

## Who are Trailblazers

## Trailblazers Vision, mission & Values

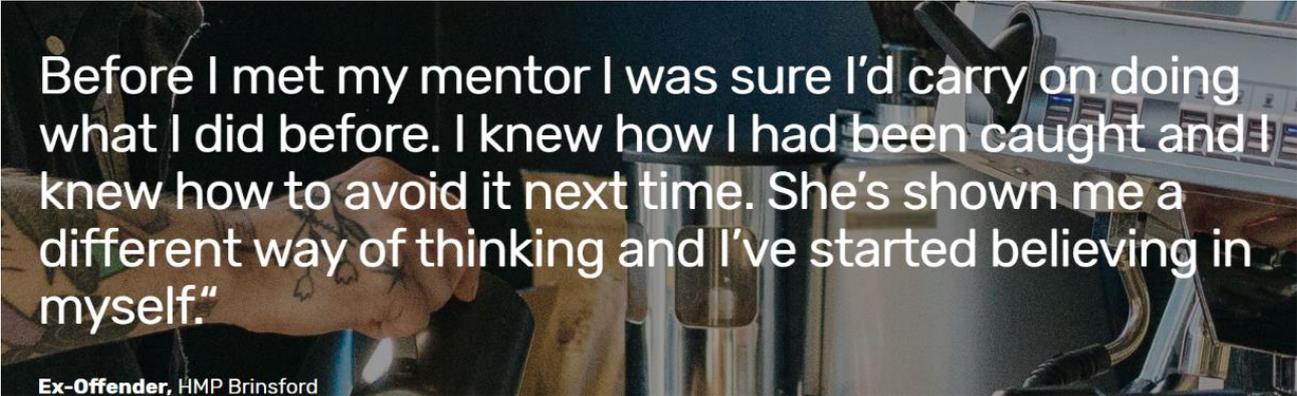
### Trailblazers Vision is to end youth re-offending for good

We do this by mentoring and encouraging people with convictions to make a positive change and providing them with the tools, support and opportunities they need to continue on their new path when they are released. Contrary to what some people believe prisons in the UK do not provide a stimulating environment for change. Mentees sometimes spend up to 23 hours a day in their cells and the only people they talk to are fellow inmates or prison officers. Mentoring allows them to speak to 'an outsider'. Someone who doesn't tell them what to do or judge them for the things they may have done, but someone who can help them see a different path and offer the guidance they need to create a better future.

***Support starts 6 months in custody prior to release, with continued mentoring support through the prison gate for a maximum of 12 months post release.***

**Our mission: to enable young offenders to become catalysts for positive change in their communities.**

Our mentoring service doesn't stop at the prison gates. The real challenge is when mentees return to their own community and previous environments before custody, equally for the mentoring relationship and for the mentee. For us it's not just about preventing a young person from reoffending and going back into prison. The real value comes by inspiring them to spread their message, their experiences and to educate others from similar backgrounds or vulnerable positions that there is always another way.



Before I met my mentor I was sure I'd carry on doing what I did before. I knew how I had been caught and I knew how to avoid it next time. She's shown me a different way of thinking and I've started believing in myself."

Ex-Offender, HMP Brinsford

18%

of our mentees re-offend,  
compared to the national average of

56%

We have more than

**120 mentors**

providing over

**3,500 hours**

of 1:1 mentoring per annum

## Role of the Mentor

- To provide a positive role model for young people, to be empathic and to have a desire and commitment to support young people to fulfil their potential.
- To attend and participate fully in the initial and ongoing mentor training.
- To attend group support/supervision meetings and review performance within mentoring relationships.
- To complete salesforce notes relevant to the mentoring service for monitoring purposes.
- To take part in introductory meetings with mentees and set ground rules and boundaries.
- To report safeguarding concerns immediately
- To follow relevant policies and procedures as laid down by the service in the delivery of your role.
- To perform your role in line with the aims of the organisation
- To meet with and actively develop a supportive relationship with mentees.
- Be prepared to travel and undertake visits for mentoring sessions
- To make the necessary practical arrangements meet the mentee on a weekly or fortnightly basis.
- Assist the mentee to celebrate their achievements.
- To assist the mentee to meet identified goals.
- Develop an understanding of the role, responsibilities and boundaries of a volunteer mentor.
- Be committed to the project for a minimum of 12 months, for approximately half a day per week
- Regular communication with Trailblazers staff in support of your mentee

