

Role and context:

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 to conflict; demonstrate their use and benefits of their use; increase their profile; and to support excellence and innovation in the professional practice of mediation.

Key priorities in our plan include a commitment to promoting equality and diversity in mediation whether that be in the composition of our Board or in those who join our Register of mediators across Scotland. Following our work over the past three years we are also very focussed on opportunities to widen the availability of mediation in our communities and particularly across the civil justice system. We have also taken significant steps forward in establishing Peer Mediation in schools equipping school students with conflict resolution skills that will for now and throughout life.

Scottish Mediation is proud of its work promoting mediation across the range of Scottish public life, promoting professional standards through the maintenance of the Scottish Mediation Register and through our innovative programme of continuous professional development.

We are interested in recruiting Trustees who have a broad range of skills which may have been gained across a range of sectors. Applicants may have direct mediation skills but we are also interested in applications from experienced leaders who appreciate and have experience of the organisational benefits of mediation or who have experience in commissioning mediation to resolve disputes. This might include those working in local authorities, those with financial management experience and those with experience of complaints management. We are keen to ensure our Board reflects the diversity of the Scottish population.

The general areas of activities that Trustees perform are:

- Scrutinising and providing feedback on Board papers
- Participating in strategic discussions
- Highlighting key governance issues in practice and service development, member services, and financial and risk management.
- Providing guidance on new initiatives
- Other issues in which the trustee has special expertise

Turning Disagreement into Opportunity

Organisational Profile:

Scottish Mediation was established in 1990 to:

- Raise the profile of mediation in Scotland
- Act as a professional body for mediators in Scotland
- Maintain the Scottish Mediation Register and provide access to quality assured mediation services

Scottish Mediation seeks to:

- Promote a wider understanding of the appropriate use of mediation and other related forms of conflict management and prevention
- Support and promote education, training and research in skills and best practice
- Create and encourage links between mediators and Scottish public, private, voluntary and community organisations
- Promote and organise standards of professional conduct and training

Website:

www.scottishmediation.org.uk

Application Notes:

SM Trustees may expect to commit between half and one day a month to the role and more if involved in other committees and task groups. Regular Board activities include:

- Quarterly general business Board meetings per year, (usually Thursday 2 hours at different times to suit trustees) + preparation and meeting usually held online.
- One special performance and strategy review board workshops/meetings (half or full day in person) + preparation
- An AGM (Online) and Annual Forum + preparation

Application Details:

Please see the attached role description and person specification for further information.

For an informal discussion about the requirements of the role, please contact Graham Boyack, Director on tel: 0131 556 1221 or by email graham.boyack@scottishmediation.org.uk

Applications should be submitted by 12noon on Friday 12th September 2025.