



MOUNT ROSKILL GRAMMAR SCHOOL

Principal: G B Watson, MSc (Hons), MEd Admin (Hons)

12 August 2019

To Whom It May Concern

Mt Roskill Grammar is a large multi-cultural school with 2000 students and over 70 different cultures. In 1994, it was the first Secondary school in New Zealand to establish a Peer Mediation Service in partnership with the Peace Foundation. This comprehensive service now has 240 trained Peer Mediators, with over 80 of them being advanced Mediators.

The role of the Peer Mediator is to support students to resolve conflict in a constructive way. They are Ambassadors of Social Justice, promoting the important qualities for kindness, fairness and respect for all. They stand up against bullying behaviour and support students to get help when needed.

Every year the Peace Foundation provides the LtPM (Leadership through Peer Mediation) training at Mt Roskill Grammar for a 115 new student Mediators and provides advanced training for a further 40 Mediators.

Research shows that the best way to tackle bullying in schools is to support students themselves to take the lead in this area. This student owned and student driven programme has shown to be effective in reducing bullying behaviour within the school.

The benefits of this LtPM training are multi-layered for MRGS. It is a major anti-violence programme that teaches young people positive conflict resolution skills as well as providing opportunities for feeling a sense of belonging and connection to one another. It is resilience-building as well as confidence-building for all students involved.

The LtPM programme is congruent and reinforcing of all the values and key competencies of the NZ Curriculum. It fits especially with the key competencies of 'relating to others, managing self and participating and contributing'. It also supports all the values of 'diversity, equity, community and participation, ecological sustainability, integrity and respect'.

Independent research (Dr Helene Connor & Leo Buccahan, 2016) has found overwhelming positive effects of the programme on students, teachers and school environments.

A teacher states: *"It has been incredibly rewarding to see students thrive, grow in confidence and feel that their own dignity is enhanced."* *"The research has identified that the programme empowers students as ambassadors of social justice, as well as teaching them skills to resolve conflict in peaceful and respectful ways."*

Principals, school coordinators, teachers, current LtPM Peer Mediators, former LtPM Peer Mediators and students who had used the LtPM peer mediation service were overwhelmingly positive about the set of skills students learnt around peaceful conflict resolution. The following quotes from student LtPM mediators, exemplify the impact of learning skills around peaceful conflict resolution:

"Being a mediator definitely allowed me to develop the skills I needed to improve my relations with the people around me. I feel like not very many people are conscious of the importance of skills like reflective listening, rapport building and using "I" statements, especially in daily situations. Safe to say, I definitely learned a lot being an LtPM mediator at MRGS, especially since I was able to mentor younger mediators as well."

"Yes, all the skills taught in the training are life-long skills and I only wish everyone was taught this at school."

"The Peer Mediation training and programme contributes significantly to student wellbeing! It creates belonging, connectedness and social responsibility"

The research found that the majority of the respondents felt LtPM was of benefit to the culture of the school. LtPM was viewed as being helpful in improving relationships within the student population and appeared to reduce bullying, creating a safer environment.

Anecdotal evidence has shown that the life-long skills students learn through the LtPM training flow on to the Mt Roskill community to families and their future education and work places. I believe that this programme is a major intervention in achieving greater peace, well-being and safety for the youth in our Puketapapa community.

The Mediators are active in the school and wider Mt Roskill community during International Peace week arranging many inspirational activities. These include a peace march through the Puketapapa area and a 'Celebrating diversity & anti-violence stall day' where many agencies share information about how to reduce violence and support diversity.

All these activities bring the Mt Roskill community together in the name of peaceful and healthy relationships. If we are to stand as a community and country against violence, one way is to support our Rangatahi to learn these important life skills while their brain is developing and support them to take social action.

The following are some examples of Mediator student voices:

"Being a mediator makes me feel like I am part of a huge family".

"I have grown into a much more thoughtful person and can now relate and cope with everyday situations better. I believe I look out for the students more and can use my skills to help others. I can resolve my conflicts in a much more mature way. This process has helped me gain skills that I can use in the future and has given me skills to create better relationships with bosses, teachers, etc."

"I feel like a real contributing member of my community and that I can make a difference".

"It has boosted my confidence about myself and has given me comfort that there are students who are willing to stop bullying. It has made me closer with my friends and now we can resolve our own problems without it getting out of hand".

"I love getting together with people who are as passionate for peace as I am, and events such as peace week are so great to get involved in".

