

Mentors in Violence Prevention (MVP)

The Violence Reduction Network (VRN) is a wide alliance of groups, communities and organisations from across Leicester, Leicestershire and Rutland (LLR). We believe that violence is preventable and we share the common goal of preventing and reducing violence through understanding and tackling its root causes. One of the programmes that the VRN has invested in is **Mentors in Violence Prevention (MVP)**.

MVP is a peer-led leadership and bystander programme developed in the United States by Educator, Dr Jackson Katz. Harnessing the power of peers, it trains young people as Mentors and equips them with the confidence, knowledge and skills to identify and speak out against bullying, abusive behavior and violence. It aims to tackle the beliefs, attitudes and culture which can give the message that violence within and outside of relationships is acceptable. MVP is inclusive; drawing on a bystander approach. Mentors aim to influence, motivate and empower all young people to play their role. Ultimately MVP promotes the healthy social norms and culture which is known to prevent violence.

The VRN is initially supporting the implementation of **MVP in secondary schools** across LLR although, the programme is transferable to many other settings including further and higher education, youth groups, sport clubs and the workplace. By initially investing in schools, Mentors will not only have a positive impact within their school but the wider community will also benefit as the Mentors' learning (and that of their peers) cascade into other settings and eventually into adulthood. The VRN encourages the involvement of partners and communities in supporting the implementation of MVP in secondary schools as appropriate to each school.



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Within schools, MVP supports the development of safe and supportive learning environments by empowering every young person to play their role. It's inclusive and helps build healthy relationships now and in the future.

Students, usually from Year 10/11, are trained as Mentors and are provided with a toolkit to be a role model and promote discussion amongst friendship and peer groups. Topics focus on a range of social issues relevant to young people. Awareness is raised and beliefs, attitudes and culture are explored and challenged during the process of learning. Importantly, MVP seeks to inspire individual leadership around the issues being discussed.

MVP provides young people with the confidence and tools to safely act when they see or hear about anything of concern. 'Don't be a bystander, be a friend' is a mantra of MVP and the programme provides young people with a range of options to enable them to act.

MVP helps schools meet the requirements of the Department of Education PHSE programme and OFSTED to keep children safe, develop their personal well-being and equip them for adulthood. It is also sustainable; during and after their time as Mentors, young people will have a wider impact on their family, wider peer groups and communities. Younger students who have benefitted from the programme can become future mentors.

Evaluation of MVP in other areas has demonstrated a positive impact on incidents of bullying and violence as well as temporary and permanent exclusions.

Schools who have implemented MVP report that it provides a number of opportunities and assists in meeting several requirements. These are briefly outlined below:



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MVP as Social Action and Volunteering

MVP can be used in several ways:

- ✓ National Leadership
- ✓ Programmes e.g. Duke of Edinburgh
- ✓ National Citizens Schemes
- ✓ Princes Trust
- ✓ Accredited Option alongside schemes such as Sports Leaders, Cadets, Arts Award and ASDAN

MVP to Support Compliance

- ✓ MVP provides evidence of a schools intervention to enable pupils to feel safe and recognise unsafe situations. This is relevant to Relationship and Sex Education (statutory requirements) and Keeping Children Safe in Education 2020
- ✓ MVP supports pupils for life in Modern Britain which is relevant to British Values, Equalities, Prevent (Counter Terrorism) Character Education and Student Voice

MVP as OFSTED Evidence for Personal Development

MVP can support achievement of outstanding or good ratings. It can be used as evidence in relation to the following criteria:

Outstanding

- ✓ Personal development is exceptional
- ✓ The school consistently promotes the extensive personal development of pupils
- ✓ The way the school goes about developing pupils' character is exemplary and is worthy of being shared with others
- ✓ The school provides these rich experiences in a coherently planned way, in the curriculum and through extra-curricular activities

Good

- ✓ The school consistently promotes the extensive personal development of pupils
- ✓ The school's work to enhance pupils' spiritual, moral, social and cultural development is of a high quality
- ✓ The curriculum and the school's effective wider work support pupils to be confident, resilient and independent, and to develop strength of character
- ✓ Pupils engage with views, beliefs and opinions that are different from their own in considered ways
- ✓ The school provides pupils with meaningful opportunities to understand how to be responsible, respectful, active citizens who contribute positively to society. Pupils know how to discuss and debate issues and ideas in a considered way



MVP as Part of PHSE

Schools have found that the content of MVP is consistent with the 10 principles of PHSE Education

Start where children and young people are: find out what they already know, understand, are able to do and are able to say. For maximum impact involve them in the planning of your PSHE education programme.	MVP uses scenarios – mentors and young people select the most relevant to them and the school at that time; each session will identify common and individual understanding.
Plan a 'spiral programme' which introduces new and more challenging learning, while building on what has gone before, which reflects and meets the personal developmental needs of the children and young people.	The same or similar method will be used to discuss more challenging issues as young people become more confident with the process.
Take a positive approach which does not attempt to induce shock or guilt but focuses on what children and young people can do to keep themselves and others healthy and safe and to lead happy and fulfilling lives.	MVP draws on realistic scenario's enabling young people to discuss thoughts and feelings, including the notion of being a good friend and how others may be feeling in the same situation.
Offer a wide variety of teaching and learning styles within PSHE education, with an emphasis on interactive learning and the teacher as facilitator.	MVP is young person led with facilitation support from teachers.
Provide information which is realistic and relevant and which reinforces positive social norms.	This is the core of the MVP ethos; young people will learn.
Encourage young people to reflect on their learning and the progress they have made, and to transfer what they have learned to say and to do from one school subject to another, and from school to their lives in the wider community.	MVP encourages culture change and learning will be taken by the young person into higher education, employment, sports clubs and the community.



