

*Dare to
Dream*

Delivered by



Mentor Handbook

What is

Dare to Dream?

Dare to Dream is an inspirational programme challenging young people to change the way they think.

Using themes of **self-awareness, mindset, gratitude, resilience, teamwork and employability**.

Our Programme Lead, local radio celebrity Jack the Lad, uses his skills as a professional entertainer to engage with youth audiences in a unique and memorable way. Alongside Jack's personal narrative the deliveries and interactions are designed to promote and reinforce core themes that are central to wellbeing, employability and a positive future.

Programme Structure

Dare to Dream Activity	Where
The Journey Event followed by a workshop and mentoring	In School
The Skills Event followed by a workshop and mentoring	In School
Workplace Visit	At paired business
The Ultimate Goal Event followed by a workshop and mentoring	In School

What a mentor

is required to do?

As a mentor you will be given guidance and support at all times, as well as clear instructions on what to do.



Your role will be:

- **To listen** – young people will be open about barriers they face and it is important they are heard.
- **To Talk** – what is your role/job and how you got to where you are today – it doesn't matter if you haven't had a straight forward career path, it is incredibly valuable for young people to meet people with different careers and backgrounds.
- **To be honest** and open about the world of work and expectations of business - it will help young people understand and it will open their eyes.
- **To engage** the young people in conversations and to create a bond.
- **To boost confidence** – to talk about the importance of individual attributes and qualities as well as qualifications in the workplace.
- **To help** the students feel at ease and give them positive feedback and advice.

By becoming a

business mentor

**You are generously giving up your time
and investing effort into helping to
support young people.**

We appreciate, however, that you are not necessarily a fully trained mentor or equipped to deal with some of the more sensitive issues that might arise in the same way as a counsellor would and this is why Dare to Dream staff and/or school staff will always be on hand to support the young people whenever needed.



Types of Students

Dare to Dream is aimed at year 9 students, helping a whole year group to understand and unlock their potential, supporting them with tools, skills and insights that will help shape a positive future.

Mentoring:

In addition to the participation of the whole year is the opportunity for 15 of these students to take part in mentoring with local business volunteers. We recommend that schools identify a cohort of students who are:

- currently disengaged in the classroom
- not realising their full potential
- most likely to benefit from participation

Business Mentor Testimonials

“From day one I formed a professional relationship with my students, and I really enjoyed each and every time we met. I watched my students grow in such a short time and this is credit to the Dare to Dream team who made this all possible.”

“I think this is such a valuable programme and have found it very inspiring learning about the students and helping them to see qualities in themselves that they perhaps were not aware of. I believe this is something that all children should have access to.”

“I was privileged to be given the opportunity to be part of the Dare to Dream programme - it was a great experience and I hope that the school kids got as much from the process as I have.”

“The Dare to Dream Programme was really rewarding for me personally. I had the opportunity to really connect and encourage a diverse group of young people with real world experience, which I hope benefited them, as much as it did for my own personal coaching development.”

Student Testimonials

"I thought Jack's presentation was really inspiring. We have had other people talk to us over the past 3 years, but I felt this one was the best. My entire year was engaged, and we talked about it a lot after it ended. Jack made the presentation really funny as well and so we remembered all of the positives from what we heard."

"It has helped me and shown me who I need and don't need in my life, and has encouraged me to be more confident in myself."

"I loved it so much! Would love to have it again!"

"I have learnt to keep positive, to encourage people around me and to always stay resilient and keeping trying even if I fail, and if I do fail then to learn from it"

"Thank you so much for this programme, it's given me more confidence in my future career. You have helped a ton. Thank you."

"This was a great opportunity for me. I have learnt so much from it, and have a lot more faith in myself that I can do it"

School Testimonial

“From the very start of the first assembly, Jack engaged all our students with humour and humility. It is not an easy task to hold the attention of 180 13-14 year olds but Jack interspersed a strong message – “you can achieve, if you put your mind to it.” The impact these assemblies has had on our students has been phenomenal, encouraging shy and anxious students to stand up in front of their peers and answer questions - we have been so amazed! This year we were fortunate to be supported by volunteers from a leading local employer and as such, 10 Year 9 students took part in virtual mentoring. We are so grateful to the business mentors for their time and advice - our students have really valued it.”

Safeguarding

Safeguarding is a crucially important consideration when working with young people. Whilst there will always be trained teachers and Dare to Dream staff members present, it is imperative that the following procedures are followed at all times:

All business mentors must read and sign the Dare to Dream Safeguarding Policy before the launch.