"It has helped me become a humble and loved person. Being strong and fighting for what you really desire in the future. It made me really get involved because I love helping others and keeping the peace. I will always remember being a Mediator and the skills I've learned that will help me deal with other problems."

"It has helped me to be more calmer and steady. It has made me talk better, rather than arguing. It has helped me look after the junior generation of our school."

"Being a Mediator made me realise what is going on in the world and to be aware and stand up for others".

"It has made me realise I can speak up".

"I have started to become more confident about myself. I have less disagreements and have become more responsible".

"I feel more understanding and positive towards a lot of different things and feel I've got more open minded".

"It has strengthened my sense of belonging to the school and I am now more committed to everything I undertake. It has motivated me to strive for excellence and have a positive attitude."

"I feel that MRGS would not be the safe school it is today if it wasn't for the mediations offered at our school."

"I am a changed person. I'm wiser and more confident. I'm contributing more to the school now so I definitely feel like I belong more"

"Mediation has helped me to stop mocking people and also to trust people and help to become a better person." (Year 9 student)

"I have wanted to be a Mediator since Year 9 when a Year 13 mediator helped me to not be bullied."

"Now I'm a Mediator, I don't get into physical fights because I don't want to lose my badge. I take a deep breath, walk away and try and be a good role model".

These are just some of the positive comments from our MRGS students.

I appreciate all the support that the Peace Foundation provides us at MRGS and fully endorse their application for funding.

If you need any further information, please do not hesitate to contact me.

Yours sincerely



Donna Hourigan-Johnston MA (Hons)

Guidance Counsellor and Peer Mediation Coordinator

Assistant Head of Guidance Department

Mt Roskill Grammar School | Frost Road | Auckland, 1041 | New Zealand

E: donna.hourigan-johnston@mrgs.school.nz | P: +64 9 6210050 ext 864 | F: +64 9 6294137



MOUNT ROSKILL
GRAMMAR SCHOOL



To Whom It May Concern


Peace Foundation: Leadership Through Peer Mediation – LtPM

I am the Staff Co-ordinator for Leadership through Peer Mediation (LtPM) programme in a decile 1 integrated Secondary Catholic School for Girls in South Auckland. My total of eleven years in this role includes seven years in another decile 1 co-educational school of 1300 students within the same community.

The roll of 800 students comprises 700 Pacifica, 44 Maori, 33 Asian and 33 other ethnicities. LtPM was introduced 3 years ago and incorporated into the existing leadership programme. LtPM programme embedded values fit well with McAuley's faith-based values which many students include as a specified factor in their applications for selection as a Peer Mediator, a sought-after leadership role.

As an experienced NZ teacher and NZAC counsellor, I have observed The Peace Foundation LtPM effectiveness in teaching skills that develop a school culture of peaceful conflict resolution. Early intervention by students for students to resolve peer conflict utilising LtPM values and principles not only minimises risk of conflict escalation within the school but also permeates into family and wider school community relationships. LtPM is readily embraced and supported by the Board of Trustees, Senior Management, Pastoral Care Teams and students.

LtPM is a relevant contemporary programme given student lived reality of community social conflict, NZ curriculum requirements and legal obligation to provide a safe environment for all students (NAG 5). The Peace Foundation LtPM Training workshop content and style resonates with youth beliefs and aspirations. It empowers by creating opportunity for young people to use their own voices and action to grow the message of peace within the school, their families and the community.

Elizabeth George MNZAC 
DipCouns; BEd(Tchg); PGCertProfSup; DipSpecEd.

School Guidance Counsellor/Peer Mediator Co-ordinator

12 August 2019

5 High Street, Otahuhu, Auckland 1062.
O Box 22480 Otahuhu, Auckland 1640, New Zealand.
elephone: 09-276 8715 Facsimile: 09-276 4800

McAULEY HIGH SCHOOL

TAUPO-NUI-A-TIA COLLEGE

PRINCIPAL: PETER MOYLE Dip PEd, PG Dip SM, Dip Tchg.



8 August 2019

To Whom it may concern

Re - Letter of Support for the Leadership through Peer Mediation Programme (LtPM)

Taupo-nui-a-Tia College has had the benefit of support from Peace Education - Peace Foundation in the delivery of training and implementation of the programme Leadership through Peer Mediation since 2017. As a College we were looking at initiatives to best support student well-being - specifically supporting concepts of manaakitanga (care and concern), whanaungatanga (relationship), ako and mahi tahi (working together).

