

Inside this issue:

Scottish Mediation Week	1
Dr Peter Adler event	1
Mediation Awareness Workshops	2
Bullying & Peer Mediation	2
Events	3-4
Training	4-5

## Contribute to Collaborate

SMN publishes Collaborate monthly, and we encourage you to contribute.

For submission guidelines contact Toni Freitas at:

[collaborate@scottishmediation.org.uk](mailto:collaborate@scottishmediation.org.uk)

The submission deadline for the next issue is:

**Tues. 25th September.**

*The Scottish Mediation Network has as its purpose the promotion of mediation of all forms in Scotland. We believe that mediation is an underused option. SMN's longer-term vision is to embed mediation in to the way conflicts of all kinds are resolved in Scotland.*

## Scottish Mediation Week 15 to 19 October 2007

The Scottish Mediation Network is co-ordinating a series of mediation awareness events to highlight the first ever Scottish Mediation Week, 15th to 19th October 2007. SMN invites you to join us in creating a series of activities and mediation awareness raising events throughout Scotland during 15 to 19 October.

October 18th is Conflict Resolution Day, an international celebration held annually on the third Thursday in October. Join the Scottish Mediation Network and become part of the global celebration of mediation and conflict resolution in your community.

During Scottish Mediation Week, SMN would like to highlight local and national mediation services and raise awareness about the benefits of all forms of mediation.

There are many ways that you can get involved as an individual or an organisation. For it to be a success, we need your assistance! **If you would like ideas on how to get involved Scottish Mediation Week, email Toni to receive a starter kit or download from SMN's website.** SMN will work to co-ordinate all activities planned and we are happy to advertise your event in Collaborate and on the SMN website.

We already have commitment from Jeannie Felsing, of Grampian Racial Equality Council, who is facilitating two half-day workshops on 'Introducing Mediation'

## Environmental Mediation Discussion with Dr Peter Adler

"The Soul of the Great Agreement: Capable Process and Durable Solutions"

On the evening of 19th September, the Scottish Mediation Network and Children in Scotland, RESOLVE: ASL are pleased to present the work of USA environmental mediator, Dr Peter Adler. This event is being sponsored at the Scottish Parliament by Robin Harper, MSP. This event will allow attendees an opportunity to discuss Dr Adler's international body of work, and how his experiences can apply to planning and environmental conflicts in Scotland.

Dr Adler's international work is exceptional. He has worked extensively on water management and resource planning problems and mediates, writes, trains, and teaches in diverse areas of conflict management. He has worked on cases ranging from the siting of a 25-megawatt geothermal energy production facility to the resolution of construction and product liability claims involving a multi-million dollar stadium. He has extensive experience in planning issues, water problems, marine and coastal affairs.



for Inverness College. Gary McCallum of the West Dunbartonshire Council Neighbourhood Mediation Service has changed his email tag and has pledged to use the Scottish Mediation Week logo on letters and in appropriate literature. What will you do to help raise awareness of mediation in your area?

Help SMN put mediation on the map of conflict resolution in Scotland. For more details, contact [Toni Freitas](#), Mediation Awareness and Events Development Officer.

Recent projects include:

- Negotiations at the Ok Tedi Mine in Papua New Guinea involving the mine owners and representatives of 50,000 people living in the Western Province.
- Analysis of potential stakeholding strategies, consultation, process design, and facilitation of dialogues for various projects of the National Aeronautics and Space Administration (NASA).
- At the request of 6 U.S. Senators, convened and facilitated a six month multi-sector dialogue aimed at improving the critical habitat provisions of the Endangered Species Act.

**There are limited places** and we expect this to be a stimulating event, so book now!

Contact [Toni Freitas](#) to reserve a place, or for further information. YOU MUST RSVP in order to attend. If you are not on the guest list at Parliament, you will not be allowed into the event.

## Mediation Awareness Workshops October & November 2007

The Scottish Mediation Network is pleased to announce the latest Mediation Awareness Workshops. SMN is organising a series of facilitated workshops throughout Scotland to help develop and raise awareness of mediation of all forms.

These workshops will be an opportunity for those that would like to **learn more about mediation** and its appropriate uses. If you have wondered how mediation might be able to help in your community and your place of work, then please join us!

