

Our Vision

That all young people have the self-esteem, resilience and confidence to thrive.



Our Mission

We're driven to make sure that young people have;

- The time and space to talk to someone they trust, as soon as life gets tough and for as long as they need it.
- The skills and self-awareness to improve their wellbeing.
- The chance to lead change, be heard and speak up on the issues that affect them.

Our North Star

Be in even more places where young people need us and seen as a beacon of good practice.

Our Values

Inclusive: We promise to treat people fairly and with respect.

YOUTH-led: Young people are at the heart of everything we do.

Trustworthy: We create and nurture supportive, safe and non-judgmental spaces.

Ambitious: We do our very best for each young person we support and all young people in our community.

Approachable: We're open, warm and here for young people when they need us.

Collaborative: We choose to work in partnership with organisations that share our values so that we can make a bigger difference.

Our Brand

We speak to a range of stakeholders including, but not limited to: young people, schools, funders and commissioners.

Lifespace is known and trusted with over 20 years of experience. We offer unbiased and universal access.

Our name offers no stigma: we provide inclusive and all encompassing support with an unconditional positive regard.

We believe young people should shape the agenda, both individually and collectively.

Our USPs

- We are flexible in our approach to mentoring: we see individuality, and provide a bespoke, youth-centred approach.
- We pride ourselves on working with all children and young people: neuro typical, neuro diverse, those with SEND, those not in mainstream education and all genders and sexual identities.
- We have a strong network: if we're not the right fit, we will actively find the right support for you.
- We will work collaboratively to add value wherever we can.

Our Pledge

To give young people the support they need as soon as life gets tough and for as long as they need it.

Our Three Year Picture

Future Date: **January 2027**

Revenue Target: **£350k**

Structured for growth

- Implemented a comprehensive training and CPD package to ensure the best practice and support for young people.
- Underpinning our mentoring with an effective digital system.
- Operating a process of continual improvement through external expert challenge, audit and strong internal governance model.
- Having the optimum mix of paid and volunteer staff, high mentor retention and role satisfaction.

Expanding our reach

- The provider of choice for youth mentoring and early-intervention mental health provision in Warwickshire and surrounding areas.
- Increased our contract turnover by at least 20%, in order to see more young people.
- Expanded access to our delivery in alternative ways that are accessible to young people, including online and community spaces.
- Championing and amplifying youth voice, and youth-centred delivery.

Enhancing our offer

- Increased emphasis on early intervention via group working, peer training and extending our reach across primary age children 7-11 years.
- Offering complimentary services to include workshops, training and supervision for safeguarding teams.
- Expanded contracts for mentoring provision and securing aligned commissioned services.

Our One Year Targets

Future Date: **January 2025**

Revenue Target: **£320k**

- Mentor handbook rolled out by January 2024.
- Roll out the new supervision model, taking a case load management approach with option for external supervision where needed by February half-term 2024.
- Launch The Lifespace Charter with all mentors signed up to the refreshed approach by Easter 2024.
- Re-refresh mentor onboarding ('The Lifespace Way') and pastoral care by Easter 2024.
- Training plan rolled out by May 2024.
- To increase the ratio of volunteer to paid mentor delivery hours from 20:80 to 25:75 and re-affirm the Lead Mentor model by September 2024.
- Database identified and implemented phase 1 by July 2024 and fully implemented by December 2024.
- All policies updated and rolled out by December 2024.



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