

## Changes to Practice Standards: 1st April 2021

The changes are to maintain and improve standards with an approach that encourages reflection on mediation practice at an appropriate level balancing the skills of mediators and the protection of clients.

The previous practice standards for mediators were put in place in 2010. To ensure that our standards continue to be at an appropriate level balancing the skills of mediators and the protection of clients, Scottish Mediation undertook a review of the standards, following a yearlong consultation, resulting in these changes.

Previous Standards	New Standards 1 April 2021	Notes
Relevant period for evidence:  <b>12 months</b>	Relevant period for evidence:  <b>24 months</b>	The annual verification check will remain in place but the relevant period for evidence will be changed from 12 months to 24 months
Number of mediations:  <b>2 mediations in past 12 months</b>	Number of mediations:  <b>4 mediations in past 24 months</b> (with a rolling average of 2 mediations per 12 months)	Where a mediator has not met the rolling average of 2 mediations in a 12-month period (e.g., the mediator has only undertaken 1 mediation in 12 months) then they would be required to complete 3 mediations in the other 12-month period to reach the standard.
Mediation hours:  <b>not less than 6 hours conducting mediation in past 12 months</b>	Mediation hours:  <b>not less than 12 hours conducting mediation in past 24 months</b>	Working on the principle for Number of Mediations detailed above, we would be looking for a mediator to achieve a rolling average of 6 hours per 12-month period
CPD  <b>12 hours of CPD and support each year</b>	CPD  <b>36 CPD points from the previous 24 months</b>	18 points being achieved in each 12-month period.  See full breakdown of points below

## **Changes**

The agreed changes are -

### **1) Relevant period for evidence**

The annual verification check will remain in place but the relevant period for evidence will be changed from 12 months to 24 months.

### **2) Number of mediations**

**Current (up to 31 March)** - 2 mediations in past 12 months

**New Standards (from 1<sup>st</sup> April)** - 4 mediations in past 24 months with a rolling average of 2 mediations per 12 months.

Where a mediator has not met the rolling average of 2 mediations in a 12 month period (e.g. the mediator has only undertaken 1 mediation in 12 months) then they would be required to complete 3 mediations in the other 12 month period to reach the standard.

#### Example

If the relevant period were 2019 – 2021 and the mediator had only completed 1 mediation in 2019/2020 then they would need to complete 3 mediations in 2020/2021 to achieve the standard.

If a mediator had completed 3 mediations in 2019/2020 and only 1 mediation in 2020/2021 then they would have achieved the standard.

This would allow for fluctuations in mediation practice whilst providing assurance to clients. If there were exceptional circumstances that resulted in a mediator not undertaking any mediations in a 12-month period, then this would be considered on an individual basis.

### **3) Mediation hours**

**Current (up to 31 March)** - not less than 6 hours conducting mediation in past 12 months

**New Standards (from 1<sup>st</sup> April)** - not less than 12 hours conducting mediation in past 24 months

Working on the principle for Number of Mediations detailed above, we would be looking for a mediator to achieve a rolling average of 6 hours per 12 month period.

#### 4) CPD

**Current (up to 31 March)** - 12 hours of CPD and support each year – includes training (not initial training), supervision, monitoring, mentoring, shadowing, and peer review.

**New Standards (from 1<sup>st</sup> April)** – A total of 36 CPD points from the previous 24 months, with 18 points being achieved in each 12-month period from the following-

Training (not initial training) – 1 point per hour

Participation in Supervision/Peer Review/– 2 points per hour

Recorded self-reflection on a mediation case – 1 point per hour

Attendance at relevant workshop/lecture/seminar/conference - 1 point per hour

Presentation of relevant workshop/seminar/conference – 2 points per hour

Self-development – books/articles/videos with recorded learning – 1 point per hour with a maximum of 6 points in 24-month period.

Whilst fluctuations in practice may be out of a practitioner's control it is felt that a practitioner can be responsible for ensuring that they undertake CPD each year. The category 'Self -Development' has a maximum points set to ensure that all points cannot be gained through 'books/articles/videos with recorded learning' alone as this does not involve interaction with other mediators.

A change from hours to a points system for CPD would allow for emphasis on reflective practice with 2 points per hour for Supervision/ Peer Review.

Example

Current system of 12 hours per year -

6 hours of CPD and 6 hours of Supervision/ Peer Review would equate to 12 hours of CPD

Proposed system of 18 points per 12-month period -

6 hours of CPD (6 x 1 point per hour) and 6 hours of Supervision/Peer Review ( 6 x 2 points per hour ) would equate to 18 points

**Note: these proposals are for the Scottish Mediation Register Standards only and that Family and Community Mediators must comply with the practice standards set by Relationship Scotland for Family Mediators and the Scottish Community Mediation Network for Community Mediators.**