The workshops will be particularly useful to community leaders, advice service and helpline workers, MSPs, local Councillors, civil servants, businesses, HR managers, NHS and other public service providers, Judges, Sheriffs, Court managers, and charity workers.

**Booking is now open!** Here are Mediation Awareness workshops coming soon:

3rd October	Dundee
10th October	Galashiels
10th Nov	Ayr
11th Nov	Dumbarton

These are FREE EVENTS.

We aim to provide a forum of discussion with groups and individuals of all backgrounds interested in learning more about developing mediation in local areas.

The workshops will address the questions:

- What issues could mediation address in your area?
- What can be done to assist you to develop the use of mediation?

SMN aims to increase knowledge of par-

ticipants about mediation and its appropriate uses and to support local mediation services. If you are a local mediation service provider and would like more information on how to get involved, please contact [Toni Freitas](#).

If there isn't a roadshow location that is convenient to you, let us know as there are opportunities for SMN to deliver a presentation or workshop about mediation in your area.

Stay tuned! We hope to organise more awareness workshops in Orkney, Shetland, Isle of Lewis, and other areas of Scotland before April 2008.

To book a place on one of the workshops, **[PLEASE CLICK HERE TO DOWNLOAD](#)** a booking form. Or you can email SMN Administrator [David Adam](#).

## Peer Mediation and its Role in Addressing Bullying Behaviour

By Pamela Graham

Children and young people will tease each other, fall in and out with each other, have arguments, stop talking to each other and agree and disagree about what is cool and what is not. This is a normal part of growing up. However, in an environment where it is left unchecked, this can lead to bullying behaviour which can make the person being bullied feel afraid, uncomfortable and unsafe in their environment.

There are many different definitions and theories on what constitutes bullying, and *respectme*, Scotland's Anti-Bullying Service, understands that it is not always easy to slot behaviour into a definitive statement that will cover all actions and situations. However, it is important to recognise and acknowledge bullying behaviour so you can identify when it's taking place.

**Bullying behaviour can include:** being called names, teased, put down or threatened; being hit, tripped, poked or kicked; having belongings stolen or damaged; being ignored, left out or having rumours spread; receiving abusive text messages or emails; being targeted because of who you are or who you are perceived to be; behaviour which makes people feel like they are being bullied.

This is not an exhaustive list and when defining bullying behaviour, it's important to take into account the impact it has.

Bullying is behaviour which leaves people feeling helpless, frightened, anxious, depressed or demeaned. Actions can affect people in different ways and this should be taken into account when addressing bullying behaviour.

Peer mediation is one of the techniques that can be used to deal with bullying incidents in schools. It provides children and young people with the problem solving skills to deal with bullying incidents in a non-violent way. It allows them to take responsibility for their feelings and behaviour and to have a say in incidents and decisions that affect them. It won't necessarily eradicate bullying, but it can help children and young people to develop their self-esteem and coping mechanisms to deal with bullying behaviour and the impact it has.

Children and young people who are being picked on or teased, being called names or being put down, being ignored left out or having rumours spread may benefit from this process. But it is not suitable in all cases. For example, violent incidents, incidents based on difference or perceived difference and unlawful practices would require the sup-

port and intervention of adults. It is important to make these distinctions clear to all children and young people who are providing mediation and ensure that support is available for everyone concerned if it's required.

Peer mediation is not a quick and simple answer to all bullying problems. It is one strategy that can be used to address bullying, but to be successful a number of factors and strategies must support and complement it.

A school or organisational culture that encourages respect, values opinions, celebrates difference and promotes positive relationships will make it all the more difficult for bullying behaviour to flourish or be tolerated. The overarching ethos of any organisation or school should make it clear that bullying is never acceptable and that all adults, children and young people understand the role that they play in addressing bullying.

*respectme offers free training events across Scotland, which are open to all adults who have a role to play in the lives of children and young people. For further information on training dates and how *respectme* can assist you to develop anti-bullying policies and strategies, please call 0844.800.8600 or visit [www.respectme.org.uk](http://www.respectme.org.uk).*

[Back to index.](#)

Events

**Eye of the Storm  
Conflict Resolution Conference  
20 September 2007  
Edinburgh**

This one-day conference will focus on understanding and managing conflict. Delegates will have the opportunity to explore what conflict is, how it arises and how we manage it in our personal and professional roles.

