and guidance
 - help with identifying training and development needs.



How the scheme works – *criteria for mentors*

- A minimum of 3 years experience in the role of CSO.
- Be willing to mentor in other parts of the region.
- Have the support of their employer.
- Offer a minimum of five days per year to the scheme.



How the scheme works – *selection training and support*

- Two volunteers per region.
- Apply via a competence based application form.
- Two day residential training course.
- A scheme information pack.
- Supervisory support from a member of the Network Board.
- Help with travelling costs.



How the scheme works – *working with mentees*

- Initial meeting shortly after appointment.
- Quarterly meetings or meet when required.
- Telephone or email support.



What makes a good mentor?

“A wise or trusted advisor or guide”



Case study – *Liz, the mentor*

- Two year programme.
- More advice and guidance in early months.
- Guidance about work procedures, contacts and ideas.
- Listened to problems and suggested ways round them.
- Developed Liz's communications and coaching skills.
- Good development opportunity.



Case study – *John, the mentee*

- Moving to a new organisation.
- Mentor was not in line management chain.
- Although advice was useful reassurance was the greatest gain.
- Built confidence and enabled to become effective quickly and with a minimum of problems.