

TABLE 1. IMPLEMENTING PEER MEDIATION IN SCHOOLS

See separate document for information on where peer mediation fits in with wider policy and framework for children and young people, and within education.

Actions	Target/Goal	Personnel involved	Resources /support	Time Scale
<p>1. Staff (ideally head of staff along with staff from each year and non-teaching staff too, as well as parents) will attend a two day peer mediation (training for trainers) training course (alternatively staff and pupils do training together, tied in with Point 3).</p> <p>Identify Peer Mediation Coordinators among staff at school.</p>	<p>1. Staff will have confidence, skills and resources to introduce peer mediation to their school and to make the service sustainable</p> <p>Staff will develop transferable mediation skills.</p> <p>Programme will be sustainable as parents can support the peer mediation service. Parents have mediation skills which they could use in many situations e.g. home-life, parent forums, wider communities.</p>	<p>1. Identified staff.</p> <p>Qualified peer mediation trainer to run training for trainer's course.</p>	<p>1. Time for staff to attend training.</p> <p>Training budget</p> <p>Resources provided by trainer.</p>	<p>1. 2 days (or shorter).</p>
<p>2. Consult with: Behaviour Coordinator, Guidance Staff, Additional Support Staff, and other relevant individuals explaining what peer mediation is and its benefits, and the idea of a peer mediation service so that whole school is aware. Also explain and involve:</p> <ul style="list-style-type: none"> * all staff (at staff meetings) * parents (during parents night, parents council, or through sending letters home) * all pupils (presenting peer mediation at assembly (role-play), and talking about it. Parents could be invited to this too). 	<p>2. Pupils, staff and parents will feel ownership in their community and will be given the opportunity to contribute to the peer mediation service, and be actively involved.</p> <p>Staff will support pupils and the service</p> <p>Pupils will know how to use the service appropriately.</p>	<p>2. All staff</p> <p>Parents</p> <p>Pupils</p>	<p>2. Time to inform and discuss with staff, pupils and parents.</p> <p>Time to send out letters, invites, information sheets, and emails to parents.</p> <p>Time to have an assembly with pupils to talk more about peer mediation and how they can be involved.</p>	<p>2. Depends on school.</p>
<p>3. Identified pupils (ideally using a whole school approach with pupils from various years) will be trained (and if needed staff can join) - these pupils can then take peer mediation up the years, and also train younger pupils. And if secondary school pupils are trained, they can train primary pupils in their learning community.</p> <p>Those pupils who are trained who are not going to be peer mediators can support service in other ways, e.g. forming publicity/promo committee, organisation committee, training committee etc.</p>	<p>3. Pupils will develop communication, negotiation and conflict resolution skills as well as confidence and cognitive abilities, whilst having a clear understanding of the mediation process. They will feel empowered.</p> <p>Other than reducing referrals, building community, providing anti-bullying benefits, and leaving more time for learning having peer mediation can also assist the transition from primary school to secondary school for pupils.</p> <p>Pupils can begin to make enterprise links and consider whether professions related to mediation, conflict resolution or communication, could be a career choice for them.</p>	<p>3. Qualified peer mediation trainer</p> <p>Staff</p> <p>Pupils</p>	<p>3. Training budget</p> <p>Time and space for training in school.</p>	<p>3. 2 days</p>
<p>4. Pupils in consultation with staff (incl. a few appointed adult peer mediation coordinators) will decide how they are going to organise their peer mediation service in their school and set it up.</p>	<p>4. Pupils will have ownership and responsibility for their service and will be developing the four capacities of Curriculum for Excellence.</p> <p>Pupils will be able to learn from each other whilst developing their participatory skills. They will feel valued and accounted for, and will develop a young person-friendly service.</p> <p>Staff will support pupils</p>	<p>4. Peer mediation trainer (if needed for support)</p> <p>Staff</p> <p>Pupils</p> <p>Parents (optional)</p>	<p>4. Space for Mediation.</p> <p>Resources for Mediation Service (i.e. log books, special attire)</p>	<p>4. Depends on school</p>