This conference will: give delegates the opportunity to add to their own personal and professional conflict resolution toolkit; explore conflict as a vehicle through which change can take place in our society, organisations and relationships; provide an understanding about where and how conflict can start and escalate; and explore how conflict affects us and can potentially be beneficial in the long term.

Who should attend: Those working with children and families across the statutory, voluntary and independent sectors within

health, education and social work. It will be of particular interest to mediators, dispute resolution practitioners, arbitrators, conciliators, lawyers, policy makers, managers of services and those in HR.

**Cost:** £195.00 with discounted rates available. For more information and to book online [click here](#).

\* \* \* \* \*

**Navigating Human Hurricanes: Training Seminar  
21 September 2007  
Edinburgh**

An advanced one-day training seminar for conflict resolution practitioners to explore and improve their negotiation, mediation and problem-solving skills.

This seminar will focus on the dynamics of complex, multi-party conflicts and examine approaches to assessment, diagnostics, design and intervention. Previous training and/or

experience as a negotiator is recommended.

The training seminar will be facilitated by Dr Peter Adler, president and chief executive of The Keystone Centre in Colorado, USA. Peter's speciality is multi-agency problem-solving and he mediates, writes, trains and teaches in diverse areas of conflict resolution. He has authored numerous publications in the field of conflict management. This training seminar is relevant to those working with children of all ages.

**Cost:** £165.00 with discounted rates available. [Click here](#) for an online booking form.

For further information contact:

Julia Macintosh  
Children in Scotland  
Princes House  
5 Shandwick Place  
Edinburgh EH2 4RG  
0131.222.2438  
[conferences@childreninscotland.org.uk](mailto:conferences@childreninscotland.org.uk)

**2nd European Mediation Conference  
Building Relationships & Getting Results  
10 to 12 April 2008  
Belfast**

CALL FOR WORKSHOPS

On **14 September 2007**, the call for workshop leaders will begin for the 2nd European Mediation Conference. Details on how to apply will be available on the new conference website:

[www.mediationconference.eu](http://www.mediationconference.eu)

Stay tuned to the conference website for further information on workshops, speakers, and how to register! We will continue to update the website as soon as the information becomes available.



Waterfront Hall, Belfast

**1st European Mediation Conference  
'Mediation Goes Europe'  
Vienna, Austria  
28th & 29th September 2007**

This conference will gather mediators from different areas such as family, business, community, environment, victim-offender, school, international, corporate, civil and court mediation.

The aim of this event will be to enhance the exchange of information and knowledge on Mediation and on Alternative Dispute Resolution (ADR) and to advance a continuous transfer of know-how among the Mediation community in Europe.

The most important thing to remember is: the earlier you book, the cheaper your conference fee and your airfare will be!

Conference fee: €425.

For more information regarding the European Mediation Conference and the development process of the European Mediation Network Initiative visit our website in: [English](#), [German](#), or [French](#). Email: [office@europemediation.eu](mailto:office@europemediation.eu).

Programme available online.

**International Festival of Facilitators:  
13th European Conference  
International Association of Facilitators  
5 to 7 October 2007**

**Sheraton Hotel, Edinburgh**

The conference will offer sessions and large group events that mix established approaches with new thinking for the future of facilitation. Workshops include: Being the Inquiring Facilitator, Basic Processes for Every Facilitator, Futures for Facilitation, The Use of Theatresports in Facilitation, and many more.

This conference is ideal for: group process facilitators, project managers, team leaders, organisation development professionals, HR professionals, community organisers and meeting specialists, trainers, educators, mediators and coaches, students and volunteer workers.

As part of the experience we are pleased to offer a series of fringe events for those facilitators (new and experienced) who wish to add some techniques to their toolkits.

For further information, [go to this website](#) or email [ronnie@kinharvie.org.uk](mailto:ronnie@kinharvie.org.uk).

[Back to index.](#)

Events (cont.)

**Mediation Institute Ireland  
16 to 18 November 2007**

**Cork**

The theme of this year's conference is "Mediation in the 21st Century: Embracing the Future?" and will feature a number of International and Irish speakers presenting and showcasing a wide range of topics and skills fundamental to the Mediation and Conflict Resolution Profession.

