

Strategic Plan 2021-2024

Context

During the period 2018-2021 our work was about raising the profile of mediation through a series of initiatives. In doing so we sought to achieve a step change in attitudes towards mediation.

Supporting that aim, Scottish Mediation...



delivered the report “Bringing Mediation into the Mainstream in Scotland”, an evidence-based research project, laying out plans for mediation in Scotland’s civil justice system with support from the Scottish Government.



launched the Scottish Mediation Charter encouraging organisations to commit to the use of mediation and a mediation approach.



launched a Covid-19 Mediation Scheme supporting people and organisations to resolve their disputes during the pandemic.



secured the use of Mediation in the Planning (Scotland) 2019 Act following collaborative work with the Scottish Alliance for People and Places.



brought Young People from across Scotland together under the banner of Young Talk enabling them to share their experiences and shape our future work.

We also consulted on and delivered changes to the Practice Standards for Mediators ensuring that those choosing mediation can be confident that the appropriate professional standards are in place when selecting from the Scottish Mediation Register.

The outcomes we are seeking for the next three years aim to build on our previous work and in doing so ensure that mediation is easily accessible, that mediators reflect the communities they serve, that mediation is available for our young people in schools, that organisations value mediation and that mediation is a first step in civil justice disputes. Put together we recognise that this needs a culture shift and that is what we are seeking.

Vision

Our vision is of a Scotland where people, communities and organisations respectfully deal with disagreements.

Our contribution to achieving this is to promote mediation and a mediation approach; demonstrate their use and benefits; increase their profile; and support excellence and innovation in the professional practice of mediation.

We Value

- Working together collaboratively
- Mutual respect
- Transparent communication
- Environmental and financial sustainability
- Inclusion and diversity
- Non-violence and peace building

We expect the outcomes of our Vision will see...



a culture shift so that people, organisations, and communities have access to mediation as part of a range of options to resolve their disputes.



organisations valuing mediation skills in the course of their work and offering mediation as a way of resolving disputes.



Scottish schools being places where young people learn peace building skills and use these to prevent bullying and to resolve conflict.



mediation being the natural first step in appropriate civil justice disputes.



an expansion of opportunities to learn and practice mediation skills for people from all parts of our society and all walks of life.

We will put mediation and a mediation approach at the heart of the Scottish way of life in education, business, government, and civil society.

What we aim to accomplish:



because of collaborative working with Scottish Mediation, organisations across Scotland are inspired to commit themselves to mediation and the skills of mediation in performance of their work.



Scottish Mediation is internationally recognised as an influential professional body providing a space for creative dialogue and listening and promoting the highest standards.



that Scottish Mediation training, events and CPD are highly regarded and delivered to a high standard.



the Scottish Mediation Register is the recognised go-to listing to find a mediator and the mark of good practice mediators in Scotland.



people and organisations have a better understanding of mediation and the skills of mediation.

In the next three years we aim to:



support the introduction of legislation around mediation.



work with the Scottish Government and other Public Bodies to offer programmes supporting mediation's use across Scottish society.



develop confidence in mediation through the visibility of high standards and training to support improved practice.



promote peace making and peace building by widening access to peer mediation for children and young people and promoting discussion about how to develop resources to support how Scotland deals with conflict at a national and community level.



grow Scottish Mediation membership from individual practitioners and corporate and individual supporters.



better reflect the diversity of the population we serve, and in doing so capture the diversity of thinking and practice that would bring.



develop SM funding to support a broad range of activity.



develop SM's online resources across all aspects of its work.

Over the period of this plan we will use a number of different outcome measures both quantitative and qualitative to measure our progress against what we seek to accomplish. We will support this with annual plans based on SMART objectives in the key areas of the plan.

Contact us

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