At Taupo-nui-a-Tia College we have found the Leadership through Peer Mediation programme has been instrumental in facilitating key areas of the Colleges Strategic Plan regarding Student Well-being. LtPM promotes student well-being utilising The Colleges Cornerstone Values which underpin all our actions and ensures student voice is a powerful force in the ongoing development and systems response to well-being issues.

We feel it is essential that the values of student well-being are incorporated into the school curriculum. The LtPM programme is relevant to the health education curriculum as it demonstrates empathy and develops skills that enhance relationships. The process that is learnt through the Peer mediation programme highlights specific skills to enhance young people's mental health - namely connection through positive communication (whanaungatanga).

The Leadership through Peer Mediation programme is a valued part of the Taupo-nui-a-Tia Colleges response to the vital issue of student well-being in schools.

Yours faithfully

Hilary Graham
Guidance Counsellor
BSocSc, GradDipT, GradDipCouns(Sup), MCouns(Hons). MNZAC



Waiheke High School
11 Donald Bruce Rd, Waiheke Island 1081, New Zealand

Ph: (09)371-9000, Fax: (09)372-5474
Email: enquiries@waihekehigh.school.nz
Principal: Jude Young, B.A., B.Ed., Dip.Tchg.,
PostGrad Dip., Org Beh (Dis), M.MS (Dis)

To Whom It May Concern,

The Leadership through Peer Mediation Programme (LtPM) has been running at Waiheke High School for well over 10 years and I have been at this school as the Guidance Counsellor for 18 months overseeing the programme but also oversaw this programme at previous schools.

LtPM is run by students for students and is successful because of it. At Waiheke High School we are a Year 7 to Year 13 school and this programme particularly helps our younger students in relation to bullying and conflict resolution. They will approach other students with issues where they may not go to a teacher or even the counsellor. The peer mediators reflect that having conflict resolution skills helps them in their day-to-day lives and relationships.

It is always the case that I would like the whole school to learn the skills the peer mediators learn as then the school would be dealing with situations the same way and understand and talk the same language.

The LtPM programme and approach fits well with the Key Competencies. The NZ Curriculum states *'People use these competencies to live, learn, work, and contribute as active members of their communities. More complex than skills, the competencies draw also on knowledge, attitudes, and values in ways that lead to action. They are not separate or stand-alone. They are the key to learning in every learning area.'* LtPM especially fits well with the key competencies of relating to others, managing self and participating and contributing. The programme focuses on conflict resolution, building rapport, effective listening and dealing with emotions and opinions. These are skills that fit well with the concept of lifelong learners.

LtPM adds value to a school and also helps address NAG 5a to provide a safe physical and emotional environment for students, and NEG 3, development of the knowledge, understanding and skills needed by New Zealanders to compete successfully in the modern, ever-changing world.

If the philosophy and skills of the LtPM programme were available to more students, it has the potential to change the culture of a school. I endorse this programme whole-heartedly

Yours faithfully

Liz Morris

Guidance Counsellor

morrisl@waihekehigh.school.nz

09 371 9000 x 217

At Waiheke High School every student, every year, will strive to meet success.

Otahuhu College



12 August 2019

To Whom It May Concern:

It gives me great pleasure to write a letter acknowledging the Peace Foundation's critically important contributions to our college and student body.

I appreciate the close liaison our college shares with The Peace Foundation team as it is critical that we all recognise our shared role in effecting a peace change process worldwide.

The Peace Foundation has provided six, full day, educational sessions over five years, where our students have developed leadership skills through Peer Mediation training. Our college participates in the organisation's Secondary Schools' Peace Symposium every year and our students have given much of their personal time to devising creative presentations that articulate the themes around peace in our college, community, nation and the world.

Our senior students have participated in leadership retreats with The Peace Foundation in their personal time and these workshops have significantly developed their leadership strengths and determination to walk the peace walk, role modelling and practising peaceful conflict resolution.

Your organisation's leadership, passion, energy and commitment to developing a nationwide culture of hauora has contributed to our college becoming increasingly restorative in our relationship practices.

We have developed significantly our Peace Ambassador and Peer Mediator team and these leaders are an integral foundation for our ethos of anti bullying and our strong student "voice of peace." With our trained Peace team leading by example, our college has grown significantly in celebrating diversity, acceptance of difference and peaceful conflict resolution practices.

If you would like me to speak with anyone further regarding the superb service The Peace Foundation provides to our school and community please do not hesitate to pass on my contact details

Yours sincerely

Mary Castles

HOD Guidance Counselling
Otahuhu College
School Phone: 09-9634000 Ext:4025
Mb: 021-1881256
Email: mcastles@otahuhucollege.school.nz



Thursday 8th August 2019

To whom it may concern,

This letter is to support the New Zealand Peace Foundation's application for funding for the Leadership Through Peer Mediation (LtPM) program.

