

Statement of Ethics

To Mediation

The Definition of Mediation

Mediation is an informal and voluntary process that provides people at work with the opportunity to discuss their issues with each other with the help of an outside, independent person.

The mediator will not impose a solution on the parties as it will be up to the employees engaged in the mediation process to arrive together at a resolution that all feel they can live with.

The mediators are trained independent people whose role is to assist the parties to identify problems and facilitate a safe and respectful discussion and explore whether a settlement or resolution is possible.

Parties are also free to end or pause their involvement in the process at any time.

It is very important that each person makes their own decision about whether or not they wish to participate in a voluntary process.

Outcomes:

Employees also need to understand that there is no expectation or requirement on them to have to arrive at a resolution if they generally feel this is not possible.

The mediator will not be investigating any alleged conduct and will not be arriving at findings or conclusions about anyone's conduct. Mediation is all about respecting the dignity and experience of everyone involved and attempting to find a way forward for all concerned.

Want to know more?

Get in touch with CiC using the details below.

+44 (0)20 7937 6224 | enquiries@cic-eap.co.uk | www.cic-eap.co.uk

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Limits and Ethics of Mediation

All CiC's mediators are registered with the Civil Mediation Council and adhere to the European code of conduct.

The concept of mediator impartiality is central to the mediation process. A Mediator shall mediate only those matters which she or he can remain impartial and even handed. If at any time the Mediator is unable to conduct the process in an impartial manner, the Mediator is obligated to withdraw.

Workplace Mediation can bring up a whole range of issues that will require a certain amount of underpinning knowledge and skill in order to be effective in the role of Mediator

A Mediator shall recognise that mediation is based on the principle of self determination by the parties.

Self- determination is the fundamental principle of Mediation. It requires that the Mediation process rely upon the ability of the parties to reach a voluntary, un-coerced agreement.

Any party may withdraw from Mediation at any time.

The mediator may provide information about the process; raise issues and help parties explore options.

The primary role of the Mediator is to facilitate a voluntary resolution of a dispute. Parties shall be given the opportunity to consider all proposed options.

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Confidentiality

A mediator shall maintain the reasonable expectation of the parties with regard to confidentiality.

The reasonable expectations of the parties with regard to confidentiality shall be met by the Mediator.

The parties' expectations of confidentiality depend on the circumstances of the Mediation and any agreements they may make.

The Mediator shall not disclose any matter that a party expects to be confidential unless given permission by all parties or unless required by law and other public policy



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