



# Le Chéile Mentoring Strategic Plan 2024-2028

Inspiring hope, believing in change



An tSeirbhís Phromhaidh  
The Probation Service



An Roinn Dlí agus Cirt  
Department of Justice



## 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 also consulted external stakeholders with whom we work and got their input in relation to the opportunities and the challenges to be addressed. We appreciate all the inputs received. Working in partnership with statutory agencies and community organisations is fundamental to implementing this strategy.

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.

In Le Chéile Mentoring we believe that working alongside young people and families, involving them in the process of change, can and does lead to positive outcomes, not just for young people, but for families, and their communities. It also leads to reduced offending and safer communities.

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

## Vision, Mission and Values

### **Our Vision**

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**

We believe in the rights and potential of every child and young person to make positive changes in their lives and to be actively involved in that process.

We believe in the power of volunteer mentoring.

We are committed to a restorative approach.

We value partnership with children, young people, families and other organisations.

We actively listen, respect and empower.

We understand the impact of trauma and we work from a trauma informed approach.

We are committed to evidence informed programmes and excellence in everything that we do.

We recognise the impact of socio-economic deprivation and believe in social justice and equality.

We are committed to diversity and social inclusion.

## Who we are

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 alongside young people and their families, to enable them to reach their potential now and into the future.

Youth involvement in offending behaviour is very much linked to disadvantaged communities, child poverty, early school leaving, substance abuse, and families under pressure. That is not to say that all young people who grow up in disadvantaged communities get involved in offending or anti-social behaviour. Absolutely not. However, a correlation exists between child poverty and socio-economic disadvantage and young people's involvement in offending. Youth crime and offending behaviour is complex and young people, their families and communities need support and interventions.

## Our Services

### **We provide the following services:**

Youth mentoring

Parent Mentoring

Restorative Justice

Family support

Further information on our services is included after the strategy content below.

## Overview of the Policy Context

In developing this strategy, we were cognisant of youth justice policy and other related government policy, in order to ensure that our services best compliment the national vision for youth justice services. Key Policies are listed below.

The **Youth Justice Strategy 2021–2027** sets out the government's vision for youth justice.

Key actions include:

- Support for collaborative service delivery
- A “No wrong door” principle
- Address effects of early school leaving
- Develop initial pilot approaches for diversion for those aged 18-24
- Expansion of Garda Youth Projects
- Interventions include early intervention, family and parenting support, working with harder- to-engage young people, mentoring for young people and promotion of restorative practices.

**The Probation Service Strategy Statement 2024 – 2028** commits to a vision of ' Safer and more inclusive communities where offending and its causes are addressed '. The commitments to social inclusion and collaboration are very relevant to the Le Chéile Mentoring strategy.

In 2023, the government launched '**Young Ireland: The National Policy Framework for Children and Young People**'. "Young Ireland" highlights key issues affecting children and young people, identified by them, aiming to make them central to all agendas. Youth Justice is identified as a key policy area to be prioritised for implementation and the Young Ireland document complements the Youth Justice Strategy.

The **Oberstown Strategy 2022-2026** aims to ensure young people detained under sentence or on remand receive the highest standards of rights-based, child-centred care and education, supporting them to address their offending and return successfully to society.

Le Chéile Mentoring is aware that traveller young people are overly represented in the justice system. We welcome and support the **Traveller and Roma Education Strategy 2030**.

## Feedback by Young People, Parents and Mentors

Le Chéile Mentoring engaged Quality Matters, an independent research charity, to support the Board of Directors and staff with the development of the organisation's strategic plan by engaging principal stakeholders to gather their views and perspectives on Le Chéile Mentoring and the work of the organisation. 64 mentors and 37 service users took part in the consultation.

### Young People's and Parent's Perspective

- 22 young people and 15 parents shared their views on their experience of engaging with Le Chéile Mentoring's mentoring services.
- 97% of respondents rated the quality of the service at eight out of ten or higher, with 68% giving a rating of ten out of ten.
- Young people's top ratings were the help received in reducing offending behaviour (73%); attending weekly sessions (68%); and establishing links with other services (64%).
- Parent's top ratings were parenting advice and support (80%); attending weekly sessions (80%); and support with family relationships or the important people in their lives (67%).
- Both young people and parents highlighted how mentoring had helped them change their perspective on life and how mentoring provided them with someone to talk to.

