



Doughty Street Mediators

"Skilled mediators are now able to achieve results satisfactory to both parties in many cases which are quite beyond the powers of lawyers and courts to achieve."

-Lord Justice Brooke (*Dunnett v Railtrack*)

Who We Are

Doughty Street Mediators combine the legal acuity and commitment to parties' needs that is the hallmark of Doughty Street Chambers with impartiality and independence born of experience and training.

With extensive experience of mediation and conflict resolution, our mediators offer diverse and effective ways to resolve disputes without the need to go to court. We are able to act in person and on-line and are familiar with Zoom, Microsoft Teams and other platforms.

Our Alternative Dispute Resolution services draw on our particular experience in both representing and advising specialist sectors, and the impartiality of judicial and adjudicative roles. We offer a wide range of services including:

- Mediation
- Neutral Chairing
- Independent Facilitation
- Conflict Management and Resolution

Our Approach

Unlike other forms of dispute resolution we do not offer evaluations of the strengths or weaknesses of a party's case. Instead we help them to develop outcomes that all are willing to accept. As Doughty Street mediators we build on our strengths, including an unrivalled capacity to promote effective communications and develop consensus between parties. Our role includes helping them to test the reality of the positions they may adopt. We also bring experience, commitment and above all creativity and innovation in our approach.

What We Do

Mediation is

"quicker, cheaper and less stressful and time-consuming than litigation"

"more flexible...less likely to be harmful to the long-term relationship between the parties" and

"far more likely that both parties will emerge as 'winners'."

- Lord Neuberger, then President of the Supreme Court

So for those not already familiar with mediation, we can say with confidence that mediation works!

Our mediators regularly act as third party neutrals, helping all parties involved in disputes to arrive at settlements that meet their needs and that avoid or curtail litigation. We ensure that with our support, the parties come to their own agreements so that the wider issues are taken into account to address the parties' particular needs. Given its high success rate and that its cost is a fraction of the costs of protracted and expensive litigation, mediation regularly proves to be a worthwhile investment.

The mediation process may take place on a single day, or in shorter sessions over a period of time, according to the needs of the parties. We are flexible in tailoring the process to meet the particular complexities of each dispute – whether it involves multiple participants with widely diverging interests, or parties who want to safeguard their future relationships. Our creative approach aims to give participants opportunities for a wide range of outcomes often not available in litigation.

Confidentiality and building trust are cornerstones of our mediation practice. Our skilled mediators facilitate the resolution of disputes by encouraging participants to discuss in confidence the issues that they face. Parties can be secure in the knowledge that what they say is private and without prejudice, so that nothing said in the mediation is admissible if legal proceedings should follow.

Cases we mediate

Our mediators believe that virtually all disputes have the potential to be resolved through mediation – and most are, either on the day of the mediation or soon afterwards. Practical resolution by mediation can provide tangible results which are not restricted by private or public law principles of remedy.

Examples of some of the sectors and cases we mediate include:

- **Public sector** – entitlement to housing, community care, mental health aftercare
- **Court of Protection** – families and statutory bodies about best interests of adults lacking capacity
- **Police** – malicious prosecution and false imprisonment, internal employment issues
- **Workplace and employment** – unfair and constructive dismissal, discrimination issues, workplace conflict
- **Professional Negligence** - claims for damages against health trusts and other organisations, solicitors, accountants
- **Media** – claims for breach of copyright, defamation, misuse of private information, breach of confidence
- **Commercial** – contractual, partnership, fraud, intellectual property
- **International** - longstanding conflicts between state and community groups
- **Property/real estate** – landlord tenant, neighbour disputes, party wall, trust of land
- **Probate disputes** – validity, knowledge, fraud, undue influence, executor duties, inheritance
- **Education**

Independent Facilitation and Neutral Chairing

“In the hands of a competent facilitator, a well-designed process sets the stage and supports the group as it explores options, navigates conflict and reaches decisions.”

- Beatrice Briggs

Doughty Street Mediators regularly act as independent facilitators in contexts such as round-table discussions, negotiations, problem-solving meetings and Restorative Justice processes. Because we are independent we are able to bring an element of objectivity to a wide variety of situations. We enable participants to have difficult conversations that may otherwise have stalled. We can offer fresh perspectives on stuck situations. In this way parties are enabled to manage their differences and avoid what might otherwise become a conflict.

