

BAME Peer-to-Peer Mentoring Scheme

An open-source resource for creating an in-school mentoring programme

The Peer-to-Peer Mentoring Scheme aims to enable more young people of colour to access the benefits of having positive BAME role models at school. It does this via a specially developed that provides teaching staff with the skills and resources to train and support older BAME pupils as mentors and positive role models for younger pupils of colour. The older pupils then lead dynamic weekly, goal-led sessions for their peers. This sustainable 'train-the-trainer' model aims to foster an exchange of life and learning experiences, provide support for all participants and enable more young people of colour to be trained as mentors and mentees.



METHODOLOGY

The scheme was developed following the success of SLN's Uni:School Mentoring Programme, as the schools involved wanted mentoring for their pupils to continue beyond the initial programme's scope.

An online and printed toolkit, plus a step-by-step training package, was developed to be delivered in schools. The toolkit provides a 'go-to' guide for teaching staff and includes worksheets and weekly sessions suggestions for mentors and mentees. School staff act as champions, supporting BAME pupils who want to be mentors and those who want to be mentored.

IMPACT

The BAME Peer-to-Peer Mentoring Scheme has created positive changes in relationships and a reported rise in the overall confidence of those taking part. BAME young people were able to share their experiences of learning and life, choosing GCSE subjects, revision and other school-related issues, and learn from their peers.

PROJECT SUMMARY

Context

We know that nationally there is an attainment gap between BAME pupils and their white counterparts. Despite the changing demographic of many areas of Sussex, where the population is becoming increasingly diverse, we also know that there is a low percentage of teachers who are visibly BAME. This results in a lack of positive role models for BAME pupils to identify with and look up to.

Duration

Started in 2018 and ongoing

Funding source

Uni Connect

Quotes from participating schools

"The biggest thing to come out of the mentoring was that we created a prayer room. It made me realise what needed to change at the school. If you were Muslim or Sikh, there was no place to practise your faith."

"The mentors bring everything together and help guide younger pupils with their ideas. For example, we set up BAME boxing, an idea that came from the mentee/mentor group."

"At the end of the original programme... a Year 11 student, and former mentor, came back from college to talk about his secondary school experiences... He'd never been given a platform to talk about how social injustice and racial banter has affected him... no one ever talks about that stuff. It's all about the story and every mentor has their story that they can share with their mentee."

"The programme utterly woke us up and gave us direction. Without it, we would be where lots of schools were when Black Lives Matter happened – unprepared – but we were ready and able to talk to students."

KEY FINDINGS AND RECOMMENDATIONS

Based on the project's successes, there are plans to roll it out across more schools and FE colleges in Sussex.



TALKING POINTS

The peer-to-peer model provides value for older and younger students of colour in the school. Could this model be extended for transition for Year 6 and Year 7 students?

The peer-to-peer model gives a voice to students of colour in the school. In what ways can the information provided by young people be acted upon?

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