



# Peer Mentoring Policy

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## **Introduction**

This policy replaces any previous policy and follows the DfE regulations.

In line with the College's Equal Opportunities and Special Educational Needs policies, we aim to give all students equal opportunities to take part in all aspects of College life, as far as is appropriate, practicable and compatible with giving regard to health and safety and the efficient education of other students.

This policy takes account of the Government's aim for children to have the support they need under Every Child Matters:

- to be healthy
- to stay safe
- to enjoy and achieve
- to make a positive contribution
- to achieve economic well-being

The policy will follow the five principles of the Children's Plan:

- to support parents and families
- to allow children to reach their full potential
- to enable children to enjoy their childhood whilst preparing for adult life
- to provide services in response to children and family needs
- to use preventative measures to help students avoid the possibility of failure

This policy is based upon the College's commitment to the development and maintenance of good behaviour and a positive and inclusive ethos for all members of the College community.

## **Foreword**

Rooks Heath College is a mixed 11 to 18 multicultural comprehensive in the London Borough of Harrow. This policy is formulated by the Student Support staff in consultation with of the Associate Headteacher. The policy is subject to review every 3 years and approval by the Governors of the College.

## **Aims of the Policy**

The aim of the Peer Mentoring scheme is to support year 7 students in settling into Rooks Heath College successfully.

## **About the Scheme:**

Twelve year 10 students, will be recruited as Peer Mentors. As Peer Mentors they will be supporting some of the new year 7 students who are finding College difficult. The mentees (students in year 7 who are being mentored), may be finding College difficult due to a wide range of issues. For example, they may be finding it hard to make friends, they may be struggling with new subjects, College environment, or they may even have things going on outside of College which is making them sad or worried. The mentors will meet with the mentees at regular set times, to listen to them, and give them advice if needed. The Peer Mentors, will also be attached to different year 7 tutor groups, so that the year 7 students, can get to know them. The Peer Mentors will be a mentor throughout year 10.

## **The Peer Mentor Recruitment Process:**

Anyone who is interested in becoming a Peer Mentor can apply at given times, to their Director of Learning. Based on their application, interested students will be interviewed by members of staff involved in the scheme, along with the year 10 Director of Learning. Following the interviews, successful Peer Mentors will be selected.

## **The Peer Mentor Process:**

The Peer Mentors, will receive regular training and support from the Peer Mentor Coordinators (Miss Pugh, Miss Cobblah-West and Mrs Lamb). Firstly, they will go into selected Tutor groups, to meet all the students in the group. Peer Mentors will then be matched with individual students, to work with on a one-to-one basis. The Peer Mentors will meet the Mentees every other week. The Peer Mentors and Mentees will meet for six sessions. At the end of the six sessions, a decision will be made as to whether further mentoring session are required. However, the aim is that after six session, the Mentee's issues have been resolved and they no longer require support from their mentor. The Peer Mentor will then be matched to another student. Throughout the process, the Peer Mentors will have regular one-to-one and group supervision sessions, run by the Peer Mentor Coordinators, to ensure everything is going well.

## **The Matching Process:**

The Year 7 Director of Learning, Tutors, and the Peer Mentors, will be able to identify any Year 7 students who may benefit from mentoring sessions. These names will be given to the Peer Mentor Coordinators, who will be in charge of matching Mentees, to Mentors. They will inform the Peer Mentors and Mentees, about the match that has been made, and assist in ensuring that sessions are set up.

**The Role of the Peer Mentor:**

A Peer Mentor is not:

- A teacher
- A counsellor
- A social worker

A Peer Mentor will not:

- Do the Mentee's work for them
- Give advice and guidance that goes against any policies, procedures and protocols of the College.
- Put themselves or the Mentees in a difficult situation.
- Keep confidential anything that would put a student at risk of harm.

A Peer Mentor might:

- Help their peers to settle in to College.
- Help to establish good communication between their Mentees and College staff.
- Provide support for individuals who may be isolated or lacking in confidence
- Offer appropriate guidance and advice.
- Help Mentees to manage time, plan and prioritise work, and set goals, so that they feel happy and settled at Rooks Heath College.

**Other Information:**

The Peer Mentors will be trained and supported to ensure they are aware of what is expected of them in order to be a successful Peer Mentor. They will be required to sign a confidentiality agreement, to ensure that their work with their Mentee remains confidential, except in certain circumstances. The Peer Mentors have undergone training so that they are aware of when they must break confidentiality, and who they need to speak to. The Peer Mentors are also aware that within their work as Peer Mentor, they are required to adhere to the following College policies:

- Anti-bullying policy
- Behaviour for learning policy
- Child Protection policy
- Data Protection policy
- Health and Safety policy
- Learning Development policy
- Safeguarding Children and Young People policy