

# ROOTED IN BELONGING

**How the Flourish Mentors  
Model Empowers Young  
Women and Sparks  
Lasting Change**

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# BELONGING ICE BREAKER

- Put one word to "Belonging feels like...."  
Please write this word on your paper
- Now think of your adolescent self, what you felt was important then: put one word to "Belonging feels like..."
- Please break up into groups of 2-3 people and discuss:  
Are your words the same as each other?  
Are your words the same when you thought of your adult versus younger self?





# WHO WE ARE

Flourish Mentors is a small, Brighton-based charity offering free 1:1 mentoring and mental health workshops for young women aged 16–25 (LGBTQIA+ inclusive).

Our approach is long-term, face-to-face, and fully inclusive, reaching those often left behind.



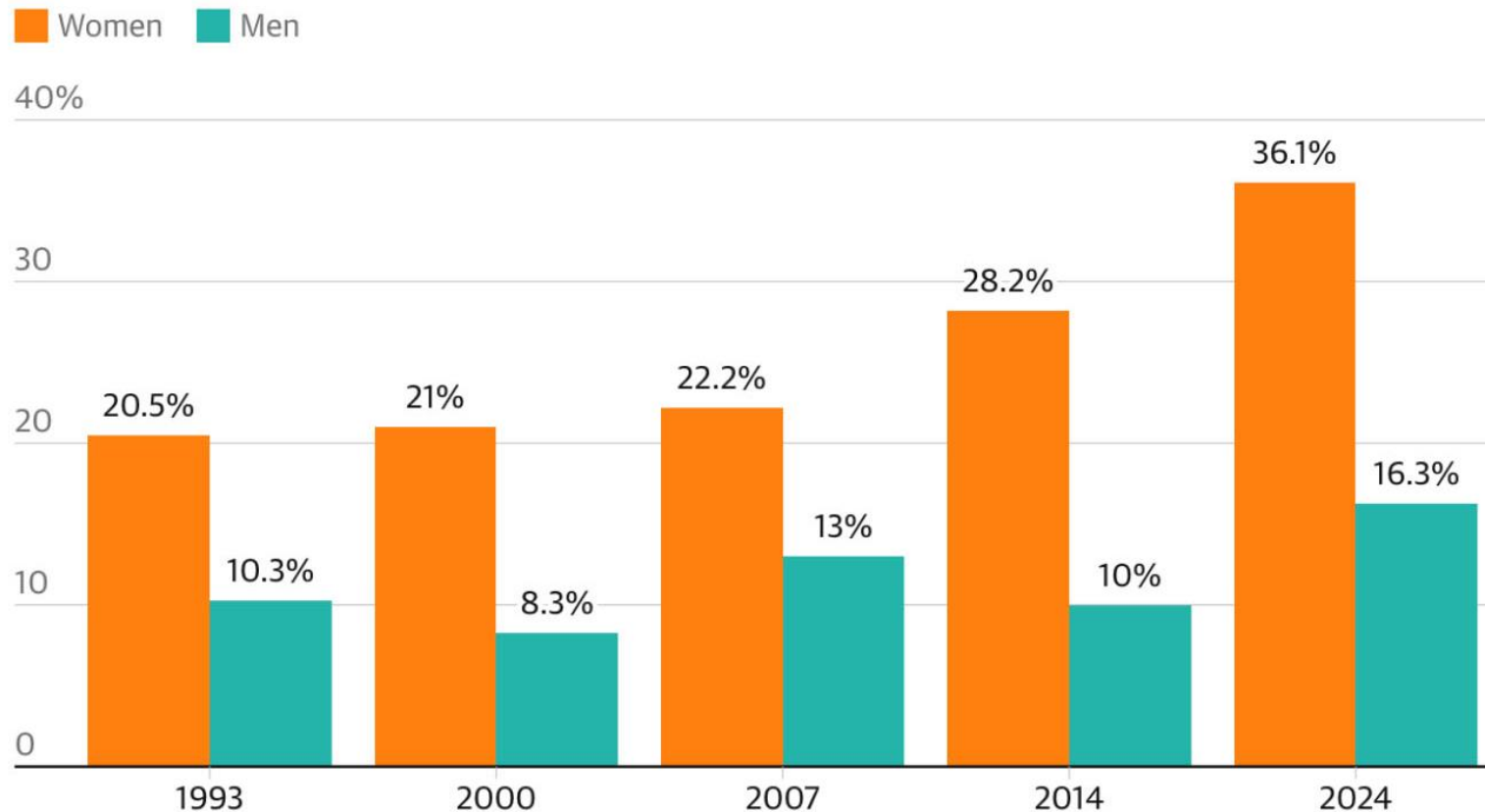
four of  
our young  
ambassadors



you just like everything just goes away for now