*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)*

*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)*

*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)*

## Mentor's Perspective

- 64 volunteer mentors shared their perspectives on their experience of engaging with Le Chéile Mentoring and on the benefit and impact for young people and parents engaging with the mentoring service.
- 93% rated the quality of services as eight out of ten or higher, with 52% giving a rating of ten out of ten.
- Mentors highlighted the support and care young people and parents could expect to receive from the mentoring relationship, the positive impact that mentoring is having on their mentees, as well as the relevance and quality of mentor training provided.
- The complexity of problems faced by some mentees, which mentors believed required additional supports was also highlighted.

*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.*

*I had my own issues growing up and suppose was lucky enough to have met people that understood me, then having kids of my own also helped me. So, I knew that everyone makes mistakes, and everyone needs someone to care*

## Recommendations from Mentees and Mentors

Young people, parents and mentors views on what would support Le Chéile Mentoring in becoming a better organisation and delivering improved services for the future included:

- The need for increased resources and supports already being provided by Le Chéile Mentoring;
- An expansion of Le Chéile Mentoring's target groups and geographical coverage.
- Greater awareness of the organisation and recruitment of more volunteer mentors.

*Provide a support to all young people who need mentoring, not just the ones on probation  
(Young person).*

*Some kind of aftercare or follow up support after mentoring is finished would be nice  
(Young person)*

*Make Le Chéile Mentoring nationwide and offer mentoring outside of the areas where it is  
currently based (Mentor)*

*Provide mentoring to siblings of young people who are on probation (Young person)*

## Strategic Plan

### **This strategy sets out three priority objectives as follows:**

Enhance the quality of mentoring, restorative justice and family support for young people and their families.

Expand services within the Youth Justice System in partnership with other agencies.

Grow Le Chéile Mentoring's Services beyond the Youth Justice System in partnership with other agencies.

### **There are four pillars which underpin the strategy and are critical to it's successful implementation.**

#### **The four pillars are:**

People

Finance

Operations

Communications

It is important to highlight that the first priority i.e. to enhance the quality of existing services, is the over-arching priority and will carry most weight across the life of the strategy. Each of the priorities and pillars are made up of a series of goals, actions and outcomes. Some goals and actions are ongoing throughout the strategy; actions which are prioritised for Year 1 are noted. To support the realization of the strategy, the Board will approve and monitor an annual implementation plan, which will determine the sequencing of the various goals depending on progress, resources and opportunities.

## Strategic Objective 1 – Enhance The Quality of Mentoring, Restorative Justice and Family Support for Young People and their Families

### Context

The feedback on the work of Le Chéile Mentoring by the parents, young people and mentors who engaged in the consultation was extremely positive. Key messages from the consultation process included:

- The importance of Le Chéile Mentoring continuing to provide quality mentoring, family support and restorative justice services
- The increase in the complexity of needs of both young people and parents
- The importance of communicating the outcomes and impact of mentoring
- The potential to extend the geographical coverage of mentoring and RJ to young people on probation in counties not currently covered
- The need to continue to improve data gathering systems and to engage in research.

### Goals and Actions

	Goals		Actions
1.1	<b>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.</b>	1.1.1	Measurement of service quality via regular service user feedback including exit interviews, annual mentee and mentor surveys
		1.1.2	Use of Salesforce and Outcomes Star to provide evidence of: <ul style="list-style-type: none"> <li>• service outputs including the type and amount of services delivered and</li> <li>• impact/change experienced by service users</li> </ul> Use of Victim Empathy scales for participants in RJ
		1.1.3	Enhance cohesion between the Outcomes star and Salesforce systems
		1.1.4	Enhance the Casework practice guidance including the theory of change, trauma informed practice, restorative practice, exit strategy and general practice guidance
		1.1.5	Engage with staff to document the nature and the frequency of their role in mentoring and the supports they provide for both volunteer mentors and mentees



1.2	<b>Respond to feedback on changing complex needs and enhancing the support for volunteers</b>	1.2.1	Continue to engage with staff and volunteers to capture the changing and complex nature of mentees' needs.  Conduct an analysis of the strategic plan consultation report, Outcomes Star annual report, Salesforce annual report and engage with staff and volunteers.
		1.2.2	Conduct a review of how changing needs of mentees impacts on the ability of volunteers to mentor the mentee
1.3	<b>Explore new research projects which could add to the evidence base for Le Chéile Mentoring's mentoring model and drive learning</b>	1.3.1	Conduct a review of existing research which adds to the evidence base for Le Chéile Mentoring's mentoring model and document this in a way that supports the communication of Le Chéile Mentoring's mentoring model and success stories.
		1.3.2	Potential research partners approached, and resources secured to enable research projects
		1.3.3	Types of potential research: 1. Develop evidence on the nature of the Le Chéile Mentoring volunteer mentoring relationship 2. Review of the impact of Le Chéile Mentoring's youth and parent mentoring models 3. A small qualitative research on the long-term impact of youth mentoring.
1.4	<b>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</b>	1.4.1	Establish Oversight Group to partner with Le Chéile Mentoring and select researcher. Carry out the project in partnership with the Probation Service, Oberstown, UL / REPPP and Tusla.
1.5	<b>Develop and implement innovative youth justice programmes in response to emerging needs</b>	1.5.1	Identify unmet needs and engage with partners to address the needs, secure resources and develop an evidence-informed programme.  Pilot and evaluate the programme in collaboration with partner agencies.

