

Strategic Plan 2024-2027

Context

During the period 2021-2024 our work was about initiating a culture shift in attitudes towards mediation in Scotland.

Supporting that aim, Scottish Mediation...



worked with the Scottish Government and other key stakeholders to make mediation available for all Simple Procedure cases in Scotland with mediators being paid for their work.



delivered a training programme on Peer mediation across all Fife Council Primary schools and in doing so trained a cohort of mediators to take the work forward.



implemented improved Practice Standards for Mediators across Scotland and initiated a review of the Code of Professional Conduct for Mediators.



undertook the Hallmark of Inclusion process in order to design and implement an equality and diversity action plan.



delivered mediation skills seminars to a range of organisations across Scotland spreading knowledge about the skills of mediation and giving practical support to people in conflict situations.



initiated new mediator seminars to encourage and explain how to become a mediator and the requirements of doing so.

We also partnered with the Centre for Good Relations in pioneering a new approach to reducing tensions around demonstrations at COP 26 held in Glasgow.

The outcomes we are seeking for the next three years aim to build on our previous work and in doing so try to ensure that:

- mediation is easily accessible,
- mediators reflect the communities they serve,
- mediation is available for our young people in schools,
- organisations value mediation and
- mediation is a first step in civil justice disputes.

When 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 can 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 hope that the outcomes of our Vision will see...



a culture shift so that people, organisations, and communities understand and 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 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:



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



That Scottish Mediation is internationally recognised as an influential professional body providing a space for creative dialogue, helping people to listen and promoting the highest standards.



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



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



That mediation is valued and that the work that mediators carry out is rewarded appropriately.

In the next three years we aim to:



Work to support a wider use of mediation across Scotland. Ensure that all levels of government see mediation as an essential part of their business and to drive awareness and adoption of mediation across Scottish society.



Ensure that high standards of practice are supported; delivering training and development opportunities to mediators; and encouraging mediators to reflect on their own performance. Ensure that the standards we ask mediators to achieve support public confidence in mediation.



Ensure that Peer Mediation is available across all Scottish Schools with the learning from that activity captured and reported on. That a discussion takes place on how Scotland deals with conflict at a national and community level.



Grow Scottish Mediation membership from individual practitioners and corporate and individual supporters. Promote the gathering of data to highlight mediation's impact.



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 develop so that SM has the capacity to deliver a wider range of services for people seeking mediation and for mediators seeking support with the development of their practice.



Support a broad range of activity, working collaboratively with others to promote the use and development of mediation when opportunities arise



Continue to 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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