

CPD masterclass: mediating with neurodiversity

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In partnership with

scottish
mediation



AS Anderson
Strathern

scottish mediation

Employment & Workplace Mediation

Case Study

Malcolm Currie 2025

Employment & Workplace Case Study

First Level Complexities

- Colleagues within a local authority workplace
- Team of 5 teachers within one department
- Peers, one with lead responsibilities
- Allegations of one 'not pulling their weight' due to repeated absences
- Counter-allegation of that person being excluded from the group

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Second Level Complexities

- Deputy Head 'involved' but not involved
- Group dynamics and behaviours
- Organisational tolerance (3-years of embedded issues)
- Neurodiversity alongside mental & physical ill health

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Issues in Mediation

- What did I know beforehand?
- What did I wish I had known beforehand?
- What did I learn and what would I now do differently?
- Questions?