



Styles and categories of mentoring

Style and description	Pros	Cons
<p>Corporate mentoring</p> <p>Delivered through a company's corporate social responsibility (CSR) strategy, by members of their staff</p>	<p>Low cost as supported through CSR.</p> <p>Can give access to corporate environment.</p> <p>Aspirational for young people.</p>	<p>Only accessible if your school is very close to the corporate base.</p> <p>Mentors are skilled in business but not typically skilled at engaging with young people.</p> <p>Lack of skill calls for higher level of support for the mentors.</p> <p>CSR mentors only mentor one student, so intensive coordination is required when compared to an employed mentor who mentors a number of students.</p> <p>Mentors can be unreliable due to pressures of work.</p>
<p>Community mentoring</p> <p>Delivered outside of school with local volunteers</p>	<p>Delivery through volunteers means it's low-cost</p> <p>Young people may be more inclined to engage in a setting other than school.</p>	<p>Very intensive coordination to ensure safety and quality of mentors.</p> <p>Mentors may find it difficult to engage with young people due to lack of structure.</p> <p>High turnover of mentors.</p> <p>Difficult to recruit volunteers due to lack of structure and high-risk nature.</p>



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<p>Volunteer mentoring</p> <p>Local community volunteers are recruited to work in schools</p>	<p>Delivery through volunteers means it's low-cost</p> <p>Mentoring when delivered in structure of school can provide feeling of security for the mentor (as opposed to community mentoring).</p> <p>Volunteers who do not work can be flexible around hours and needs.</p>	<p>Mentors can be unreliable due to other commitments.</p> <p>Intensive coordination required to recruit and support mentors.</p> <p>Difficult to recruit high quality role models, with daytime availability, that appeal to young people.</p> <p>Mentors are unfamiliar with the education setting.</p>
<p>Youth worker employed mentoring</p> <p>Qualified youth worker is employed to mentor in school setting</p>	<p>Specialist at engaging with challenging young people.</p> <p>Because they are employed it is easier to attract the right level of staff versus a volunteer approach.</p> <p>Often provide very positive role models.</p> <p>Have good understanding of how to work in an education setting and able to flex to needs.</p>	<p>Higher cost than using volunteers.</p> <p>May not have same flexibility as a volunteer who is not working.</p>
<p>Counselling</p> <p>Qualified councillor is employed to mentor in school setting</p>	<p>Skilled at identifying/responding to mental health issues.</p> <p>Highly trained in a particular approach.</p> <p>Can be highly effective.</p>	<p>May not relate with young people as well as a youth worker.</p> <p>High cost of employing qualified professional without attracting proportional gains.</p> <p>Approach will not appeal to all young people.</p>



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<p>Learning mentor</p> <p>A TA or other school employee given time to meet with young people within school</p>	<p>Very low cost as existing staff are re-deployed within school.</p> <p>Internal staff already have connections within the school.</p>	<p>Supervision from school/teaching staff which means approach becomes educationally focussed.</p> <p>Often rushed/unfocussed due to competing priorities.</p> <p>Often junior staff that are not given full respect by teaching staff therefore the mentoring programme isn't given full weight required and suffers from low expectations.</p>
<p>Peer mentoring</p> <p>Young people are trained to mentor those in lower years</p>	<p>Young people that are mentors have a sense of purpose.</p> <p>Mentors are positive role models.</p> <p>Can be low cost.</p>	<p>Mentors need lots of support due to lack of experience.</p> <p>Programme must be carefully managed to ensure support and manage safeguarding.</p> <p>Can be disastrous if not supported appropriately; missed safeguarding and inappropriate/unhealthy relationships.</p> <p>Young people that volunteer to mentor are often unable to engage the most disengaged.</p> <p>Less accountability due to the lack of authority and experience of peer mentors.</p>
<p>Group work</p> <p>A youth worker works with 5 to 30 young people at a time (volunteers tend not to have the skills for these groups)</p>	<p>Can provide motivation at a lower cost as not 1-2-1.</p> <p>The youth worker can be a very positive role model.</p>	<p>Often mis-sold as mentoring.</p> <p>Does not provide same accountability and trusting relationship as mentoring.</p>



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For help deciding what's best for your students,
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