Guest speakers include Bernie Mayer, Dr Julie MacFarlane and Cinnie Noble.

For further information about booking a place, contact:

Mediation Institute Ireland  
Montana House, Whitechurch  
Dublin 16  
Tel. 00353.120.17526  
[info@mediatorsinstituteireland.ie](mailto:info@mediatorsinstituteireland.ie)

**A Network and Training Day  
19 November 2007  
10.00 to 16.15**

**Friends House, London**

The Peer Mediation Network invites everyone—practitioners, trainers, coordinators—to a networking and training day.

There will be opportunities to:

- participate in Open Space workshops
- attend workshops
- participate in a discussion on the future/direction of the PMN.

**Cost** (incl. vegetarian lunch): Early Bird (received by 21 Sept) £25 single, £40 joint booking. Standard booking (received after 21 Sept) £35.

To ensure a place, registration must be received by Friday 29th October.

For more information and a booking form, contact:

Jaci Smith  
[JaciS@quaker.org.uk](mailto:JaciS@quaker.org.uk)  
0207.663.1087

**'The Multicultural Spectrum of Mediation'  
VI International Conference  
World Mediation Forum  
8 to 11 October 2007**

**Israel**

The participation of mediators from throughout the world will allow participants to enjoy debates, round tables discussions, and workshops over three days at the famous tourist and hotel resort at the banks of the Dead Sea.

In addition, there will be a pre-conference event from 6-8 October in the southern city of Beer Shevam, sponsored by the Ben-Gurion University. A detailed programme for the pre-conference days is available on the website.

For further information contact Mariana Glesinger, President of the Organising Committee and the Israeli Delegation of the WMF: [marianagles@gmail.com](mailto:marianagles@gmail.com) or go to the conference website: [www.wmf2007.com](http://www.wmf2007.com).

Training

**Mediation 4 Managers Course  
14-15 November 2007  
Edinburgh**

This course is for the training of managers or supervisors in the skills of workplace mediation. This will help the participants develop a set of skills to intervene early into conflicts or grievances within their teams and workplaces. This course can be conducted internally and is also offered as a public course.

**Cost:** £299+VAT

For further information about both of these courses, contact:

ScotCoach  
Abbey House  
83 Princes Street  
Edinburgh  
Scotland EH2 2ER  
Tel: 0131.247.6711  
[www.scotcoach.com](http://www.scotcoach.com)

**Managing Conflict in Organisations:  
Mediation Skills Training  
12 – 15 November 2007  
Optional Assessment Module: 5 – 7  
December 2007**

For managers, advisers, decision-makers and negotiators, Core's next mediation course will be led by our internationally recognised team of coaches and leading mediators, drawn from throughout the UK. Early Bird discount on this fee to those who sign up and pay for both modules before Thursday, 30 August 2007.

**Early Bird Cost:** £3,375.00 + VAT (regular price £3700 + VAT)

Register online, or for information on any of these courses, contact Laura Rutherford:

Core Solutions  
Rutland House, 19 Rutland Square  
Edinburgh EH1 2BB  
0131.221.2520  
[laura.rutherford@core-solutions.com](mailto:laura.rutherford@core-solutions.com)  
[www.core-solutions.com](http://www.core-solutions.com)

**Getting to Grips with Graphics  
Thursday 11 October 2007  
10am to 4.30pm  
Edinburgh**

Are you interested in facilitating dynamic meetings, making meetings more accessible, and recording information clearly? This course will help you to increase your confidence in recording and facilitation. The course covers:

- what is graphic recording and why is it useful?
- tools and techniques of graphic facilitation
- building your graphic library
- opportunities to practice

This course is led by Helen Wilson of Envision. With a wealth of experience as a trainer and facilitator, Helen has been developing her own graphic recording techniques for the past ten years.

**Cost:** £100 (including refreshments & course manual). For further and to book, contact:

Helen Wilson  
Tel: 0131.466.4006  
[helen@envision-uk.org](http://helen@envision-uk.org)

*Back to index.*

**Training (cont.)**

The following training courses are available this Autumn the voluntary and statutory sectors:

- First-line Management:** 11 Oct 2007
- Handling Conflict at Work:** 1 Nov 2007
- Organisational Learning:** 15 Nov 2007
- Training for Trainers:** 28 & 29 Nov 2007
- Supervision Skills (Advanced):** 14 Dec 07

Training is provided by John Gray and Bruce Britton who are members of Framework, which has provided ethical consultancy to the not-for-profit sector since 1985.

