



PROSPECTUS

Accredited Family Mediation Training in Bermuda November 2015

With the agreement of the Chief Justice of Bermuda, Bermuda's Family Law Reform Sub-Committee is inviting prospective family law mediators to take part in accredited training in Bermuda.

Mediation is an essential part of the foundation for Bermuda's proposed new Integrated Family Court.

As someone who works with families, and resolving problems within the law, we urge you join us in this new venture.

This prospectus explains the accreditation process. It also outlines the accredited training programme that will begin on Monday 23 November 2015.

RSVP to book your place by 30 October:

Mrs Tanya Perott-Loder (tploder@gov.bm; telephone 292 1350 ext. 2272), or

Mrs Lynette Wilson (lxwilson@gov.bm; telephone 292 1350 ext. 2263)

Do you work as a mediator?

For the new integrated family court (IFC), mediators who work with families – within Bermuda's legal system – will need to be accredited by the Judicial Training Institute of Bermuda (JTIB).

Our training will provide a core component of accreditation standards for Bermuda, and we are inviting all interested candidates to participate.

Accreditation

Details of the accreditation process are still being refined. However – unless you qualify under the JTIB 'grandfather clause' – to become a fully accredited IFC mediator you will need to complete our accredited standardised training and internship.

There will be at least two categories of JTIB-accredited mediators:

- *Accredited IFC parenting mediation specialist* – must complete the introductory course, all advanced courses (except 'Comprehensive (Financial) Family Mediation'), and the internship.
- *Accredited IFC comprehensive (financial) mediation specialist* – must complete the introductory course, all advanced courses, and the internship.

Grandfather clause

If you are an experienced mediator – and you have already completed some or all of the components of the JTIB accreditation training – then you may be eligible for accreditation under our 'grandfather clause'.

Under this clause, the JTIB will accept accreditation applications from qualified mediators seeking recognition of their equivalent training and experience.

About the training

Three mediation experts from Canada (see pages 3–4) are kindly donating their time and expertise to conduct training sessions here in Bermuda.

Our accredited training has three stages:

- stage 1: an 8-hour introductory session
- stage 2: advanced courses (see pages 2–3)
- stage 3: supervised internship.

Training venue

3rd floor, Dame Lois Browne-Evans building,
58 Court Street, Hamilton HM12

Course fees

The judiciary, the Government, and other sponsors are financially subsidising these courses so that you only need to make a relatively nominal contribution:

- BMD\$50 for the one-day introductory session
- BMD\$450 for the introductory session, the advanced courses and the internship.

We will provide hot drinks and light refreshments, however you will need to bring your own lunches.

Schedule

Week 1: 23 to 27 November 2015

- day 1 (23 November) = Introduction
- days 2–6 (24–27 November) = Family Mediation

Week 2: early 2016 (dates to be confirmed)

- days 1–2 = Domestic Abuse/Power Imbalance
- days 3–5 = Comprehensive (Financial)
Family Mediation

Supervised internship

Internship and accreditation observation will happen within 60 days after the end of the 'Comprehensive (Financial) Family Mediation' course.

RSVP to book your place by 30 October:

Mrs Tanya Perott-Loder (tploder@gov.bm; telephone 292 1350 ext. 2272), or **Mrs Lynette Wilson** (lxwilson@gov.bm; telephone 292 1350 ext. 2263)

Please pay your \$50 or \$450 contribution in cash, or by cheque made payable to 'FLR Sub-Committee', by 30 October to:

Mrs Perott-Loder at the Dame Lois Browne-Evans Building, or Mrs Wilson at the Supreme Court Registry.

For any other queries please contact Mrs Perott-Loder or Mrs Wilson.

About the courses

We have three experienced mediation trainers: Master Calum MacLeod, Lisa Emms Wice and Claudette Reimer. (See pages 3–4 for more information about the trainers.)

Introduction (8 hours)

This one-day session will introduce the accredited training programme and discuss alternative dispute resolution (ADR).

No pre-requisites

You do not need any formal training to participate. You only need to be interested in creating a more collaborative approach to settling family disputes in Bermuda.

Course includes

- conflict analysis
- dispute resolution process
- a framework for the practice of mediation
- parties in mediation.

Family Mediation (40 hours, advanced)

This 40-hour experiential training will focus on custody, access/parenting plans, child support/special expenses, and mobility.

It includes a skills-based curriculum, small group discussions and role-play.

Pre-requisites

To attend you must have at least two years' tertiary (university or college) education, and at least one year's experience working with families in dispute.

Course includes

- conflict analysis
- dispute resolution process
- interest-based mediation
- parties in mediation
- psychological effects of separation
- children's needs in separation
- child support
- mobility
- supervised role-play (individual coaching)
- certificate and course materials.

Domestic Abuse/Power Imbalance (14 hours, advanced)

This 14-hour course focuses on domestic abuse in families, typologies of violence, power imbalances, screening for abuse/imbalance, and role-play for family mediation.

Pre-requisites

To attend you must have at least two years' tertiary (university or college) education and at least one year's experience working with families in dispute. You will also need to complete our 'Family Mediation' course.