## Strategic Objective 2 – Expand services within the Youth Justice System in partnership with other agencies

### Context

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.

As well as partnering with the Probation Service, Le Chéile Mentoring currently delivers services in partnership with Oberstown, a number of YDPs and Greentown. Young People with higher levels of risk can benefit from mentoring as an additional support to their involvement in other services.

### Goals and Actions

	Goals		Actions
2.1	<b>Explore geographical and service expansion within the youth justice system</b>	2.1.1	Engage and advocate with Probation and Department of Justice, for the expansion of the geographical coverage of mentoring where a needs analysis shows services are required.
		2.1.2	Advocate for the maintenance and expansion of the geographical coverage of the Restorative Justice programme.
		2.1.3	Engage with the Department of Justice in relation to the potential for geographic /service expansion. Depending on interest, develop proposals for service expansion
2.2	<b>Explore delivering mentoring and restorative justice interventions to more young adults over 18</b>	2.2.1	Determine the trends in the profile of mentees aged 18 plus supported by Le Chéile Mentoring and collate data on outcomes and outputs
		2.2.2	Engage with Department of Justice, the Probation Service and other stakeholders to explore potential for Le Chéile Mentoring supporting additional over 18s to divert from offending.
		2.2.3	Develop proposals to the Department of Justice and Probation Service with view to service development

## Strategic Objective 3 –Grow Le Chéile Mentoring's services beyond the Youth Justice System in partnership with other agencies

### Context

Young people are presenting across a wide range of services with issues that are negatively impacting on their capacity to fulfil their potential and contribute to their communities. The services where they could benefit from the support of 'one good adult' include, but are not limited to, young people in care, young people leaving care, young people with low level mental health issues, and young unaccompanied refugees. There may be new funding opportunities for pilot programmes that leverage a cross-departmental approach which has been highlighted in the Department of Justice's Youth Justice Strategy.

### Goals and Actions

	Goals		Actions
3.1	<b>Explore the possibilities of extending Le Chéile Mentoring's mentoring model and RJ to work in collaboration with other agencies, to address issues being experienced by vulnerable young people and their families</b>	3.1.1	Conduct a scoping exercise to determine: <ul style="list-style-type: none"> <li>agencies (beyond youth justice) where young people are presenting with issues that are challenging / prohibiting them from reaching their full potential and</li> <li>opportunities where Le Chéile Mentoring's mentoring model/RJ would be a good fit in terms of services and resources</li> </ul>
		3.1.2	Engage with other relevant agencies regarding the suitability of mentoring to add value to existing interventions and/or develop pilot programmes and partnerships
		3.1.3	Secure funding to enable Le Chéile Mentoring to deliver mentoring to young people and parents, in partnership with other agencies

## Pillars of the Strategic Plan

The implementation of the strategy is underpinned by 4 pillars as set out in the following sections.

### 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.

The diversification of the mentor profile was recommended by staff, mentors and partner organisations, with representatives from the Probation Service and Oberstown noting the potential for mentors with an offending history to have positive impact with some young people.

## Goals and Actions

	Goal		Actions
4.1	<b>Continue to ensure staff are competent, confident and supported in their roles</b>	4.1.1	Engage with staff to identify gaps and develop the skills and capacity of our staff to deliver quality services, support volunteer mentors, in response to changing needs and services
		4.1.2	Continue to attract and retain high calibre staff
4.2	<b>Continue to ensure volunteer mentors are competent, confident and supported in their roles</b>	4.2.2	Review volunteer induction training to ensure it is fit for purpose / it meets needs of mentors / mentees
		4.2.1	Continue to engage with volunteers to identify their training and support requirements so that they can respond to the changing and complex nature of mentees' needs
		4.2.3	Continue to attract and retain a diverse group of suitable volunteers
		4.2.4	Carry out an annual volunteer satisfaction survey
		4.2.5	Promote participation in the National Volunteer Committee (NVC) role and activities
4.3	<b>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</b>	4.3.1	Review existing literature to ascertain best practice for this approach.  Consult with mentors who have experience of working with young people and who have been previously involved in the criminal justice system themselves with a view to garnering their perspectives  Trial recruitment of mentors with an offending history / past mentees and evaluate its effectiveness and outcomes for mentees
4.4	<b>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.</b>	4.4.1	Review Le Chéile Mentoring policies and practices to ensure consistency with diversity and inclusion principles and values
		4.4.2	Continue to deliver Diversity training to staff and volunteers
		4.4.3	Continue to link with relevant organisations in response to needs