In the workplace, whether with executives, employees or other key stakeholders, we bring skills in communication and relationship-building. This can result in rapid and resource-effective resolution or a comprehensive framework for future action.

We work with parties to develop an independent facilitation process designed to fit their specific needs. Our ethos brings a commitment to open dialogue, where we aim to ensure all voices are heard and all issues can be raised, enabling positive next steps to be taken.

Our impartiality and neutrality in facilitating internal dispute management processes

- Encourages participants to engage with openness and transparency
- Supports impartiality and independence in decision making
- Secures engagement in the outcomes and thus in ongoing relationships

Conflict Management and Resolution

While disputes tend to be around shorter-term differences, conflicts may have longer-term and deep-rooted issues which seem to be less easily negotiable. A number of our mediators have worked successfully in conflict resolution, in both domestic and international contexts.

Examples include

- mediating with a large multinational corporation and its workforce
- mediating in the Colombian peace process
- leading courses developing cross-cultural understanding
- chairing an international peace-building NGO

These interventions tend to be over a longer time-frame and our mediators are committed to taking the time necessary in preparation and following up to enable the changes necessary to resolve conflict. Our skills, training and understanding, together with experience in managing the different cultural elements present in such conflicts, enable our mediators to get to the core of the issues.

Our Mediators

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LAWRENCE KERSHEN KC

CALL: 1967 SILK: 1992

Lawrence brings a wealth of experience to mediation and ADR and has practised as a mediator since he was accredited by CEDR in 1994. With experience in a variety of disputes and a range of sectors, his mediations include commercial contracts, banking and financial services, construction and engineering, defamation, fraud, inheritance, insurance, intellectual property, manufacturing, media, partnerships and shareholders, police, professional negligence, property and voluntary organisations. He has experience in cross-cultural disputes and has been accredited as a Restorative Justice facilitator.

He practised as a barrister and then KC for more than 30 years in a broad range of civil, commercial and complex criminal cases, and sat as a Recorder of the Crown Court. He acted as observer for Amnesty International in trials in the Gambia, Israel and Grenada, and in 1991 mediated between the Government of Grenada and 14 death row prisoners. Lawrence now works exclusively in mediation and facilitation and trains others in mediation and negotiation skills.

He has also been active in conflict resolution and chaired Search for Common Ground in the UK for 10 years, supporting the international work of SFCG Washington in conflict transformation and peace-building. He has been actively involved in the development of Restorative Justice and was a board member then chair of the Restorative Justice Council. He is a member of the working group on Environmental Restorative Justice of the European Forum for Restorative Justice.

Recognising the importance of enhancing communications in resolving disputes, Lawrence is accredited as a trainer of Nonviolent Communication and Neuro-Linguistic Programming. He has been selected by Who's Who Legal 2020 as 'one of the world's leading mediators' and included in the Legal 500 Mediator Hall of Fame 2020.



KIRSTY BRIMELOW KC

CALL: 1991 SILK: 2011

Kirsty is an accredited mediator and often works in conflict resolution. In 2013 she facilitated an apology from the President of Colombia to the peace community of San José de Apartadó.

The public apology was issued by President Santos on 10 December 2013. It was described as a "historic" moment in Colombia's history. Kirsty continues to mediate between State and peace community in Colombia, supported by the British Embassy.

Kirsty interviewed by BBC World Service on her work mediating between San José de Apartadó comunidad de paz and the Colombian government.

To see Kirsty's full profile, [click here](#).



ASWINI WEERERATNE KC

CALL: 1986 SILK: 2015

Aswini is a trained mediator and accredited with the London School of Mediation. She has practised as a barrister for more than 30 years.

Aswini is an experienced neutral, with extensive experience of chairing independent inquiries, conducting independent investigations and appearing as counsel at public inquiries. She is a deputy district judge of the Court of Protection where she deals, amongst other things, with dispute resolution hearings in contentious issues in the area of property and affairs. She is a part-time judge of the First Tier (Health, Education and Social Care) Tribunal. She was chair of the Investigating Committee of the General Pharmaceutical Council until 2020.

She has expertise in a broad range of legal specialisms including human rights, mental health and capacity, tort actions against State and private bodies, community care, health, international and public law. She has acted in many cases with protracted and entrenched disputes, including finance and property issues, and involving extensive settlement negotiations.

"Her knowledge is encyclopedic [sic] in this area and she's very approachable. Her advocacy skills are great and she thinks on her feet." "She is very measured in her advice and very thoughtful about the advice she provides." (Chambers and Partners, 2021).