If you have any questions safeguarding please speak to a member of the team.

- Physical contact is not permitted.
- Bullying is not permitted.
- Business mentors are not permitted to conduct sessions without school representatives being present.
- Disruption of sessions is not permitted.
- Communication between business mentors and students must not take place outside of the official Dare to Dream activities. (e.g. no interaction on social media or exchange of contact details, such as mobile numbers).

What to be aware of

- **Physical abuse**
 - **Emotional abuse**
 - **Neglect**
 - **Sexual abuse**
 - **Self Harming**
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- Does something seem wrong?
 - No you cannot keep a secret.
 - Ask open ended questions, don't feed them answers.
 - If you have any concerns about a child's safety you should notify the Dare to Dream Designated Safeguarding Officer

Code of Conduct

**Staff and volunteers
are responsible for:**



- Prioritising the welfare of young people.
- Providing a safe environment for young people - This includes having awareness of issues to do with safeguarding and child protection and taking action when appropriate.
- Following our safeguarding policies and procedures and code of conduct.
- Staying within the law at all times.
- Modelling good behaviour for young people to follow.
- Reporting any unacceptable behaviour or breaches of the code of conduct to the Designated Safeguarding Officer.
- All allegations/suspicions of abuse must be followed up using our reporting procedures (this includes abusive behaviour being displayed by an adult or child and directed at anybody of any age), as per our Safeguarding Policy.

We ask

Business mentors to...

- Treat children and young people fairly and without prejudice or discrimination.
- Understand that children and young people are individuals with individual needs.
- Encourage young people and adults to speak out about attitudes or behaviour that makes them uncomfortable.
- Ensure your contact with children and young people is appropriate and relevant to the work of the project you are involved in.
- Ensure that there is more than one adult present during Dare to Dream activities with children and young people.
- Use special caution when discussing sensitive issues with children or young people.
- Only provide personal care in an emergency and make sure there is more than one adult present wherever possible.
- Respect differences in gender, sexual orientation, culture, race, ethnicity, disability and religious belief systems between yourself and others, and appreciate that all participants bring something valuable and different to the group/organisation.
- Value and take children's contributions seriously, actively involving them in planning activities wherever possible.
- Respect a young person's right to personal privacy as far as possible, in some cases it may be necessary to break confidentiality in order to follow child protection procedures; if this is the case it is important to explain this to the child or young person at the earliest opportunity.



Unacceptable behaviour

When working with children and young people, staff and volunteers must not:



- Allow concerns or allegations to go unreported.
- Smoke, consume alcohol or use illegal substances.
- Develop inappropriate relationships with children and young people.
- Make inappropriate promises to children and young people.
- Engage in behaviour that is in any way abusive.
- Act in a way that can be perceived as threatening or intrusive.
- Patronise or belittle children and young people.
- Make sarcastic, insensitive, derogatory or sexually suggestive comments or gestures to or in front of children and young people.
- Let children and young people have your personal contact details (mobile number, email or social media details). If you want to communicate with a young person you must always do this through the school and Dare to Dream team.

Online Code of Conduct

When working with children and young people online, staff and volunteers must:



- Let the Dare to Dream team know if you are concerned about anything you see online or by any messages that you receive.
- Not deliberately browse, download or upload material that could be considered offensive or illegal.
- If you accidentally come across offensive or illegal material please report it immediately to the Dare to Dream Team.
- Not send anyone material that could be considered threatening, bullying, offensive or illegal.
- Not share any personal information with students, (mobile number, email, address or social media details).
- Not communicate with students on social media or outside of the Dare to Dream programme, all communication must be done through the Dare to Dream team or school.
- Not arrange meetings with students without event team members or school representatives.

Top Tips

- Always inform the young person if you intend to disclose any information, identifying to them, with whom, when and for what purpose.
- You cannot promise 100% confidentiality as you are bound by the Child Protection Act.
- Set and remind students of boundaries and ground rules whenever required.
- Self-disclosure is a personal choice. Always think about the purpose and value of sharing the information with the young person and do what you are comfortable with.
- Always inform the Dare to Dream team about questions/actions of students if you feel uncomfortable or unsure how to respond.



Staff and Volunteers

should always follow the code of conduct

Contact Us

If you have any queries about the programme at any stage, please get in touch with the Dare to Dream team:

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