Selecting and Recruiting Peer Mentors

All 3 schools adopted slightly different approaches to selecting their peer mentors. We have summarised the different methods below so that you can choose the method which works in your context.

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| Formal Application Process | Students selected by school | A combination of the above approaches |
| Description: Following a formal launch, students are encouraged to fill out an application form applying for the role. | Description: Key members of the pastoral team approach students who will be good and select them for the project | Description: Open application process combined with a direct approach to individuals who have a lot to offer the project (we would recommend particularly targeting boys). |
| Advantages:   * Students are genuinely committed the project * Simulates a real-life process of job application * Everyone has the opportunity to apply (and some surprising students may apply) | Advantages:   * Can secure a gender / ethnicity / personality balance * It is more likely that the students will have the skills for the role * Less administration for the lead teacher | Advantages:   * Allows you to combine the advantages of both the other methods * Should secure a more diverse group of mentors |
| Disadvantages:   * May not secure an equal gender balance (girls typically more enthusiastic about applying than boys) * Not all the students who apply may be well-suited to the role | Disadvantages:   * Some students may feel excluded or may be ‘missed’ by the pastoral teams * Students may be less committed to the programme | Disadvantages:   * Workload * Students not directly approached *may* feel slighted |