## Mentor Recruitment Process



### Stage 1

Mentor recruitment opens, online application form is completed and returned to [info@trailblazersmentoring.org.uk](mailto:info@trailblazersmentoring.org.uk)

### Stage 2

Trailblazers Project Managers will short list applications to ensure we have the right mentors to be a part of the mentoring program.

***If you are successful at this stage,*** you will receive an invitation for an interview with your Project Manager, this might be in person, or it might be online via Zoom – your Project Manager will advise accordingly and agree a suitable time to meet.

### Stage 3

***If you are successful at stage 2*** your Project Manager will notify you in writing and invite you to your chosen prison project for a in person visit, this might be as a group with other potential mentors, or a 1:1 with your Project Manager – you will be advised accordingly and confirm the date and times of the visit.

### Stage 4

***If you are successful at stage 3*** You will be invited to take part in the next stage of recruitment – the Trailblazers induction Training. Training will be delivered online via Zoom, joining details and how instructions on how to use Zoom will be shared with you ahead of the training.

### Stage 5

***If you are successful at stage 4*** your Project Manager will provide you with a Mentoring Workbook that contains essential information to support you in your role, as well as some useful pointers for further learning. Your Project manager will start the vetting process. This will be prison vetting to be security cleared to enter the prison that will enable you to draw prison keys. In addition to this Trailblazers staff will request an Enhanced DBS to ensure you are safe to work with vulnerable adults in the community. At this stage your Project Manager will also be requesting references from your two referees you have provided. Whilst waiting for your vetting you are encouraged to maintain contact with your Project Manager, as well as making use of the Mentoring Workbook

### Stage 6

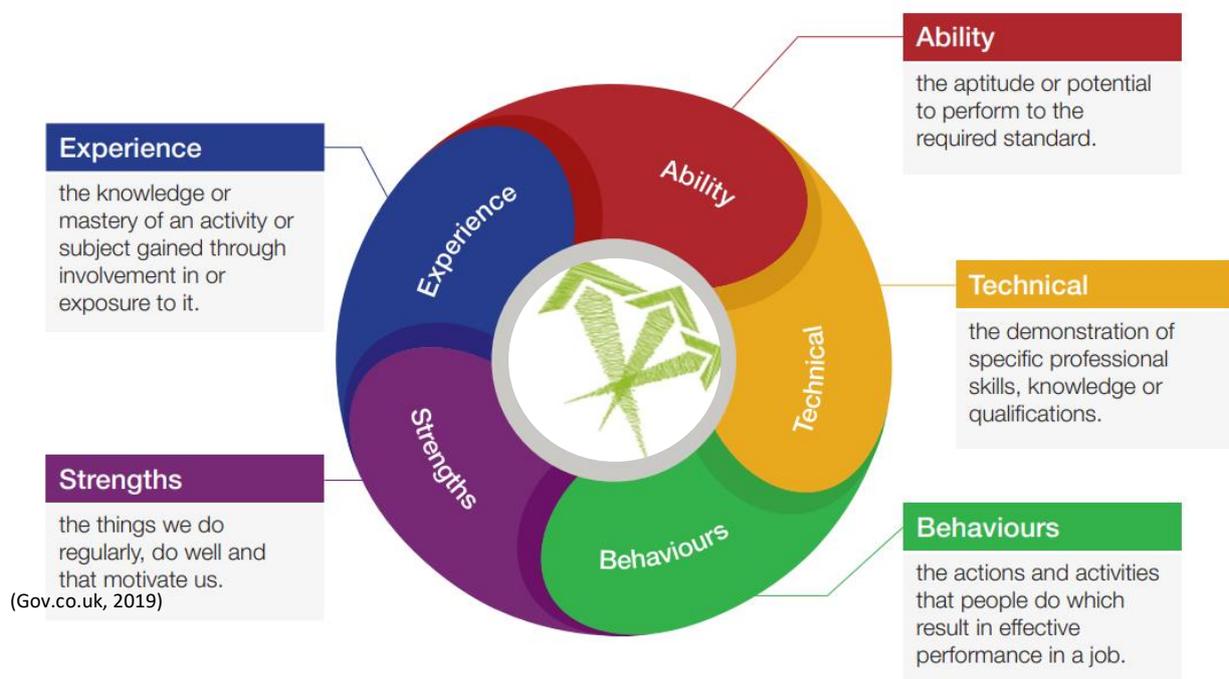
**After successful completion of stages 1 – 5,** and your Project Manager has received 2 positive references, Enhanced DBS received and it does not contain any history of being barred from working with vulnerable adults, prison vetting has been returned you will be given a ***Trailblazers welcome pack:*** A Trailblazers Lanyard, Trailblazers mentor badge, Trailblazers pay-as-you-go mobile phone, access to Trailblazers Mentor Resource Centre, along with the toolsets that Trailblazers use to help guide the mentoring relationship.