John is a former co-ordinator of Face to Face, York's community mediation service. He provides consultancy to voluntary and statutory organisations in York and across the UK. Recent clients include the University of York, Amnesty International UK and Friends of the Earth.

Please visit [www.framework.org.uk](http://www.framework.org.uk) to download complete descriptions of all the courses.

**Costs:** One-day courses: £150  
Two-day training for trainers: £250  
10% discount off the total price when booking a delegate on more than one course.

All courses held in central York at a fully accessible venue. Lunch and refreshments included. Certificates provided for those completing each course.

For further information contact:  
Framework  
0190.462.7492  
[john@framework.org.uk](mailto:john@framework.org.uk)

**Advertise your event here!**

Is your organisation putting on an event or training course that would be of interest to the mediation community? It is free to advertise in Collaborate, and there are over 800 direct recipients of Collaborate!

If you would like further information about how to advertise or contribute an article, contact [Toni](mailto:Toni).

**Workplace Mediation Training Courses**  
**10-12th Oct. (Unit One) & 21st – 23rd Nov. (Unit Two) 2007**

**25 – 27th Feb. (Unit One) & 26- 28th March (Unit Two) 2008**  
**Regents College Conference Centre central London**

**19-21st May & 18- 20th June 2008**  
**Residential in Derbyshire**

Do you want a long established and accredited training to carry out workplace mediation? Do you want highly effective conflict resolution skills to integrate into your present role? Then you may be interested in booking a place on the workplace mediation training course. Unit One can be done on its own as a very useful introduction and skills training. Both Units 1 and 2 need to be completed for the OCN National Certificate.

PMR Ltd can also run these courses either in-house at your organisation or as public courses which you can book a place on directly for yourself or for your staff.

Book your place on one of these courses now via our web page which also has a lot of useful information, articles, videos and books.

PMR Ltd  
Tel: 0162.677.6857  
[www.workplacemediation.co.uk](http://www.workplacemediation.co.uk)  
[admin@workplacemediation.co.uk](mailto:admin@workplacemediation.co.uk)

**Tackling Workplace Conflict**  
**3rd October 2007**

**Bolton**  
**9.30am to 4.30pm**

A popular one-day course in skills training for improved conflict management at work.

\* \* \* \* \*

**Transforming Workplace Conflict**  
**30 & 31 October 2007**

**Bolton**  
**9.30am to 4.30pm**

A two-day advanced course in creative conflict resolution for managers.

Bolton Mediation also creates individual conflict training courses, depending on the need of the organisation or team. Bolton Mediation was established in 1991 to provide a professional mediation service to the community in and around Bolton, Greater Manchester.

Working in the area of employment dispute resolution for over 10 years, they provide mediation, training and conflict consultancy services to organisations in the public, private and third sectors in North West England and beyond.

To find out more and for a free consultation on your organisation's conflict resolution needs, please contact:

Laura Mackey  
0120.433.5260  
[laura.mackey@bolton.gov.uk](mailto:laura.mackey@bolton.gov.uk)

**Sacro Mediation DVDs**

Sacro have two free DVDs which have been recently produced with sponsorship from the Scottish Executive and North Ayrshire Council. The first is a brief (2-3 mins) general introduction to Community + Neighbour Mediation, and is suitable for playing in public waiting areas, staff meetings etc; the second is a training resource portraying the history of a neighbour dispute from its beginnings to its resolution through intervention by a mediation service.

If you require copies of these DVDs please do not hesitate to get in touch. Contact our service by e-mail:

[info@cmconsultancy.sacro.org.uk](mailto:info@cmconsultancy.sacro.org.uk)

*Back to index.*

If you would like this newsletter to be sent to anyone else please contact us at:  
Scottish Mediation Network, 18 York Place, Edinburgh, EH1 3EP  
Tel: 0131 556 1221 | Email: [collaborate@scottishmediation.org.uk](mailto:collaborate@scottishmediation.org.uk) | Website: [www.scottishmediation.org.uk](http://www.scottishmediation.org.uk)  
If you would like your name to be removed from the mailing list, please let us know.