Recognise that the PSHE education programme is just one part of what a school can do to help a child to develop the knowledge, skills, attitudes and understanding they need to fulfil their potential. Link the PSHE education programme to other whole school approaches, to pastoral support, and provide a setting where the responsible choice becomes the easy choice. Encourage staff, families and the wider community to get involved.	MVP can be taken as a whole school approach, into every element of learning; training will be offered to members of the wider school community.
Embed PSHE education within other efforts to ensure children and young people have positive relationships with adults, feel valued and where those who are most vulnerable are identified and supported.	MVP encourages any student to become a mentor within the school, particularly those who would not usually be recognised as a leader within the school, thus building pride and trust.
Provide opportunities for children and young people to make real decisions about their lives, to take part in activities which simulate adult choices and where they can demonstrate their ability to take responsibility for their decisions.	Through recruiting leaders for the school MVP enables young people to take responsibility for peers and represent the school.
Provide a safe and supportive learning environment where children and young people can develop the confidence to ask questions, challenge the information they are offered, draw on their own experience, express their views and opinions and put what they have learned into practice in their own lives.	MVP creates a safe environment and structure for young people to challenge information and as the scenarios are relevant to them they are able to use their experiences.

Implementing MVP in Schools

Any secondary school in Leicester, Leicestershire and Rutland can express an interest in MVP. The process for this, as well as details on the commitment required, is summarised below. There are no charges for Schools but implementation is dependent on a commitment of time from all involved.



Expression of Interest

- A School expresses their interest in MVP through contacting the VRN on vrn@leics.pcc.pnn.gov.uk
- School confirms with the VRN team that they do/do not wish to proceed
- If the School wishes to proceed, the VRN team will confirm next available dates for full MVP training

Initial Mobilisation

- School identifies staff to attend full MVP training – this will equip those staff with the knowledge, skills and material to train and support pupils as Mentors
- School identifies other adults who can train and support the programme; these might range from parents to governors and volunteers
- School completes an agreement form to confirm commitment

Training for Staff and Volunteers

- Schools staff and partners attend three, one-hour training webinars delivered by Graham Goulden. The first being an introductory session and the remaining two following the completion of an on-line training package, to consolidate learning
- School staff and partners complete an on-line learning package. This takes approximately 2 ½ hours and can be completed over a 7 day period

Implementation in Schools

- Trained MVP school staff recruit and train students as Mentors with support from partners and volunteers. The number of Mentors trained will depend on the size of the school. It is recommended that Mentors are from Year 9/10

On-going Support and Review

- The VRN team will check-in with Schools offering support and ensuring MVP material/toolkit is up-to-date and accessible
- The VRN will co-ordinate MVP support sessions/peer network meetings for Schools. Initially our MVP trainer, Graham Goulden will also attend these
- Other networking opportunities for those involved in MVP training and delivery, including Mentors from different schools, will be offered
- Schools continue to recruit and train students as Mentors as necessary
- VRN Team and Schools to agree evaluation activity

Branding and Communications

- Schools are asked to use the MVP branding provided (with school name if desired) in any communications about the programme
- MVP branded lanyard pins to be provided by the VRN Team for Mentors
- VRN Team and Schools to promote MVP and agree any joint communications activity including School testimonials to support the on-going implementation of MVP locally

About our Trainer

The VRN is proud to be working with Graham Goulden (BA), founder of Cultivating Minds UK, to bring MVP to Leicester, Leicestershire and Rutland. Graham is an experienced and committed, leadership and violence prevention trainer. For thirty years he was a Scottish police officer and Chief Investigator specialising in criminal investigation, drug investigation, training and crime prevention. For the last eight years of his policing career he was a Chief Inspector and a key member of the Scottish Violence Reduction Unit.

Graham is a passionate advocate of the bystander approach. He has delivered bystander prevention trainings in many different settings including high schools, colleges, universities, in work places, in prisons, with military and police and with professional and amateur sports in the UK and United States. Graham has worked with many different individuals and groups using bystander activities to develop personal leadership including hairdressers, dentists, vets, fire officers, police & prison officers, bar & security staff, the military as well as in local communities.

Graham's role is to support the VRN Team to mobilise for MVP and provide the training and early support for Schools. He is also supporting the VRN and partners to understand the wider potential of Bystander approaches including meeting with senior leaders and our Campaigns team. In time, Graham will offer a Train the Trainers programme to our area with the aim of developing local capability and increasing sustainability.

Find out more

We recommend the following TED talk by Dr Jackson Katz:

https://www.ted.com/talks/jackson_katz_violence_against_women_it_s_a_men_s_issue

This video about MVP in a USA school is also worth a watch:

<https://youtu.be/0xu8Qf4FIM0>

Please contact vrn@leics.pcc.pnn.gov.uk if you have any queries or would like to sign-up to MVP

