

# 4M Virtual Mediation

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...providing solutions through personal empowerment.



## What is mediation?

Mediation is a confidential conflict resolution process in which a mutually accepted 3<sup>rd</sup> party (with no authority to make binding decisions) facilitates a mutually acceptable forum to assist parties having difficulties.

Mediation hopes to improve relations, enhance communication and establish or build respectful and productive outcomes. Mediation uses impartial effecting problem solving and negotiation procedures to facilitate parties to independently reach a voluntary and acceptable understanding or agreement, through a process which identifies the needs, concerns and interests of both parties in order to conclude a dispute through mutually acceptance and respectful reconciliation.

## Is mediation suitable for you?

Mediation may not be suitable when someone's safety is at risk, for example, cases involving domestic violence or child abuse is present. If these cases apply to you, you can take your case straight to the court without having to consider mediation. Another example that may not be suitable for mediation is financial issues if an individual is declaring bankruptcy.

Cases that are available for mediation, are workplace mediation whether that be external or internal. Neighborhood and community mediation, which involves boundary disputes, overhanging trees, noise, and concerning pets. Lastly, Mediation can be used in commercial circumstances and families and individual disputes who wish to solve arguments.

## What happens during mediation?

The process begins with an initial contact session where we work with you and other parties to gather information about the dispute. Working with the parties we investigate whether mediation is appropriate for all and if so gain agreement from all parties to the process.

Mediations vary and may be conducted during a single session or over several meetings. However, a typical mediation session would include the following elements:

- Opening statements and agreement to continue mediation.
- Identification of issues to be discussed and agenda setting.
- Obtaining further information about the dispute
- Identifying potential options to resolving the dispute.
- Exploration and evaluation of these options.
- Identifying and refining a potential solution
- Agreement and implementation of dispute solutions

## Who are 4M Virtual Mediation?

The team consists of Lizzie McPhee, Layla McGarry, Paul Morgan and Matthew Miller. All extremely passionate mediators committed to diversity, inclusion and social cohesion.

Our aim is to help our clients through the mediation process to reach their desired outcome. We believe strongly in many cases mediation is the right first step before going through lengthy, stressful and expensive legal court proceedings.

Our fees explained:

Duration	2 Parties	3 Parties	4 Parties
1 Hour	£150	£200	£250
3 Hours	£250	£300	£350
One day	£600	£650	£700

Please note our rates scale as party size increases due to the extra time, work and space required to administer the mediation process.

We endeavor to accommodate pro bono requests for those in need of mediation who cannot afford to pay and run a pro bono mediation clinic on the first Saturday of every month.