

# Global Mediation

REPLACING CONFLICT WITH HARMONY

## Course Prospectus

### Special Educational Needs & Disability (SEND)

#### Mediation Training Programme

An advanced course for trained and experienced mediators, wishing to carry out mediations in the field of special educational needs and disability, formally approved by the Civil Mediation Council and the College of Mediators, April 2019.



## Overall Aim of the Course

The overall aim of the course is to equip mediators (those with an initial recognised mediation qualification) to be competent to work in the specialist area of SEND mediation, and to be able to apply to the College of Mediators and the Civil Mediation Council for registration as a specialist mediator in SEND.

The aim of the course specifically is for participants to gain awareness, knowledge, and experience of Special Educational Needs and Disability legislation, context, and local processes and procedures, as well as relevant mediation skills.



## Why Study with Global Mediation?

Established in 1999, Global Mediation is widely recognised as the leading SEND Mediation provider in the UK, offering high quality, fully audited and accredited mediation services, and an extensive range of education and training programmes. We currently work in over 60 Local Authorities across the UK, and boast a panel of more than 30 qualified, experienced and dedicated mediators, with 4 additional In-House Specialist Mediators, all of whom are supported by a team of permanent office staff in our North London based offices. Most recently we have engaged in a period of pioneering project work in partnership with the DfE, in order to produce our innovative SEND Mediator Training Course — an advanced course for qualified mediators wishing to carry out mediations in the field of special educational needs and disability, formally approved by the Civil Mediation Council and the College of Mediators (April 2019). Successful completion of a SEND Mediation Training Course is now required to achieve validation from the Civil Mediation Council and the College of Mediators in order to then qualify and practice as a specialist SEND mediator. Within our profession, the move to become accredited, supported by the DfE, is a hugely positive step and one which we are enthusiastic about — and fully committed to.

Completing a training course in SEND Mediation at Global Mediation will equip you with the necessary knowledge, skills and understanding required to practise as a specialist SEND mediator. You will also be able, where necessary, to apply to the College of Mediators and the Civil Mediation Council for membership.



## Who is the SEND Training Course for?

The course is aimed at professional mediators with an invested interest in mediating disputes within the field of Special Educational Needs and Disability. Mediation practitioners applying for the course will need to have attended and be able to evidence successful completion of a foundation course in mediation.

✓	Qualified mediator status	Essential
✓	Experience of mediation practice	Essential*
✓	Experience in the field of Special Educational Needs and Disability	Desirable
✓	Clear commitment to equal opportunities, inclusion and diversity	Essential
✓	Fluency in English	Essential

\* The SEND Mediation Training Course is for qualified, experienced mediators wishing to specialise in the field of Special Educational Needs and Disability mediation. Applicants are required to have successfully lead a minimum of three mediation cases (in any area) prior to applying. All individual and relevant mediation experience, extent of mediation skills and confidence in mediating will be taken into account upon application. Please contact us to discuss further.



## Course Overview

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Pre-Course Mediation Observation

2

Induction Event

3

Pre-Course Reading

4

Part A

5

Part B

### Taught Component:

- Taught Training - Modules 1 – 4

### Day 1:

- Legislative Framework
- Contextual Knowledge

### Day 2:

- Practice and Conduct
- Local Processes and Procedures

### Professional Practice & Casework:

- Module 5 - 12 hours - A minimum of 3 supervised graduated casework opportunities:
  1. Observation
  2. Co-Mediation
  3. Lead Mediator Role
- Two hours written and verbal feedback in order to reflect on practice (assessed)

**Course Support:** Two individual tutorials to support you throughout the course and discuss future plans. Work is supported and assessed by an experienced SEND mediator. Assistance with application to the COM or CMC if required. **Requirements:** – 100% attendance of modules 1–4 required – Completion of Module 5 will usually take between 3-12 months following the Taught Component of the course, dependent on individual circumstances and tutor availability. Three assessed mediation cases are a minimum requirement and additional supported cases may be required, carrying an additional fee.

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Certificate on Satisfactory Completion

Approval as accredited to undertake SEND mediations Submission of application to the Civil Mediation Council and the College of Mediators.



## Support

We will support you from start to finish, and will ensure you are put at ease to be able to participate fully with the group throughout the training. We will start with an Induction to give us a chance to get to know each other, and to allow you to ask any questions ahead of the course. To enable you to get the very best from the course, we will support you before, during and after the training in order for you to access individual support, to explore possible future mediation opportunities and to assist with any concerns or queries.

Fundamental to our teaching and learning is the principle of maximum engagement of all participants and utilizing their prior experience, knowledge and skills for the benefit of the whole group. Our principle is that we learn together. Applicants are encouraged to share with us any individual or specific needs with regard to this training, so that consideration can be given to providing support, reasonable adjustments, or other assistance as soon as possible.

## Practical Arrangements

Where possible, the course will be delivered in person. We aim to ensure that the venues we select are fully accessible, offer parking where possible, and are easily reached by public transport. Please note that travel and accommodation expenses are not included.