## Pillar 2: Finance

At present, Le Chéile Mentoring is primarily funded by the Department of Justice, via the Probation Service. The Board are concerned that dependence on one funder carries sustainability risks. Maintaining our existing resources as well as diversifying our funding and securing additional funding for the extension of existing programs and new initiatives is essential for this strategy to be implemented.

### Goals and Actions

	Goal		Actions
5.1	<b>Maintain existing resources, diversify and increase resources to deliver the strategy</b>	5.1.1	Engage with the Probation Service and the Department of Justice to increase current funding to enable us to enhance the quality of what we do currently, as well as expand services within the youth justice sector.  Identify current funding from government departments and advocate for Le Chéile Mentoring's mentoring model in future funding rounds.
		5.1.2	Identify relevant projects, outcomes and impact of programmes to be delivered / part delivered through non- statutory income
		5.1.3	Conduct scoping exercise of potential sources including Trusts/Foundations, Philanthropy and Corporate Social Responsibility (CSR)
		5.1.4	Engage with and submit proposals in order to diversify funding

## Pillar 3: Operations

In addition to the goals set out in priority one which focus on enhancing the quality of services, there are other important operational goals which are set out below in relation to Governance, the use of technology and how the strategy will be implemented and monitored.

## Goals and Actions

	Goal		Actions
6.1	<b>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.</b>	6.1.1	Maintain and enhance Governance by the Board through recruitment of high calibre Directors, induction, training, and regular reviews of governance compliance.
		6.1.2	Board and management team ensures compliance with the Charities governance code of the Charities Regulatory Authority and other legal and policy requirements.
6.2	<b>Identify opportunities and develop use of technology in service delivery, operations and communications.</b>	6.2.1	Review current use of technology in the organisation and identify gaps and opportunities
		6.2.2	Trial new technology. Deliver staff training on use of new technology
6.3	<b>Ensure a dynamic strategy which responds to emerging needs and opportunities</b>	6.3.1	Undertake annual implementation plans and reviews
		6.3.2	Conduct a mid-point review with specific consideration given to the viability of goals identified in Strategic Priorities 2 & 3

## Pillar 4: Communications

Enhanced communications with funders and partner agencies were identified as an important part of the new strategy. We need to be more effective at communicating the work of Le Chéile Mentoring, the quality of services, the outcomes, the success stories. While volunteer mentors have reported excellent experiences of both mentoring and the support provided by Le Chéile Mentoring, recruitment of new volunteer mentors has been identified as a significant challenge to be addressed. Creative communications is critical to the successful implementation of this new strategy.

## Goals and Actions

	Goals		Actions
7.1	<b>A communications plan will be developed which supports the implementation of this strategy</b>	7.1.1	Further develop our communications resources through use of videos, podcasts and other innovative information resources to increase public awareness of Le Chéile Mentoring

7.2	<b>The Communications plan will effectively communicate with funding and referring organisations in the youth justice sector and wider statutory agencies</b>	7.2.1	Communicate the new strategic plan to all stakeholder groups including referring and funding organisations both within and beyond the youth justice sector and the general public
		7.2.2	Effectively communicate key messages so that funders are aware of our services – the quality, the outputs, the outcomes / impact of our services
		7.2.3	Organise an annual RJ conference
7.3	<b>The communications plan will support effective volunteer recruitment</b>	7.3.1	Review the current mentor pool and identify any gaps in terms of diversity, age, gender, ethnicity, lived experience.  Target communications resources which effectively presents key messages so potential volunteers are aware of our services, the supports available, the training, the quality, impact of our services and the benefits to volunteers
		7.3.2	Recruit a patron of Le Chéile Mentoring, a well-known person who would align with the work of Le Chéile Mentoring and support communications objectives
		7.3.3	Initiate Volunteer champions to involve our existing volunteer base to become advocates of Le Chéile Mentoring
7.4	<b>The communications plan will facilitate the voice of young people who use our services</b>	7.4.1	Consult with young people and include their voice in our communications and submissions.  Recruit youth champions in an advisory role who have been former mentees
		7.4.2	Advocate on the rights and issues of the youth cohort whom we support
7.5	<b>The internal communications plan will promote engagement of volunteers, staff and the Board</b>	7.5.1	Ensure regular internal communications via social media, the website, newsletters and other means
		7.5.2	Organise a National Volunteer conference every two years

## Governance, Funding and Partnerships

Le Chéile Mentoring is an NGO, governed by a Board of Directors, registered with the Charities Regulator and the Revenue Commissioners.

