



le chéile

MENTORING

Le Chéile Mentoring Strategic Plan

2024-2028

Inspiring hope,
believing in
change



Introduction

We are proud to introduce Le Chéile Mentoring's new strategy which sets out our priorities and plans for the next four and a half years. This strategy was developed after a lengthy consultation process with young people and parents who have used our services, as well as volunteer mentors, our staff and our Board. We were heartened at the very positive feedback provided by those who have used our services as well as from the volunteer mentors, which emphasised the importance of Le Chéile Mentoring continuing to provide quality mentoring, family support and restorative justice services.

We have three priority objectives. Firstly, we want to enhance the quality of mentoring, restorative justice and family support. Secondly, we want to grow our services within the youth justice sector and finally we want to offer services to children and young people who would benefit, but are not in the youth justice system. We are clear that additional resources will be needed to meet some of these objectives and we are committed to engaging with government agencies and other funding sources in the pursuit of these objectives.

The Board and staff of Le Chéile Mentoring are committed to the children, young people and families we work with. We hope that this strategy will enable more young people to be supported and empowered to realise their hopes and dreams. We cannot control all the elements which will impact on this plan, but we can and do commit to doing everything in our power to deliver on the goals, actions and outcomes set out below. We look forward to working with all in the implementation of this strategic plan and in doing so continuing to deliver on our organisational purpose of "inspiring hope, believing in change".

James Doorley Chairperson and **Anne Conroy** CEO

Mission, Vision and Values



Our vision is that every child and young person, Le Chéile Mentoring works with, will be supported and empowered to realise their hopes and dreams.



Our mission: Le Chéile Mentoring is a national, volunteer mentoring, restorative justice and family support service, which supports children, young people and their families, where the child or young person is involved in or at risk of offending. We provide tailored supports, in partnership with other organisations, working along-side children, young people and their families, to enable them to reach their potential now and into the future.



Our values: The rights and potential of every child and young person to make positive changes in their lives

- The power of volunteer mentoring
- A restorative approach
- Partnership with children, young people, families and other organisations
- Listen, respect and empower
- Trauma informed approach
- Evidence informed programmes
- Impact of socio-economic deprivation and believe in social justice and equality
- Diversity and social inclusion



Youth Mentoring

Parent Mentoring

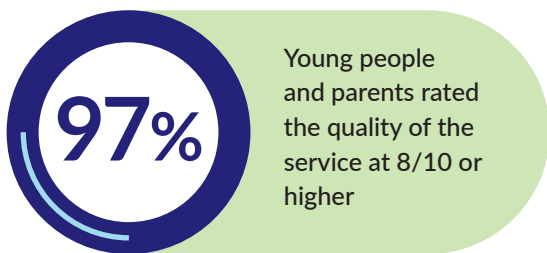
Restorative Justice

Family Support

Feedback by Young People, Parents and Mentors

37 service users and 64 mentors took part in a consultation, undertaken by Quality Matters.

Young People's and Parent's feedback



Young people's top ratings

73% believed the help received in reducing offending behaviour

68% attending weekly sessions

64% establishing links with other services

Parent's top ratings

80% ranked parenting advice and support in their top ratings

80% attending weekly sessions

67% ranked support with family relationships or the important people in their lives in their top ratings

Meeting with my mentor helps me in being a better parent for my children. It's non-judgmental, it's very honest, I can talk openly about my son and his challenges and how I feel. Mentoring supports me in my relationship with my son – Parent

You have always been there when I go away and come back – you are there to see me and don't give out to me. We pick up where we were – Young person

Mentor feedback

I would say the quality of services is very good. As a mentor I have learned a lot over the years and I am now very well up to date on training from drugs awareness, approaching and helping mentees with their life's problems/difficulties, also maybe helping someone who might be thinking of taking their own life by suicide - all as a result of training courses and listening to people who know and have learned from others – Mentor



Each week it gives me something to look forward to, even if it's just a chat. If I'm struggling in deciding where I want to go in life, or what I want to do, it's good to chat about it. If I need advice, it's good to talk about it. My mentor has also helped me in learning how to get things done that other people find easy to do - looking at an alternative way of doing or approaching things. I think sometimes when I'm making decisions, I don't always make the right decisions and he helps me to see things differently.