## Remote Learning

Where courses are delivered virtually, course content will incorporate teaching sessions, activities and opportunities to learn from pre-recorded and live role play mediation scenarios. Participants will be expected to have their own internet access and a basic competence in using an online platform. Please do let us know if you need any support in this area.



## How to Apply

To register your interest or to request upcoming course dates, please contact us at:  
nicolaa@globalmediation.co.uk

We will send you an application form which you will be asked to return with your CV, a covering letter and details of your mediation certification.

## Interview

The interview will be conducted by at least one of the course leaders. It is an opportunity for us to find out what has motivated you to apply for the course, and for you to find out a little more about the course content, the course staff and what to expect upon successful completion of the course, and finally to establish whether the course is right for you. Interviews will be conducted via telephone or teleconferencing, by arrangement.

Applicants are encouraged to share with us any individual or specific needs with regard to this training, so that consideration can be given to providing support, reasonable adjustments, or other assistance.



## Programme Staff

Our programme staff team are skilled within the fields of both mediation and Special Educational Needs and Disability, and draw on their breadth of knowledge and experience in order to deliver and complement the high-quality course content.

*Click on a photo below to see the presenter's profile.*





## Polly Walker

Polly Walker is an accredited mediator, having joined Global Mediation as a panel member in 2014, moving to the role of In-House Mediator during 2018.

Polly's area of expertise resides in special needs education. Originally training as a primary school teacher, she transitioned to a career focusing on special educational needs, working closely with children and young people presenting with a range of special educational needs, and their families and relevant professionals, within a variety of educational settings. She is committed to all matters of social inclusion and as a result, became a published author, having written and illustrated two children's books with themes around diversity, self-esteem, and conflict resolution.

Polly is extremely passionate about mediation, viewing the process as a valuable opportunity for empowerment, cohesive problem solving and the development of positive communication and mutual understanding. She is highly regarded for her approach — she is professional and assertive, yet warm and engaging, and wholly committed to fairness and neutrality. She has over twelve years of mediation experience, and extensive experience of mediating SEND disputes, as well as workplace and community disagreements. She has delivered Peer Mediation Training for children and young people in schools.

Polly is recognised as an accredited SEND Mediator, awarded by the College of Mediators and the Civil Mediation Council.



## Emeritus Professor Irvine Gersch

Emeritus Professor Irvine Gersch is the past Director of Programmes in Educational and Child Psychology at the University of East London. Prior to this, he worked as a teacher, an educational psychologist and as Principal Educational Psychologist. He has been on the board of Global Mediation since the company's inception and now works as a Consultant, with special responsibility for training, quality assurance, safeguarding and business development.

He is widely published on subjects including school of leadership and management; listening to children and behaviour management; parenting; mediation and conciliation in special educational needs; the future of SEN and psychology, and coaching and mentoring.

He has acted as advisor for the Government in SEN and has received two annual awards from the British Psychological Society for distinguished contributions to the profession of educational and child psychology in 2002 and 2016.

Irvine is currently a member of the College of Mediators and the Civil Mediation Council Panel of Assessors, having served on the DfE working party, developing standards and training for SEND mediators.

Irvine is recognised as an accredited SEND Mediator, awarded by the College of Mediators and the Civil Mediation Council.



## Martha Monday

Martha is Mediation Director, with oversight of the mediator teams at Global. She has extensive mediation experience, having worked as a SEND mediator for over 20 years. She is also trained in family and workplace mediation.

She practised simultaneously as a family law barrister for 16 years, and has a Masters in Law, but left the Bar in 2016 to concentrate upon her mediation practice, preferring the investigative, empowering and non-adversarial approach offered by this process of dispute resolution.

Martha is a member of the national SEND Assessment/Standards Panel and a member of the Board of Directors of the College of Mediators.



## Emma Gersch

Emma Gersch is Director of Global Training Group (GTG), mediator, trainer, coach and theatre director. Emma has been a key player in the creation of Global Mediation's training programmes, including this training course in SEND Mediation. For the past 20 years, Emma has blended her creative background in the theatre to devise and deliver practice based, innovative and dynamic training for business clients including the NHS, the British Red Cross, ZSL London Zoo, UEL, Unilever, Lloyds TSB and TripAdvisor.



Emma's areas of training expertise are in interpersonal and communication skills, and she regularly delivers training in areas of courageous conversations, positive communication, culture and change management, mediation, and conflict management. As a coach, Emma is a co-author of the Philosophical Life Compass and coaches groups and individuals in transitional life decisions. As an Academic, Emma was Senior Teaching Fellow at Bath Spa University, is a member of the Higher Education Faculty at Shakespeare's Globe and has taught and directed at London Drama schools including Royal Central School of Speech and Drama, Lamda and ArtsEd. Emma is Artistic Director of Moving Stories Theatre Company, specialising in modern adaptations of Shakespeare and community storytelling projects.





GIVE US A CALL

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