<p>5. School will join the Peer Mediation Network (for free). Pupils will link into the Scottish Mediation Network (unwaged join for free)</p>	<p>5. Whole school will be a member of the Peer Mediation Network (and thus Scottish Mediation Network) and supported by the Peer Mediation Network through free CPD sessions and networking opportunities as well as other benefits. Schools have an opportunity to join with other schools (esp. in their learning community) to organise ongoing support and training for peer mediators, and make sure they are using the best approaches available.</p>	<p>5. Pupils and/or staff</p>	<p>5. A little time to sign up for membership (very easy, and fast)</p>	<p>5. Very short application process (10 min) Time for CPD events and networking events (optional)</p>
<p>6. Embed Conflict Resolution Skills into the Health and Wellbeing Curriculum, and feature Peer Mediation in the Behaviour Management Policy, and other relevant policies including Anti-Bullying. Create a Personal Development Course as a CfE National Qualification featuring peer mediation.</p>	<p>6. Peer mediation will become a sustainable programme and service within school, meaning all pupils will develop their communication, negotiation and conflict resolution skills which will have a positive effect to their behaviour in class, the playground and in their community. It will also help develop cognitive skills for pupils which will again have positive effects on the community, and on their learning ability. It will create better relationships between pupils, pupils and teachers, and allow for more learning time. It will also spread to other areas of pupils' lives. In other words, Curriculum for Excellence goals will be met.</p>	<p>6. Staff, including: Playground staff, Support/Guidance staff.</p>	<p>6. Policies Time</p>	<p>6. Depends on school</p>
<p>7. Take into consideration Quality Assurance and Standards for Peer Mediation Practice in Scotland (Information provided through Peer Mediation Network).</p>	<p>7. Schools have an opportunity reflect on, assess and improve practices used for peer mediation. Schools can access the "Triangle Talks" resource from the Scottish Mediation Network's web page www.scottishmediation.org.uk. Triangle Talks is a tool to provide an opportunity to reflect on your mediation practice using peer support</p>	<p>7. An identified person (e.g. peer mediation coordinators) must be near at hand whilst peer mediation is ongoing, and afterward for support for peer mediators. Staff and parents could take turns to provide this extra support</p>	<p>7. Practice Standards for Peer Mediation (can be found in membership pack and through the Peer Mediation Network). Triangle Talks training pack (available free from the Scottish Mediation Network)</p>	<p>7. Depends on school</p>
<p>8. Provide CPD for peer mediators (available for free through Peer Mediation Network)</p>	<p>8. Pupils and staff will develop their confidence, skills and resources in order maintain peer mediation in their school, to make the service sustainable, and to grow into confident, able, and healthy individuals in accordance with the Curriculum for Excellence.</p>	<p>8. Peer mediation trainer to run CPD (Peer Mediation Network will offer free CPD events to members) Identified pupils, and staff to take part.</p>	<p>8. Time in or out of school for CPD. Space if it is within school. CPD budget.</p>	<p>8. Depending on school and event.</p>
<p>9. Monitoring and Evaluation by Peer Mediation Coordinators, pupils and appropriate staff, as well as other potential schools with peer mediation programs. Have regular meetings with peer mediators to get feedback and support them etc. Peer Mediation Network will provide support.</p>	<p>9. Comparison of playground behaviour incident numbers before and after introducing the Peer Mediation Service and other statistics within school as well as qualitative assessment. Feedback from participants, staff, pupils and parents to allow improvement on many levels.</p>	<p>9. Staff, Pupils, Peer Mediation Network.</p>	<p>9. Peer Mediator log books. Time and system to process referrals, and keep log book up to date. Feedback sheets from participants, pupils, staff and parents.</p>	<p>9. Ongoing.</p>