# WHY YOUNG WOMEN?

NHS digital data 2023/24 shows mental health issues are nearly twice as common among women aged 16–24 years than their male peers.



Guardian graphic. Source: Adult psychiatric morbidity survey, NHS England. Note: 2024 data is for 2023/24. Data refers to analysis in the week leading up to the survey





Young vulnerable women are often overlooked.

Brighton and Hove's 2020 Joint Needs Assessment notes girls are more likely than boys to internalise trauma—manifesting as depression or self-harm—making them “invisible” to services. As they transition into adulthood, they encounter systems not designed for their needs.



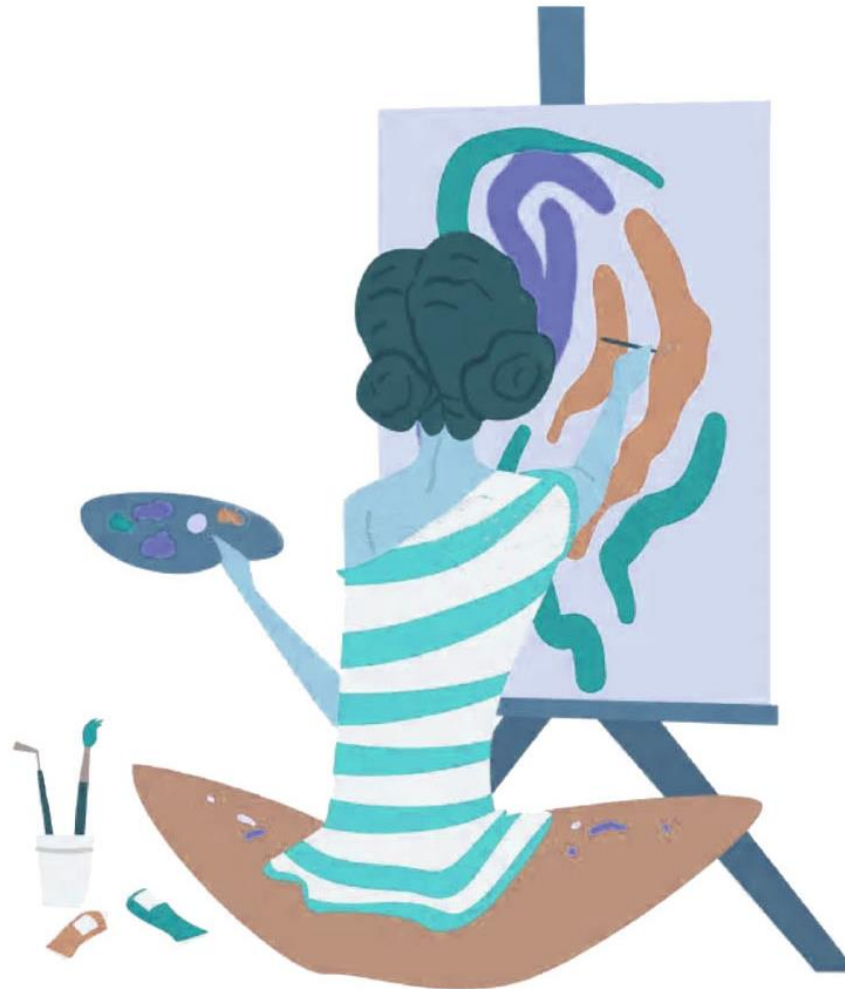
# OUR CORE VALUES

- Co-Creation: genuine and not tick box
- Playfulness: in the spirit of Dan Hughes and PACE - (Playfulness, Acceptance, Curiosity and Empathy)
- Inclusivity: Young women, LGBTQIA+, no thresholds
- Kindness: non-judgement and empathy
- Empowerment: aspirations and dreaming bigger at heart of our offer
- Belonging: We are a community



