

## Simon Nelson: Same Difference - Workplace Mediation Service.

Simon has over twenty years' equality, diversity, and inclusion experience, working in the private, public, and voluntary sectors. In 2015 he founded Same Difference which provides a unique EDI training and facilitation experience as well as providing a workplace mediation service.

He trained and qualified as a community-based mediator with Bristol Mediation Service in 2014. Simon has provided workplace mediation for several organisations, from small start-ups to public bodies across Bristol. The format of a voluntary and confidential mediation process is as follows:

- Simon will arrange an individual meeting with all parties involved in the mediation process. This meeting is an opportunity to build trust with those involved as well as to gain an understanding of individual issues. This meeting will also clarify the mediation process and will allow for any questions to be raised and answered.
- If the parties agree to meet for mediation, Simon will organise an appropriate 'safe' venue (off-site) from the usual place of work and facilitate the mediation session, which can last anything from 30min to 3hours.
- Any agreement/s reached with the consent of both parties then results in a Mediation Agreement Plan (MAP). This will be made available for the sole use of participants.
- The whole mediation process from start to finish is held in the strictest of confidence. No notes are shared between Simon and the parties involved and any agreement reached will only be shared with the parties involved.

Should you wish to speak with Simon in confidence in advance of any planned mediation then you can contact him direct on 07866 706891.