

CEDR Mediator Skills Training: Accreditation Policy

CEDR Accredited Mediator status is confirmation that an individual has demonstrated competence in mediation in a training course environment.

On the final two days of the mediator skills training course participants are assessed against a set of six competencies by CEDR faculty members, themselves practicing mediators, who observe participants mediate a mock dispute on each day. The assessed competencies fall into three categories: relationship, process and content. The grades available are:

O	=	Outstanding
C	=	Competent
W	=	Working towards competence
N	=	Not competent

Participants are also asked to complete two written post-course assignments: A settlement agreement and a self-assessment, which are assessed, plus an optional post-course action plan. Participants must achieve at least 1xC and 1xW in the post-course assignments. If the scores achieved are lower than this, the participant will be asked to re-submit either or both of the assignments in order to satisfy the necessary standard for accreditation.

In practice around 70 per cent of participants achieve accreditation, although no quota for accreditation is set by CEDR, so that in theory all participants can achieve accreditation (and have done so on some courses).

Pass

Participants achieve accreditation if, over the two assessed days combined, they attain:

- A majority of Cs (at least 7 Cs); and
- A minimum of 2 Cs on each day; and
- No more than one N; and
- At least one C in each of the six individual competencies

Conditional Pass

For those participants who achieve:

- 8 C's or more over the two days; and
- No more than one N; and
- At least 2's C on each day; and
- Have WW in no more than one individual competency

are required to satisfactorily complete an additional written assignment that focuses on the area of competence which was not achieved, in order to obtain accreditation.

Re-assessment

A participant who does not achieve accreditation (including a participant who gains 7C's and has a WW), but obtains at least 3 C's on one of the 2 days, may undertake an observed role-play for re-assessment.

Fail

Participants who do not achieve accreditation, and whose overall assessment levels do not indicate that they would achieve accreditation even if they undertook further skills training (2 C's or less on both days), are awarded the Foundation Course in Mediation Skills Certificate as an acknowledgment of their participation. They are encouraged to seek advice from CEDR's Director of Training, or Assistant Director of Training, as to their prospects of achieving accreditation in the future.

Please note that achieving CEDR accreditation is no guarantee of receiving work as a mediator.

Professional Development Sessions for newly-accredited mediators

Our Mediator Professional Development series, run on a rolling schedule, offers mediators on-going support and encouragement through the first year of being a mediator after CEDR accreditation. These sessions are included in the fee for the Mediator Skills Training Course and there is no additional charge to attend.

Session 1 - Marketing yourself & your mediation practice

Session 2 - Advanced Negotiation for Mediators

Session 3 - What they don't tell you on the course: Top Tips from Top Mediators

Session 4 - Creative use of mediator skills: Beyond a 'day' mediation

(The first 30 mins of each forum provides an overview of how the mediation market works and is for mediators accredited in the course(s) preceding that session)

For dates, please check the website www.cedr.com/calendar

Developing your skills further

CEDR Accredited Mediators are eligible to participate in the CEDR Exchange and CEDR's Continuing Professional Development (CPD) programme.

The CEDR Exchange is an information network of mediators, users of mediation and those with an interest in Alternative Dispute Resolution (ADR), which allows participants to keep abreast of developments in the field of mediation. Benefits include free quarterly forums, a quarterly newsletter and inclusion in the password-protected area of the CEDR website. For more information please visit the Exchange section of the CEDR website, or contact exchange@cedr.co.uk.

Building your track record

CEDR encourages all CEDR Accredited Mediators to become involved in mediation as observers, lead mediators and as advocates. Further information on organisations involved with ADR in various capacities can be found on the links page in the Library section of the CEDR website.

For those gaining accreditation, CEDR offers participants the opportunity to observe an actual mediation. To access this observership you must sign up to the CEDR Exchange. You will then be eligible to observe one mediation, which you will book via our Observer's web portal. Observerships cannot be guaranteed and are always subject to client approval.

CEDR accreditation does not offer any guarantee of lead or assistant mediation appointments from CEDR.