# WHAT MAKES US DIFFERENT

- Therapeutic matching: personality, fit, lived experience
- No thresholds
- In-person, long-term mentoring (typically 2 years)
- Free and accessible
- Community-first, intergenerational model ones, a bit like an "auntie"





## OUR MISSION

# Believe.

Greater self-awareness

New knowledge & skills

Improved mood

# Belong.

Feel seen

Feel supported

Feel psychologically safe

Connection with others

A sense of community

# Become.

More aspirational

Effective stress management

Feel empowered



# INTERSECTIONALITY MATTERS

Our internal survey describes our typical young woman:

- 60% mental health disorder/neurodivergent
- 54% LGBTQIA+
- 43% single parent household
- 33% young carer
- 18% insecure housing

Our next ambition: We are hoping to raise funds to develop a lived-experience led foster care mentee programme



# 7 PILLARS OF WELLBEING

To assess impact, we ask each mentee to self-report on 7 pillars of wellbeing.

They are:

- emotional: stress and self esteem
- physical: healthy eating, exercise and sleep
- spiritual: value and purpose in life
- social: relationships with friends, peers, partners
- occupational: healthy work-life balance
- environmental: personal safety at work, home, school
- intellectual: engage in skills, plan for your future





# OUR IMPACT

**110+**  
mentees

**50+**  
volunteer  
mentors

**500+**  
workshop  
participants

**15+**  
partner  
orgs

These are a few of the summary results for the past 20+ workshops & 500+ participants

- 99% of workshop participants would recommend our anxiety and self-care workshops
- 91% strongly felt they had learned strategies they could apply to combat anxiety

One-to-one mentoring: For the past 110+ mentees, 80% rate their relationship with their mentors as at least 9 out of 10 (with "10/10 - a perfect match")



# MENTOR MATCHES: PERSONALITY, FIT, LIFE EXPERIENCE





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We are a Community  
women support and  
other younger

ung woman is inv

I got a lot of joy out of it



# MENTEE VOICES

"All I can say is it's been absolutely amazing. My mentor's been very attentive, understanding, and gives amazing advice. She's helped me with friendship issues, organising my life better, and is just very encouraging in general. "

Lauryn, mentee, 2024



# PARTNER VOICES

"The Young Carers Project in Brighton and Hove helps young carers aged 8 to 25. We offer respite activities and some 1:1 support to reduce the impact of their caregiving duties. Recently, we've noticed that older young carers, 16 and above, greatly benefit from regular 1:1 support. Unfortunately, our team is small, and the demand for support is high. Thus, we couldn't provide this service. However, a year ago, Flourish mentors came forward. They offered their services, including mentors, wellbeing groups, and activities for young women aged 16 to 25. This addition has become very popular. I am always proud to introduce a young carer to Flourish Mentors. Their volunteer mentors have significantly impacted these young women's lives. One young woman recently said, "The best part of being part of young carers is meeting my Flourish mentor. She boosts my confidence and encourages me to try new things. She's even helping me with my CV. I'm so lucky to have her in my life."

Without Flourish mentors, our support wouldn't be as comprehensive. I feel honoured to work with Frederique and Cathy to continue this vital support for deserving young women.

The Carers Centre, Brighton and Hove 2024





# INTERACTIVE EXERCISE

How would you match a mentor to this young person to enhance the sense of connection and belonging?

## INSTRUCTIONS:

- Break up in a dyad or small group
- One of you pick a young person who is relevant to your cohort
- Describe them: Personality/energy levels (chatty, quiet, reflective)
- How do they “feel” (do you pick up on any underlying concern?)
- What type of energy would they like in their mentor?
- How important is similar life experience for their match?
- Aspiration versus emotional support, or both?
- Main hobbies/passions (to connect with mentor)

## MATCH THEM:

- What are the key 3 characteristics of the person you match them to?
- Personality (what energy or does it matter)?
- Life experience? How important is it? (LGBTQIA+, ethnicity, therapeutic background, similar life lived experience faced when younger)





**THANK YOU FROM  
THE FLOURISH TEAM**

