EVERY CHILD NEEDS A MENTOR™

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ST MICHAEL'S COMMUNITY ACADEMY MENTORING PROGRAMME - CASE STUDY

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ST. MICHAEL'S COMMUNITY ACADEMY

EVERY CHILD NEEDS A MENTOR BRONZE AWARD

CHANGING LIVES, TRANSFORMING SCHOOLS.

St Michael's Community Academy Mentoring Programme

CASE STUDY

Wanting a better future for children

St Michael's Community Academy in Crewe has more than 400 pupils aged three to 11. The school felt that its children in year four needed greater support to get the most out of school. A third of its pupils were below the expected achievement level and a high percentage had complex needs or came from a deprived background.

Principal David Jobling said: "We had noticed that a number of our children became increasingly disengaged from their learning as they progressed through key stage two. This was despite a great deal of exciting opportunities that we were ensuring they had access to as part of the curriculum. It was also plain to see that individual resilience was underdeveloped in many of our pupils and that the majority of them had very low aspirations for themselves and what they were capable of in their future."

Mentoring to support education

St Michael's is part of the St. Bart's multi-academy trust. Its CEO Chris Brislen introduced Principal David Jobling to Every Child Needs a Mentor (ECNAM).

As many of the children who needed support at the academy were not being mentored, it seemed like a good fit. Principal David Jobling said: "We decided to work with ECNAM in order to provide quality coaching and mentoring experiences to help the children. It also offered a way to equip our staff with a way of working that would keep our older pupils engaged with their learning and enthusiastic about what education in general has to offer."

The programme

ECNAM worked with St Michael's in strategic planning sessions to create a specific and personalised programme for the academy that would include all year four students. The programme was an aspirational curriculum to improve well-being and learning for the children, which included year wide presentations, group and one to one sessions, mentoring days and more.

The first steps were to create bespoke materials for staff, students and parents. And a diverse team of staff from the school were selected to be trained as mentors and get Continuous Professional Development (CPD) .

The parents were then introduced to what the school planned and ECNAM hosted a parental engagement event to get their support for the programme.

The programme itself included:

- All children in year four were given a mentor – not just a minority with challenging behaviour
- A wide range of staff members were trained to be mentors
- Professionals spoke to the students and staff members
- Staff members shared their life stories with students
- Classroom support for teachers and students

Improved attitudes. Improved relationships. Improved learning.

The programme from ECNAM had a tremendous impact on St Michael's – the school won ECNAM's bronze award in recognition of providing mentoring to everyone in a year group. The students showed a significant increased positive attitude to learning. There were improved relationships across year four – both between students and between students and staff.

Principal David Jobling said: "It was a challenge to the mindset of many of our pupils and it was interesting to see how they responded. The children took to the new ideas and ways of thinking fairly quickly and enjoyed working with their mentors. The ECNAM organisation itself has been very supportive throughout and are regular visitors to school."

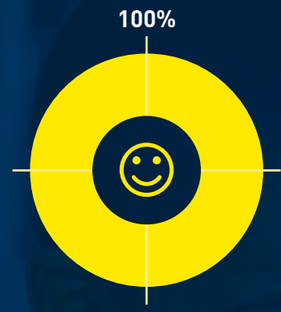
St Michael's students are better prepared for the next stage of their education, pupil voice has been enriched and children feel safer and happier across the year group.

"We also have the beginnings of a solid culture in school whereby staff working with our older children are more aware of the barriers to learning that many of our pupils encounter, like their attitudes, levels of resilience and self-belief. Our staff now have the tools to help them work with children to overcome these."

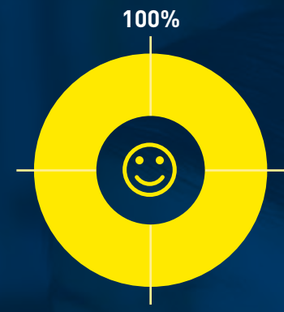
The academy has another tool to add value to overall school improvement. Its staff are more resilient and have a greater bond with the year group. Parents are more engaged and aware of their children's development. And St Michael's has a strategy to deal with impact, transition, well-being, parental engagement, aspirations and behaviour for learning.

Principal David Jobling said: "The programme has helped our children to have greater aspirations and it has given both the children and staff a more aspirant language that we all use. We are looking forward to working with Every Child Needs a Mentor again, this time with a focus on the well-being, attainment and aspirations of our students and to get our silver award."

From feedback collected from those mentored, 100 percent of children were happy to be mentored and enjoyed the programme



From feedback collected, 100 percent of the mentors enjoyed being mentors, and some would like to be mentors again.



Words of the children:

"MY FAVOURITE THING ABOUT MENTORING WAS GETTING TO KNOW THINGS THAT WILL HELP ME NOW AND IN THE FUTURE"

"I FELT VERY SAFE AND THAT I COULD SAY WHATEVER WAS ON MY MIND OR BOTHERING ME TOO MUCH"

"I FELT HAPPY AND EXCITED ABOUT HAVING A MENTOR"

"I FELT SPECIAL"

"MY FAVOURITE THING ABOUT MENTORING TO ME WAS FILLING IN MY BOOKS AND LISTENING TO LIFE STORIES"

"THANK YOU FOR BEING THE BEST MENTOR EVER"

"I MISS DOING MENTORING"

"MY FAVOURITE THING WAS WHEN MR WRIGHT SAID WE WERE UNIQUE & SPECIAL"

"I ENJOYED CREATING IDEAS AND BEING IN A GROUP AND CREATING BETTER IDEAS"

"I HAVE MANAGED TO DO THINGS BETTER AND IT'S REALLY HELPED, YOU'VE HELPED ME A LOT"

"I FELT HAPPIER AND SAFER BECAUSE I HAD SOMEONE TO TALK TO AT ANYTIME"

"REALLY, REALLY HAPPY"

Words of the mentors:

"I WAS REALLY EXCITED ABOUT THE JOURNEY THAT LAY AHEAD"

"IT WAS A PRIVILEGE TO BE ASKED TO BE A MENTOR. I WOULD CERTAINLY GET INVOLVED AGAIN"

"CHILDREN IN YEAR 5 HAVE COMMENTED THAT IT'S GREAT TO FEEL COMFORTABLE TO SPEAK WITH OTHERS AND WITH YOUR MENTOR"

"I STILL ENJOY SPEAKING TO MY GROUP INDIVIDUALLY BEFORE A LESSON OR AT LUNCH TIMES"

"THE DAY SESSIONS WERE REALLY USEFUL, THE CHILDREN LOVED MEETING WITH THEIR MENTORS AND SHARING"

"LEARNING ABOUT THE UNKNOWNS, THE TALENTS, THE GEMS... LEARNING NEW THINGS FROM YOUNG, MINDS"

"MY FAVOURITE THING WAS SPENDING TIME WITH THE CHILDREN ON A 1:1 BASIS"

TO FIND OUT MORE, CALL US ON 0800-644-4881 FOR A FREE, NO OBLIGATION CHAT TO EXPLORE HOW WE COULD SUPPORT YOUR CHILDREN, STAFF AND PARENTS.

If you would like to find out more, about how we could support your school, please contact: 0800-644-4881 or email Herman Stewart on hello@everychildneedsamentor.com