The final stage of training will be provided by the prison after successful completion of prison vetting so you can draw prison keys, as well as having your photographic identification completed by the prison – Your Project Manager will advise you accordingly of prison training dates.

### **FAQ For Mentor Recruitment**

**Q. How will I be assessed through the recruitment process that determines if I am successful to proceed to the next stage?**

*A. Trailblazers staff will not only be assessing on competency-based questions, but also value based to ensure that Trailblazers is the right fit for you and that you align with Trailblazers mission and Values: Accountability, Commitment, Empathy, Integrity, Trailblazing. By doing this staff will use the model outlined below:*



**Q. What will Project Managers be looking for when assessing me using the above model?**

**A. 'I' statements** – you will at times be expressing your own points of view and the best way to do that is by using the 'I' statements rather than generalising with you, we and one statements.

*Can you see why this would be important for your mentee to do as well?*

It will help him to take more responsibility for what he says in the sessions, so we need to be able to model that to him, which starts with doing it here.

**Participation** – there will be an element of evaluation in our work and it will be a lot easier for us to see how you might engage with a mentee if we get to see you engage with us and each other. So please put up your hand, open your mouth and get your feet wet.

**Time keeping** – you are probably beginning to see just how busy these training days are going to be and to complete all the work we will need to start on time, so out of respect for each other PMs will look at punctuality – this is important when having mentoring sessions.

**Respect** – you may not agree with everything you hear being said but please respect the other person’s right to express their opinions.

**Confidentiality** – another way for us to maintain that respect is by keeping confidential anything that gets discussed during training. Confidentiality is paramount in mentoring relationships.

**Mutual Support/feedback** – we are all beginning what will be a long journey together and we could be companions on that journey for a year or more. I believe that we will all learn something from that time and the best way for us to maximise what we learn is to allow others to support us. That might include asking advice or offering feedback, these will also be important skills when you are mentoring.

**Q. When will I know if I am successful on becoming a Trailblazers Mentor?**

*A. Mentors will be kept informed throughout the process. Successful applicants will be notified of being accepted as a Trailblazers mentor at stage 6, your Project Manager will not be able to match you with a mentee until you have been security cleared at the prison, Enhanced DBS has been returned, two positive references have been received, and you have been provided with key training from the prison. Unfortunately, not every applicant is successful at becoming a Trailblazers mentor as a charity we have to ensure that we recruit the right people to deliver mentoring services as we provide services to vulnerable adults in challenging environments – your application can be refused any point from stage 1 – 6, in the eventuality this does happen your Project Manager will notify you in writing providing you with feedback for reasons why the decision has been made. If you do take part in the process and your application is rejected, we value time and commitment that people volunteer from their personal lives and hope that you do take some value away from the process.*

**Q. How long does security vetting take?**

*A. Trailblazers has no control over the prison vetting. This is performed by Shared Services as part of HMPPS that delivers security vetting for prison and probation staff, as well as partner agencies for England and Wales. There is no set length of time and can take anywhere between 2 – 12 weeks, in some cases longer. We ask mentors to be patient during this process, your Project Manager will provide as much support to you as they possibly can.*