Le Chéile Mentoring is primarily funded by the Department of Justice through the Probation Service. We work in close collaboration with the Probation Service, as well as Oberstown Children Detention Campus and a number of youth and community organisations.

## Our services

### **Youth mentoring**

Mentoring has been proven to be an effective intervention for young people actively involved in crime. While the biggest area of activity for Le Chéile Mentoring continues to be mentoring for young people on probation, we also provide mentoring for children and young people at risk of offending who are involved in YDPs as well as young people in detention.

Youth Mentoring is a one-to-one relationship-based support between a volunteer mentor and a young person. Mentors offer young people support, stability, general guidance and help them make choices, as well as set achievable goals and realistic challenges. They listen, care, give guidance, and share information and life/career experience with them. They get involved with young people in various structured and planned activities and help them build self-esteem and self-confidence.

### **Parent Mentoring**

Le Chéile Mentoring provides mentoring for parents or carers of young people at risk of offending, on probation or in detention. Parent mentoring gives time and space, outside the family home to parents under pressure. This service helps parents or carers develop their own parenting skills and gives support with parenting issues. Parent mentoring is also available to parents on probation in their own right.

### **Restorative Justice**

We run a Restorative Justice Project in counties Limerick, Clare and Cork. Restorative Justice brings together all people affected by the crime (offenders, victims, families and communities) and focuses on repairing the harm. We use a number of different approaches, tailor-made to the needs of the young person and the victims. The project was independently evaluated in 2014 and was found to have significant benefits not only for young people but also for the families and the victims of crime. Le Chéile Mentoring incorporates a restorative ethos and all mentors are trained in restorative practice. We also provide training in Restorative Justice for professionals and community groups.



## Family support

In addition to parent mentoring, Le Chéile Mentoring provides a range of parenting supports as follows:

- Parenting Together: Parenting Together (also known as Non-Violent Resistance Parenting) is a programme for parents and carers experiencing child to parent abuse. The programme supports parents in preventing and responding to controlling and violent behaviour by children and young people.
- Strengthening Families Programme: Le Chéile Mentoring coordinates and funds Strengthening Families Programme (SFP) on behalf of the Probation Service, providing support and advice to local steering committees. SFP is an evidence-based, whole family skills training programme, designed to work with high stress families, including families with drug and alcohol issues.
- Family support interventions: Family Support Interventions are tailored supports designed for each individual family's needs, which complement the mentoring sessions. Family support interventions aim to improve communications within the family and promote the importance of family relationships. Examples might include family mediation or a family meal.

## Quotes from mentors

*It might be the first time a parent feels supported in a non-judgmental, caring, empathetic way. It's an opportunity to share their burden. Who else would provide this support?.*

*The services are second to none and the young person is at the centre of the organisation. The organisation seeks to meet the needs of every young person and parent that they work with. There is always an abundance of training provided to us and if there is training we are interested in we can always feel free to ask. My team leader is fantastic and a great support in the service.*

*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.*

*The relationship with the mentee allows them to grow in themselves and learn new skills. I have seen parents transform in their capacity to parent and to manage their family.*

*Over the last year working with Le Chéile Mentoring the support, training, inclusion, and development has been great...only until one begins to mentor can you really understand the measure and quality of training...the support that is given to volunteers while keeping mentee at the forefront and what is in their best interest to improve their own lives as they transition in life .*

*Getting the mentee stories out into the world. Everyone loves a positive real-life story. Maybe through the eyes of the mentee would inspire future mentors and help dispel any fears or misconceptions for mentees coming into the programme.*

*I think we urgently need to prepare to address the needs of people who are not members of the stereotypical Irish background, colour, language culture.*

## Acknowledgements

The Board would like the following for their inputs and contributions to the development of this strategy:

- the young people, parents and volunteer mentors who gave their feedback and suggestions;
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- the Le Chéile staff team;
- those in funding and partner agencies who took part in interviews;
- Kevin Murphy from Quality Matters.

***Inspiring hope, believing in Change***

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