Young Person

Strategic Plan

STRATEGIC OBJECTIVE 1 – Enhance the quality of mentoring, restorative justice and family support for young people and their families

GOALS

- 1.1 Continue to provide quality mentoring and restorative justice to young people and parents/carers in the context of changing and more complex needs being experienced by young people and parents/carers.
- 1.2 Respond to feedback on changing complex needs and enhancing the support for volunteers.
- 1.3 Explore new research projects which could add to the evidence base for Le Chéile Mentoring's mentoring model and drive learning.
- 1.4 Carry out research on family support needs for families with whom Le Chéile Mentoring works, and design a service model for Le Chéile Mentoring to meet those needs.
- 1.5 Develop and implement innovative youth justice programmes in response to emerging needs.

STRATEGIC OBJECTIVE 2 – Expand services within the youth justice system in partnership with other agencies

There was consistent feedback from within Le Chéile Mentoring and from stakeholders, about the potential for the mentoring model and RJ to reach more young people and parents within the justice system as well as diversifying the breadth and types of services / programmes offered.

GOALS

- 2.1 Explore geographical and service expansion within the youth justice system.
- 2.2 Explore delivering mentoring and restorative justice interventions to more young adults over 18.

STRATEGIC OBJECTIVE 3 – Grow Le Chéile Mentoring's services beyond the youth justice system in partnership with other agencies

GOALS

- 3.1 Explore the possibilities of extending Le Chéile Mentoring's mentoring model and Restorative Justice to work in collaboration with other agencies, to address issues being experienced by vulnerable young people and their families.

Pillars of the Strategic Plan



Pillar 1: People

The people who deliver the services, the volunteers and staff, are the foundations of Le Chéile Mentoring. We want Le Chéile Mentoring to be an attractive place to work and volunteer.

GOALS

- 4.1 Continue to ensure staff are competent, confident and supported in their roles.
- 4.2 Continue to ensure volunteer mentors are competent, confident and supported in their roles.
- 4.3 Pilot the recruitment of mentors with an offending history including past mentees, that could potentially have positive impact on the lives of some young people and their families.
- 4.4 Ensure Le Chéile Mentoring is a diverse and inclusive organisation that offers equal opportunities for our young people and their families, volunteer mentors and staff alike.



Pillar 2: Finance

GOALS

- 5.1 Maintain existing resources, diversify and increase resources to deliver the strategy.

Having someone who is there just for them, to listen to them and encourage them, to walk alongside in so far as possible.

Sometimes it's easier to talk to a stranger than to family or friends especially when it's about family situations.

- Parent



Pillar 3: Operations

GOALS

- 6.1 Ensure continued best practice in governance and compliance to sustain and improve the skills and systems that provide the Board and management team with the ability to achieve consistent governance and compliance.

- 6.2 Identify opportunities and develop use of technology in service delivery, operations and communications.

- 6.3 Ensure a dynamic strategy which responds to emerging needs and opportunities.



Pillar 4: Communications

GOALS

- 7.1 A communications plan will be developed which supports the implementation of this strategy.

- 7.2 The communications plan will effectively communicate with funding and referring organisations in the youth justice sector and wider statutory agencies.

- 7.3 The communications plan will support effective volunteer recruitment.

- 7.4 The communications plan will facilitate the voice of young people who use our services.

- 7.5 The internal communications plan will promote engagement of volunteers, staff and the Board.

Acknowledgements

The Board would like to thank the young people, parents and volunteer mentors who took part in interviews and surveys; the Management team, colleagues in funding and partner agencies, the Le Chéile staff team and Kevin McCarthy from Quality Matters, all of whom contributed to the development of this strategy.

Full version of Strategic Plan available on our website www.lecheile.ie

Thank You

Inspiring hope, believing in change

Le Chéile Mentoring,
Tivoli Training Centre,
24 Tivoli Terrace South,
Dún Laoghaire,
Co. Dublin,
A96 K522.

T: 01 214 4350
E: info@lecheile.ie
W: www.lecheile.ie

Twitter @Le_Cheile
Facebook: LeCheileYouthJustice

Registered Charity No. 20066000
Company No. 424299 CHY 17621



An tSeirbhís Phromhaidh
The Probation Service



An Roinn Dlí agus Cirt
Department of Justice