

Mediator Assessment and Formal Approval Policy

Peaceworks Approved Mediator Status

Peaceworks Approved Mediator (PAM) status confirms that an individual has demonstrated competence in mediation to the satisfaction of our trainers in a training environment. This formal approval can only be achieved through attendance at a Peaceworks Mediation Skills Training Course on completion of a successful assessment process.

The assessment grades available are,

E	=	Excellent
C	=	Competent
W	=	Working towards competency
N	=	Not competent

If a trainer or an assessor feels that there is insufficient evidence on which to grade, then they will mark the relevant competency I/E (insufficient evidence). This is then discounted during the marking process.

Delegates may also be asked to complete written assignments after the course. These may include drafting mediation agreements, presenting self-assessment records or other work as requested. The assignments are to be submitted via email within 10 days of the conclusion of the course. Assessment will then be completed after this and results with certificates are posted 21 days later.

Pass – delegates achieve PAM status if they score a majority of E and C grades and have a minimum of one C in each pair of competencies in their assessed role plays, with no N grades and not more than four W grades on any one day. Written assignments must each receive a minimum grade of W. In practice around 80% of delegates achieve accreditation, although no quota is set by Peaceworks, so that in theory all delegates can achieve formal PAM status.

Re-assessment – Peaceworks runs reassessment days for delegates who fail to achieve accreditation but provide positive indication that if they undertook further skills training they would achieve accreditation.

Fail – delegates who fail to achieve accreditation, and whose overall assessment levels do not indicate that the delegate would achieve formal approval status even if they undertook further skills training, are awarded a Foundation Course in Mediation Skills certificate as an acknowledgement of their participation. Advice can be sought from Peaceworks as to the most constructive way forward for these delegates.

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

Post-assessment – developing your skills

Peaceworks Approved Mediators are able to participate in **Peaceworks Connect** and our continuing professional development programme.

Peaceworks Connect is an information network for Peaceworks trained mediators, users of mediation and those with an interest in effective dispute resolution. It enables the exchange of stories of best practice, is a means to keep abreast of developments in the mediation field, and provides connection with others working in the disciplines of community, commercial, work place and family mediation. Benefits include free forums, a quarterly newsletter, and access to articles featuring mediation.

Where possible, Peaceworks will offer the opportunity to act as an assistant mediator for those who achieved PAM status. However, this status does not offer any guarantee of assistant or lead mediation appointments with Peaceworks.

PAM status and participation in Peaceworks Connect makes you eligible to observe one mediation case as an assistant. Such assistantships are dealt with on a rota basis and your services are offered to the client pro bono. Such an assistantship cannot be guaranteed and is always subject to client approval.

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