**Q. What is the dress code at Trailblazers?**

*A. Smart casual is generally the rule. Within the prison environment Trailblazers must follow the prison dress code: sensible footwear, no ripped jeans, appropriate clothing, plain clothing without large signage on – i.e., football T-shirts*

**Q. I have reflected on my decision to become a mentor and have decided it is not for me, can I support Trailblazers in any other way?**

*A. We understand that a mentoring role is not for everyone, as it can at times be a challenging role. However, Trailblazers values time that is offered from volunteers and there is lots of opportunities to offer your skills and expertise in other ways – such as: admin, fundraising, support at events, research, and many other opportunities - please speak to your Project Manager for further details.*

**Q. When will I be introduced to my first mentee?**

*A. After you have successfully passed stages 1 – 6 you will formally be offered a voluntary mentoring position with Trailblazers. Your Project Manager will request to have a 1:1 with you to go over any questions you have about your role, or Trailblazers in general. During this 1:1 your Project Manager*

will ask that you sign the volunteer mentoring agreement – Trailblazers will keep a copy and you will have a copy for yourself. During this meeting with your Project Manager, they will ask for emergency contact details, as well as any health conditions your Project Manager needs to be aware of. Your Project Manager will advise that the operations manager will make contact to setup a CJSJ email address (secure email address for the MOJ) for you and request that you complete a form to be able to pay any out-of-pocket expenses you have incurred.

After, or during this meeting your Project Manager will advise you they have a mentee available for you to work with – further information below.



## What to expect from Trailblazers



- ▶ Exposure to the criminal justice system and prison environment
- ▶ Continual support and guidance from your Project Manager and wider team
- ▶ Ongoing training to better support mentees
- ▶ Autonomy within your role
- ▶ Group meetings and individual supervision sessions to help you develop your volunteering role with us
- ▶ Networking opportunities and events
- ▶ Out of pocket expenses paid
- ▶ Secure email address provided for facilitating mentee support
- ▶ Trailblazers lanyard and ID
- ▶ Mobile phone, sim card and phone credit

## What Trailblazers expects from Mentors

- ▶ Live the values of the organisation: Accountability, Commitment, Empathy, Integrity & Trailblazing
- ▶ Support Trailblazers vision to end re-offending
- ▶ Always ensure you are operating within the boundaries of the HMPPS rules and regulations at all times and according to the policies laid out by Trailblazers
- ▶ Take part in the regular trainings offered by Trailblazers and keep up to date with the relevant policies
- ▶ Be reliable - Meet weekly whilst in custody and then as needed in the community (up to 6-12 months after release)
- ▶ Report on your sessions within 48 hours on Salesforce
- ▶ Make time to meet with the project manager by phone or in person regularly
- ▶ Raise any questions or concerns you have with the project manager
- ▶ If your mentee raises any concerns - particularly around security, safety or self harm ensure you tell the PM immediately (or an officer if the PM is not available)

### ***Trailblazers Values and Expectations from Mentors:***

- **Accountability:** Taking responsibility for the impact we can have on vulnerable individuals by walking into their life as a mentor.
- **Commitment:** To maintain the dedication needed to change young people's futures, by doing this you will need to dedicate at least half a day per week to visit your mentee to provide a mentoring service, communication with Trailblazers staff, maintain accurate notes on Trailblazers recording system after each mentoring session, ensure you are committed to training and supervision provided by Trailblazers staff to support your development and in return provide an excellent pillar of support to mentees.
- **Empathy:** To listen to someone's story and to offer unwavering support and guidance without judgement, or sympathy but to expose to a new way of life.
- **Integrity:** To be honest and stay true to our core purpose at all times, to represent yourself as a professional and Trailblazers as an organisation, to be in a trusted position to strive for the best for your mentees and being mindful of boundaries, to feel comfortable providing a mentoring service within a prison environment and in the mentee's own community.
- **Trailblazing:** To learn from our experience and to continue exploring new avenues to help people captured within the Criminal Justice System.