Hobsonville Point Secondary School has delivered the LtPM program since we opened for students in 2004. We have grown the program from training a group of Year 9 Peace Ambassadors in 2004 to a team of Senior Peer Mediators who support students to resolve minor conflicts using the peer mediation process.

Students in the LtPM team at HPSS lead a number of awareness raising conflict related campaigns including Pink Shirt Day, Gumboot Day and Youth Peace Week throughout the year too.

The students who are part of the LtPM program have benefited significantly from the skills they have learnt through the Peace Foundation trainings and put these into practice on a daily basis. I have no doubt that they will continue to use these skills to navigate conflict and challenging situations when they leave school too.

It has been a joy to have the Peer Mediation program here at HPSS and I thoroughly support Ministry of Education funding for this service. It has been a challenge to find funding for the program at times, so I can only imagine how much more difficult this must be in lower decile schools. If LtPM was funded for all schools, the impact of student-led mediation and conflict resolution would be felt throughout New Zealand.

Kind regards,



Victoria Marsden | Head of Student Services

Hobsonville Point Secondary School

70 Hobsonville Point Road

Auckland 0618

Ph: (09) 975 7400 x 514 | Email: victoria.marsden@hobsonvillepoint.school.nz

30 August 2019



GREEN BAY HIGH SCHOOL

143-161 Godley Road
Green Bay, Auckland 0604
PO Box 80002, Green Bay,
Auckland 0643, New Zealand
Phone +64-9 817 8173
office@greenbayhigh.school.nz
www.greenbayhigh.school.nz

To Whom it May Concern

As of 2019, Green Bay High School has been implementing the Leadership through Peer Mediation Programme (LtPM). We feel it empowers our students and encourages ownership and fits within our school value system. Green Bay High School is a PB4L school with in-depth pastoral systems and a number of student led groups and the LtPM programme complements and works well alongside these.

The Leadership through Peer Mediation training teaches valuable interpersonal skills which translate to everyday life and I have found that Peer Mediators act as role models, especially for our younger students. The Peer Mediators themselves have remarked on how it has impacted on the quality and depth of their relationships at home and within their friendship groups. They felt the conflict resolution skills and Animal personality types help them to appreciate other peoples' journeys and to be more open and non-judgemental in those differences. So as well as functioning within a school context, the values they learn filter to their homes and the community.

I personally have chosen to bring the programme into two different schools I have worked at. This is because I believe in the concepts and the need for a more holistic thinking in our young people and giving them the tools for helping reduce the level of peer conflict and improve peer to peer relationships. As a Counsellor, over the last 9 years I have been working in schools, I have seen a rise in increased distress and lack of self regulation. I feel young people themselves can offer a different type of support and get alongside their peers in a way us as adults cannot.

Ngā mihi

Helen White
Counsellor
MNZAC



13 August 2019

To Whom It May Concern:

Mt Albert Grammar School has been actively part of the Leadership through Peer Mediation (LtPM) Programme since 2015. The Peace Foundation facilitates an outstanding training day for our Peer Mediators each year. Peer Mediators play an important part in the leadership opportunities in the school by giving service to others through peer mediation.

The training allows students to develop positive communication skills around listening, being non-judgemental, respecting others' opinions and beliefs, as well as empowering individuals to make positive choices around building successful relationships. Not only do the Peer Mediators model this through mediations but they are also important skills that they take with them when they leave school and into any work place, further education and indeed their own personal relationships.

Becoming a Peer Mediator at Mount Albert Grammar School is seen as a meaningful and valuable leadership opportunity. Our numbers increase every year and the number of mediations that Peer Mediators facilitate has also increased. This has happened as a result of the school community seeing the value of managing conflict in positive ways and seeing real results in changing the ways we communicate with each other. I cannot stress how important this programme is in schools and the immediate value it holds on an individual level as well as on a collective level, building safer, more positive school communities and beyond.

LtPM ties in directly with the five key competencies of the NZ Curriculum: thinking, language, managing self, relating to others and participating and contributing. This is why LtPM programme should become an integral part of the School's Health curriculum and that support be given to fund this invaluable programme in schools.

Ngā mihi

Marianne Wilson |
MNZAC
Guidance Counsellor
mwilson@mags.school.nz
Ph +64 9 846 2044 xtn 8197
Alberton Avenue, Mount Albert, Auckland 1025