

PFCC Decision Report

Please ensure all sections below are completed

Report reference number: 110/20
Classification Not protectively marked
Title of report: UK Mediation accredited training
Area of County/Stakeholders affected: Countywide
Report by: Nikki Essex
Date of report: 18 September 2020
Enquiries to: Nikki.essex@essex.police.uk

1. Purpose of report

- 1.1. To seek approval for the commissioning of UK Mediation to deliver accredited mediation training to one of our RJ co-ordinators.

2. Recommendations

- 2.1. Approve the allocation of £1,795 to UK Mediation for the delivery of mediation training

3. Benefits of Proposal

- 3.1. This accredited training will equip one of our coordinators within the Essex Restorative and Mediation Service (ERMS) with the skills required to take on mediation cases including family and neighbourhood disputes, complaints and consumer business conflicts. This course is delivered by real mediators and is an internationally recognised training, providing reassurance to volunteers and service users.
- 3.2. The course covers the principles of mediation, step by step process, confidentiality and impartiality and how to manage the conflict resolution processes, whilst ensuring the process is safe and effective.
- 3.3. This training will mean the co-ordinator will also be able to take on mediation cases and train new facilitators dealing with mediation cases.

4. Background and proposal

- 4.1. ERMS is a Ministry of Justice-funded service that offers both mediation and RJ to victims of crime or conflict. Our service utilises a volunteer facilitator-led model which relies on individual volunteers putting themselves forward for cases.
- 4.2. Due to vetting limitations there has been added stress on existing volunteers to take on cases. This means that we have to ensure our RJ staff are qualified to be able to take on cases and assist should there be a need.
- 4.3. Trained individual(s) can forward some of the knowledge acquired to ERMS volunteers and our standard training offer can be amended to achieve some of the same learning outcomes.
- 4.4. Furthermore, we have made the decision due to changes in the format and an increase in the costs, not to renew our RSQM quality mark which demonstrated that our organisation is committed to delivering high quality restorative practice to nationally agreed standards. On this basis we are seeking alternative accreditations which reassures service users that our staff are qualified and competent in the role. The accredited aspect isn't only accredited by UK Mediation, but is also externally accredited by awarding body AIM Qualifications.
- 4.5. This training can either be delivered over 5 days of face to face training or by 3 days of online training, followed by 3 days of direct learning

5. Alternative options considered and rejected

- 5.1. The PFCC may decide to decline the funding of this training but the ERMS would have less resilience and expertise in terms of mediation.

6. Police and Crime Plan

- 6.1. The Police and Crime Plan makes specific reference to expand referrals to provide RJ and mediation across the service. This training would facilitate this additional expertise and capacity.

7. Police Operational Implications

- 7.1. This training would enable our co-ordinator to mediate cases and provide efficient guidance for other facilitators, increasing service user satisfaction and supporting increased confidence in Essex Police.

8. Financial Implications

- 8.1. The PFCC will allocate a one-off grant of £1,795 from the 2020-21 Victims' Fund to UK mediation.

9. Legal Implications

- 9.1. The grant is subject to the PFCC's standard funding agreement

10. Staffing and other resource implications

- 10.1. This would provide accredited training to one of our RJ coordinators – something that is recognised as a current gap in their skill set and the skills within the office.

11. Equality and Diversity implications

11.1. This decision should not have any direct equality and diversity implications but will improve the capacity and skills of our service in delivering mediation cases which can impact a wide range of individuals.

12. Risks

12.1. No risks associated with this funding.

13. Governance Boards


13.1. This decision has not been subject to discussion at any governance boards.

Report Approval

The report will be signed off by the OPFCC Chief Executive and Treasurer, prior to review and sign off by the PFCC / DPFCC

Deputy Monitoring Officer

Sign:



Print: Darren Horsman

Date: 18 September 2020

Chief Finance Officer / Treasurer

Sign:



Print: Elizabeth Helm

Date: 21 September 2020

Publication

Is the report for publication?

YES

NO

If 'NO', please give reasons for non-publication (*state 'None' if applicable*)

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If the report is not for publication, the Chief Executive will decide if and how the public can be informed of the decision.

Redaction

If the report is for publication, is redaction required:

1. Of Decision Sheet

YES

NO

2. Of Appendix

YES

NO

If 'YES', please provide details of required redaction:

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Date redaction carried out:

Treasurer / Chief Executive Sign Off – for Redactions only

If redaction is required, Treasurer or Chief Executive are to sign off that redaction has been completed.

Sign:

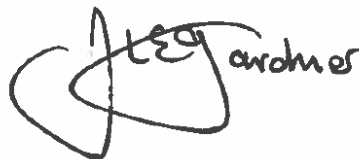
Print:

Chief Executive/Treasurer

Date signed:

Decision and Final Sign Off

I agree the recommendations to this report;



Sign:

Jane Gardner

Print:

Deputy PFCC

Date signed: 23 September 2020

I do not agree the recommendations to this report because;

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Sign:

Print:

PFCC/Deputy PFCC

Date signed: