

WEN Wales Mentoring Programme

The aim of the WEN Wales mentoring programme is to get more women, and more diverse women, into public and political life and give a group of mentees the tools to do this. We want more women to put themselves forward for political elections and stand for public office – such as applying to be a trustee or a governor of a local school or an NHS Board.

We recruit twenty-five diverse women from across Wales to be mentees on the scheme which runs for nine months starting in April 2019 and ending in December 2019.

How the scheme works

The programme is three pronged, involving mentoring from one of a number of highly influential women, bespoke workshops related to political and public life, and peer group support.

Mentoring: Mentees are matched with one of our mentors based upon their areas of interest, experience and geographical location. Mentor and mentee sessions will be arranged directly between the two parties at a convenient date as and when they want to arrange it and can be very flexible, however we do recommend engagement every 4-6 weeks.

Workshops: Around six workshop sessions will take place with mentees including:

- Decision Making & Influencing in Wales: How the Assembly works, how political parties work, how to influence
- Campaigning: How to campaign to bring about change and to stand for election
- Public Life: How to get involved in public life e.g. apply to public boards, company boards, become a charity trustee or school governor
- Speed Networking: opportunity to meet and quiz a wide and diverse range of influential women and grow your networks
- Public speaking: how to use your voice, body language, and engage with the media
- Visit to the Houses of Parliament: to understand the roles of parliament and hear from members of both houses of Commons and Lords.

These sessions are delivered by a wide range of speakers who are experts and highly experienced within their fields. They are designed to support mentees to develop their skills and knowledge in line with some of the overarching skills identified within the programme [Skills Framework](#).

Peer Group Support: By bringing together women from across Wales with a broad range of skills and experience, the programme creates a new and diverse network. Participants are encouraged to support and enable each other to achieve their goals and to further develop and build on their own networks through this group.

Steering Group

The project is supported by a Steering Group which oversees plans for the future of the scheme, and considers how we can improve on the whole programme architecture, design and delivery.

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Charity Number: 1145706
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Llywodraeth Cymru
Welsh Government

Evaluation

The programme will be evaluated based on feedback from mentees throughout the lifespan of the scheme based on their goals and aspirations, following workshop events and from mentor feedback.

WEN Wales Charity Mentoring Programme

WEN Wales has been awarded funding from Rosa and the Woman 2 Woman Fund to deliver a year-long programme which aims to strengthen and providing capacity-building support to 10 women's charities in Wales. At the end of the project we want the organisations supported to:

- Have more effective leadership, as a result of clearer strategy and governance
- Be more financially sustainable, as a result of stronger financial procedures and fundraising expertise
- Be part of a stronger movement with stronger alliances and feel more of a movement
- Have increased influence over the attitudes and behaviours of power holders and /or local communities.

The programme will include 3 tailored learning sessions, mentoring and the establishment of a peer-to-peer learning network.

- **Tailored learning sessions:** To build capacity so that organisations have a stronger strategic focus, become more financially sustainable, are part of a stronger movement and have a bigger influence over power holders or local communities.
- **Mentoring:** A participating charity will be paired with a suitable mentor charity for learnings, direction, board shadowing etc. The Charity would be chosen specifically to meet the needs of the mentee charity.
- **Peer-to-Peer learning:** The charities taking part in the programme will form a network, learning from each other – resulting in a peer to-peer scheme where experiences and learning can be shared.

Women's organisations will need to apply to take part.

From the outset of the project WEN Wales will consult with a range of partners and stakeholders to identify and explore the areas of support and guidance they need, enabling us to tailor the programme for small charities in Wales.

Evaluation

WEN Wales places great emphasis on evaluating the work we do and then sharing the learnings from its work with our membership. We will use a range of tools to evidence the impact of this project, including:

- Development of qualitative and quantitative indicators for each outcome and design of tools to capture data and to monitor progress against each indicator
- Feedback from participants at the very start of the process and at the end, so we assess progress against what each individual charity wanted to achieve

- Feedback following workshop events
- A focus group at the end of the project to discuss experiences and outcomes with both mentors and charities

The above information will be collated into an end of project report which will be shared with our partners and stakeholders.

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