

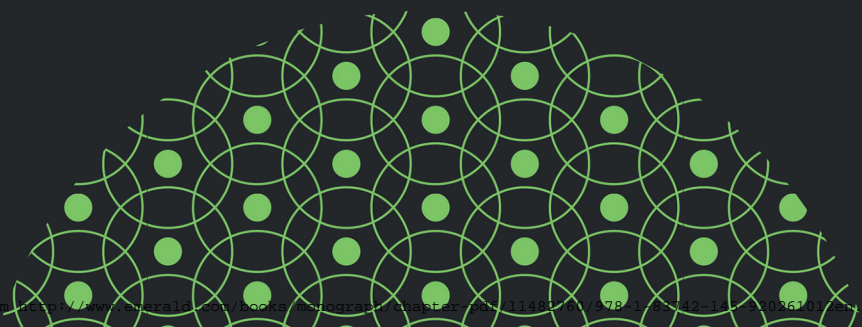


EMERALD POINTS

COACHING AND MENTORING YOUNG PEOPLE

Youth Work for Transformative
Growth

TINA SALTER
LUKE JONES



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Youth Work for
Transformative Growth

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INVESTOR IN PEOPLE

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PREFACE

We wanted to briefly outline the authors' interests and experiences in coaching and mentoring and the origins of this book.

Tina Salter is a Senior Lecturer in Social Sciences at the University of Bedfordshire, where she is the course leader for the MA in Childhood, Youth and Family Studies and teaches on the BA in Childhood and Youth Studies. She trained as a youth worker in the early 1990s and then went on to work in several settings, including the London-based charity Oasis Trust, initially as a youth inclusion worker and then as the team leader for Oasis Youth Inclusion. This work took her into schools to mentor young people, both one-to-one and with groups. She also coordinated community-based mentoring programmes in Southwark, recruiting, training and matching volunteer mentors to referred young people, who were invariably 'at risk of exclusion' from school and often with emotional and behavioural issues. At the time, some other organisations across the UK enquired about how they could set up their own mentoring programme in their communities, so Tina helped develop a training programme to support others wanting to establish similar volunteer-run mentoring programmes.

Tina then went on to become a lecturer in youth and community work at the YMCA George Williams College, where she took the opportunity to further study and research the field of coaching and mentoring. She successfully completed the MA in Coaching and Mentoring Practice and a Doctor of Coaching and Mentoring at Oxford Brookes University. Her doctoral thesis looked at the similarities and differences between coaching and mentoring through the lens of six disciplines: mentoring young people, mentoring newly qualified teachers, leadership mentoring, executive coaching, sports coaching and coaching psychologists. This enabled her to understand where and how these disciplines have unique or specialist elements and where they may overlap. These research findings inform some of the discussions that follow in the book.

Luke Jones is a qualified youth worker who worked for the youth mentoring charity Young Swindon and Wiltshire – formerly known as SMASH – from 2018 until 2025, where he was the head of practice. Young Swindon and

Wiltshire has operated since 1999, building a positive local reputation related to mentoring with young people aged 9–19.

Since the Covid-19 pandemic, Young Swindon and Wiltshire adapted its practice significantly, introducing new professional approaches to mentoring and moving away from a volunteer-led model. This has enabled Young Swindon and Wiltshire's mentoring practice to diversify into the field of youth justice, serving young people with more complex needs, including those subjected to statutory child protection measures and responding to emerging trends like an increase in school non-attendance.

Transitioning from a volunteer-based organisation to one with over a dozen paid professional mentors has offered complex challenges and opportunities, such as how Young Swindon and Wiltshire now defines mentoring and how, therefore, recruitment for professional roles can be updated and extended. For example, mentors are now employed from the professional fields of youth work, social work and teaching, and Young Swindon and Wiltshire has also extended its reach to offer mentoring opportunities for young people up to the age of 25.

The above changes have provided several reflective case studies for use when navigating the fields of coaching and mentoring young people. Luke brings a wealth of first-hand experience in mentoring young people and managing a team that delivers mentoring across a variety of projects. Luke now works as a wellbeing manager at a large, UK-wide research organisation.

Tina first met Luke in 2024, when Young Swindon and Wiltshire was considering developing a framework of standards for its mentoring programmes. She met with the team and then subsequently joined focus groups formed to support the organisation's mentoring quality framework. Tina first had the idea of capturing some of her own experiences of coaching and mentoring young people in a book and suggested the idea to Luke, who was delighted to join the project.

Together, we hope that what follows resonates with many youth workers and other practitioners supporting young people through coaching and mentoring practices. We have broken down some elements of this unique one-to-one work and hope that our discussions and reflections will spark new insights into your own work or support you as you embark on a new journey of coaching and/or mentoring young people.