



Role: Peer Mentor

Location: High Wycombe

Hours: Flexible, based on mentoring sessions (typically 60-90 minutes per session, including admin time). Mentoring typically lasts 6-8 weeks (6-8 sessions).

£30 per session (90 minutes including admin). £80 for full-day training

Reports to: Youth Services Manager

Over 18? Looking to become a Peer Mentor? This is your chance to make a real difference by supporting other young people through a structured mentoring programme, helping them feel heard, build confidence, and thrive.

Role Purpose

The Peer Mentor will provide one-to-one mentoring support to young people (aged 11-18) accessing the Youth Enquiry Service (YES). The role focuses on building empathetic, non-judgmental, supportive relationships, helping young people explore challenges, develop confidence, and work towards personal goals. The mentor will contribute to delivering high-quality, consistent mentoring in line with YES's framework and values, for which training will be provided.

Key Responsibilities

1. Mentoring Support

- Deliver regular one-to-one mentoring sessions with allocated mentees
- Build positive, supportive and non-judgemental relationships
- Support young people to explore challenges and develop skills
- Use the YES mentoring modules to guide sessions

2. Goal Setting & Progress

- Support mentees to identify and work towards goals using the SMART framework
- Review progress regularly and adapt support where needed
- Encourage reflection, independence and confidence

3. Recording & Monitoring

- Record accurate session notes and information.

- Complete required monitoring and evaluation tools (e.g. outcomes questionnaires)

Ensure all information is recorded in a timely and appropriate manner

4. Safeguarding & Professional Practice

- Maintain appropriate boundaries within the mentoring relationship
- Follow YES safeguarding procedures and report any concerns immediately to the Youth Services Manager
- Maintain confidentiality in line with GDPR and organisational policies
- Work within agreed guidelines and professional standards

5. Training & Supervision

- Attend initial training and ongoing development opportunities
- Participate in monthly supervision sessions with the Youth Services Manager
- Engage in reflection, feedback and continuous learning

6. Communication & Team Working

- Communicate effectively with the Youth Services Manager
- Share relevant updates and session information as required
- Work collaboratively to ensure consistency and quality across the programme

Person Specification

Essential

- Good communication and active listening skills
- Ability to build rapport with young people
- Non-judgmental, empathetic and respectful approach
- Reliable and able to commit to mentoring sessions
- Ability to maintain confidentiality and professional boundaries
- Willingness to follow safeguarding procedures and guidance
- Open to learning, reflection and feedback

Desirable

- Lived experience relevant to the young people being supported (eg previous experience of mental health, neurodiversity, sexuality or gender identity, anxiety, relationship or school issues)
- Interest in mentoring, youth work or supporting others
- Confidence in working one-to-one with young people

Values & Approach

- Commitment to YES's mission and values
- Professionalism and reliability
- Integrity and confidentiality
- A supportive and collaborative approach
- Respect for diversity, inclusion and equality