Course includes

- techniques for screening abuse and power imbalances
- safety measures including safe termination
- effect of abuse on family members
- styles of mediation (use of co-mediation or caucus)
- working with conditions set out by the court
- support of legal counsel or advocate
- referral to community resources
- certificate and course materials.

Comprehensive (Financial) Family Mediation (20 hours, advanced)

For family lawyers only. This 20-hour experiential training focuses on property/asset division and spousal support. It includes a skills-based curriculum, small group discussions and role-play.

Pre-requisites

To attend you must be a family lawyer with at least two years' experience working with families. You also need to complete our 'Family Mediation' and 'Domestic Abuse/Power Imbalance' courses.

Course includes

- comprehensive mediation as it relates to property, financial support and spousal support
- family economics
- guest speakers (family lawyers and judges)
- supervised role-play (individual coaching)
- certificate and course materials.

Supervised internship (60 hours)

In order to become an accredited mediator, you will need to prove you have completed the minimum course training hours required (see pages 2–3). You also need to complete an internship.

You must have hands-on mediation work experience supervised by an accredited family mediator:

- 60 hours of supervision in any combination of the following: co-mediating, observing, consulting, and de-briefing.
- Complete four (4) Mediation Reports. You must obtain four family-related cases mediated to the point of agreement.
- Submit letter(s) from accredited mediator(s) confirming supervision of the required 60 hours of family mediation work.

About the trainers

Calum MacLeod BA LLB

Calum MacLeod is a master in the Superior Court of Justice in Ottawa. As a judicial officer he covers civil litigation, bankruptcy and family law. His civil work includes motions, references, dispute resolution and case management in commercial cases, and personal injury litigation. In the Family Court hears motions, and conducts case and settlement conferences. He was called to the Ontario bar in 1983, and practised for 16 years appearing as counsel at all levels of court. A large part of his practice was neutral dispute resolution including mediation and arbitration. He has mediated hundreds of disputes and taught mediation courses.

Calum is a Chartered Mediator (Arbitration and Mediation Institute of Canada). He was one of the founders of the Mediation Centre of Simcoe County, and played a key role in designing and implementing court-annexed family mediation.

A frequent speaker and panellist at legal and judicial education programmes, Calum is keenly interested in court reform and in learning from other jurisdictions. He has considerable international experience and has worked with courts in Jamaica, Trinidad, Barbados and Bermuda. He is a regular speaker for the Commonwealth Judicial Education Institute study tour.

Calum believes that mediation, and other alternatives to adversarial adjudication, should be hallmarks of a successful justice system and not symptoms of a failed system. Used appropriately, these are processes that enhance the capacity of the court system to deliver fair, just and practical outcomes.

Lisa Emms Wice HBA AccFM

Lisa Emms Wice is dedicated to finding new and innovative ways to reduce conflict within families. She has been a family mediator since 1994 both within the court system and privately.

Lisa was one of the founding partners, and is currently the President and Executive Director, of the Mediation Centre in Barrie, Ontario. In 1995, she was instrumental in securing the Centre's first contract for mediation services in the Simcoe County Unified Family Court. She initiated the on-site mediation now used in all Family Court-based mediation programmes across the province in both the Superior Court and the Provincial Court.

She quickly became recognized as a specialist in dealing with high-conflict families. Her ten years' experience dealing with high-risk children has made her an activist for children's best interests. She is a frequent speaker and has spoken at several judges' conferences.

Lisa supervises the Mediation Centre's 14 mediators. She accepts mediation referrals from judges and lawyers, but truly enjoys watching her mediation students blossom into respected mediators. She has honed her training skills from coaching with one of Ontario's pioneer mediators Judy Ryan, to ensuring that the Mediation Centre provides exceptional training for today's standards. She is currently working on a sub-committee with the Ontario Association for Family Mediation (OAFM) to confirm training requirements and assess qualified trainers.

Lisa believes strongly in a team approach. Judges, lawyers, mediators and other professionals working well together have made the Mediation Centre the most consistent and positive mediation service in Ontario. Her proactive approach challenges the team and her mediators to find new and creative ways to resolve conflict within the court system.

Claudette Reimer AccFM

Claudette Reimer is passionate about her work as a family relations mediator. Over the last 17 years, she has completed over 1,000 on-site and off-site court mediations and has helped families lower conflict levels through mediated discussions.

Claudette is bilingual. She is a past director of the Ontario Association for Family Mediation (OAFM), and she sat on the sub-committee developing standards for mediation training across Ontario for the OAFM.

As a partner and Vice President of the Mediation Centre, Claudette takes pride in the high standard set by the Centre and continues to work towards elevating the quality of mediation through training and mentoring new mediators.

She specializes in high-conflict mediation with an emphasis on communication and helping parents focus on the needs of their children. She helps parties develop full parenting plans, and also attends the Superior Court of Justice Family Court where she assists parents when they have to appear in court.

Claudette has been conducting training sessions for over 10 years. She has been invited to do training in Seattle, Atlanta, and several venues in Ontario. Her training approach is very experiential as she demonstrates techniques using examples of actual mediation cases.