**Peer Mediators Reward System**

By Emma Davis (Cool Schools Coordinator at Upper Harbour Primary School, Albany, Auckland)

**Do you ever find that peer mediators start the year enthusiastically and then their enthusiasm for the role starts dwindling?**

As a peer mediator coordinator at Upper Harbour Primary School, I am constantly trying to find new and inspiring ways to engage the children.  The peer mediation reward scheme is basically a system where it encourages peer mediators to do duties and attend meetings and then rewards them for doing so.  The rewards are a way of enabling the children to feel valued and at the same time allow them to feel like they are achieving something.

I broke the awards into 3 parts, bronze, silver and gold.  After each duty they get to sign off one of the requirements to get an award.  Examples could be getting to their duty on time or knowing the rules of peer mediation.  Once they have completed 5 peer mediation duties they get awarded their bronze award which is a certificate signed by the principal, and recognition for their achievements in a whole school assembly.

The silver award has more requirements and is slightly more challenging.

The gold award is for children who would like to work above and beyond their duties.  These can be ticked off any time over the year but can only be gained if all of the bronze and silver requirements have been achieved.  For a gold award, children need to show that they are making an impact in school by either planning a school assembly, Peace Week or a whole school event that promotes peace.  This is the part the children love.

As an extra incentive, through The Peace Foundation, we are introducing an award which is the Peace Ambassador Award.  This is for children who go the extra mile and show initiation when it comes to peer mediation.  As a team at Upper Harbour Primary School the children decided that to be awarded this special title they would need to create something to help the school; they would need to leave a legacy.  The children’s ideas included making a booklet about peer mediation to give to future peer mediators or design posters for the classrooms for how to solve problems.

I believe it is crucial to recognise these children who give up their break times to help their school.  They should be made aware of how their impact on the school is invaluable and the skills they are learning are skills they can use for life.

I started the scheme this term, and so far it is working wonderfully.  I am always happy to talk to other coordinators to share ideas.

**Peer Mediators’ Training Levels / Awards**

**Name:**

|  |  |
| --- | --- |
| **Level 1: Bronze Award**For the award you will be able to: | **Acheived** |
| * Know the rules of mediation
 |  |
| * Keep the bag in order (new sheets, old sheets removed…)
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| * Tidy up after duty
 |  |
| * Be on time and carry out duty
 |  |
| * Be familiar with the mediaiton script
 |  |

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| **Level 2: Silver Award**For the award you will be able to: | **Achieved** |
| * Complete a Mediation Agreement Form and hand in to the teacher
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| * Have a friendly and caring manner
 |  |
| * Use a variety of questions during the mediation process to help solve the problem
 |  |
| * Help sort out a problem effectively
 |  |
| * Talk with a teacher if help is needed
 |  |
| * Demonstrate active listening skills
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| * Repeat the problem back to the children in conflict
 |  |
| * Show confidentiality
 |  |
| * Be confident in knowing what to do when a problem is too big
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| **Level 3: Gold Award**For this award you will be able to: | **Achieved** |
| * Attend Thursday meetings regularly
 |  |
| * Have a meeting with Ms Craig, Mrs Thorburn or Mr Cowie
 |  |
| * Present in an assembly
 |  |
| * Teach a circle time lesson
 |  |
| * Plan and organise Peace Week
 |  |
| * Help train future peer mediators
 |  |
| * Organise a lunch time club
 |  |

After each duty it is your responsibility to come to Miss Davis to receive a signature.  You can only tick off one box per duty.  After each level you will be recognised in an assembly and receive your sticker.  Once you have completed all boxes you will see Ms Craig and Mr Cowie in recognition of your invaluable contribution to the school and will receive a certificate for your hard work.