She is chair of the Human Rights Lawyers Association, and an executive committee member of the Human Rights Committee of the Bar of England and Wales.

To see Aswini's full profile, [click here](#).



SOPHY MILES

CALL: 2015 SOLICITOR: 1989

After qualifying as a solicitor in 1989 Sophy was called to the Bar in 2015. She was founding and managing partner at award-winning firm Miles and Partners LLP for nearly 20 years. As a former partner in a busy legal aid firm, she has a keen understanding of the importance of early resolution of conflicts.

Sophy was accredited as a mediator by Regents University, London in 2014, and is a Registered Mediator with the Civil Mediation Council and finds her mediation skills invaluable in many aspects of her work. She has a busy practice in the Court of Protection where Mediation and other forms of Alternative Dispute Resolution are increasingly encouraged. She regularly facilitates Court of Protection round table meetings on behalf of the Official Solicitor, in cases where dynamics between the parties often become complex, and participants can feel mistrustful of each other.

Sophy has mediated in Court of Protection and Public Law cases. Sophy was pleased to be one of the mediators taking part in the [Court of Protection Pilot Mediation Scheme](#).

Sophy's approach to ADR is to ensure that all participants are truly listened to, and her experience is that there is often the possibility of finding common ground in the most intractable cases.

Since 2004 Sophy has been a legal member of the First Tier Tribunal (Mental Health) and in 2020 she was nominated as a Deputy District Judge in the Court of Protection. Her skills as a neutral stand her in good stead, particularly in conducting Dispute Resolution Hearings. She also has extensive experience in chairing meetings including the Law Society's Mental Health and Disability Committee, which she chaired for three years.

To see Sophy's full profile, [click here](#).



CAMILLA PALMER KC (HON) (ASSOCIATE)

SOLICITOR: 1983 SILK: 2015 (HON)

Camilla became a CEDR accredited mediator in 2018 and has a National Certificate in Workplace Mediation. She has extensive expertise in workplace, commercial and judicial mediations, having conducted over a hundred mediations in the last few years, both online and in person.

Camilla has been a salaried employment judge for over 20 years. For 4 years she was a member of the Judicial Studies Board and Vice Chair of the Equal Treatment Bench Book Committee.

In March 2014 Camilla established YESS (Your Employment Settlement Service). YESS is an innovative legal resolution charity which advises employers and employees how to resolve workplace disputes without litigation. Their strapline is 'Life's too short to litigate'. YESS has also established a free support legal support service for litigants in person during judicial mediations in London.

Camilla is currently a member of the Workplace Committee of the Civil Mediation Council (CMC), which promotes mediation and early resolution and coordinates roundtables with workplace stakeholders.

To see Camilla's full profile, [click here](#).



STEPHEN REEDER

CALL: 1991

Stephen is a CEDR and ADR Europe trained mediator with many years' experience. He has been listed in the directory of mediators of the Bar Council of England & Wales since its inception. In 1994 he was a founding partner of the 'Housing Mediation Service' which provided specialist mediators for social housing & property related disputes. For many years he has offered his mediation and ADR services through Doughty Street Chambers and the Centre for Justice. He has extensive experience whether acting as a lead or joint mediator or representing parties at mediations. He also has experience as a joint/team mediator in large scale dispute resolution.

Stephen also accepts instructions to resolve disputes using inquisitorial med/arb determination models. He is a member of the Centre for Justice faculty of assessors which consists of 16 of the leading dispute resolution specialists in the UK. Since 2006 Stephen has enjoyed a part-time judicial appointment and sits on the Eastern Circuit. This judicial experience is a useful addition to his skill set for use in ADR and mediation. Stephen is an experienced judge having held part-time judicial appointments since 2006. He is a Deputy Regional Judge. He is designated to sit as a judge of the Court of Protection. This judicial experience is a useful addition to his skill set for use in ADR and mediation. Stephen appears in a number of professional directories. The Chambers Guide to the Bar has recognized that "he has...notable experience as a mediator".

To see Stephen's full profile, [click here](#).



ALTHEA BROWN

CALL: 1994

Althea Brown is an accredited mediator and barrister specialising in employment and discrimination. Mediation has been a central element of her practice since 2004 and since then she has participated in mediations involving a wide variety of issues.

Althea's mediation practise is defined by her commitment to liaising closely with participants to facilitate communication between them and establish an environment where they can negotiate safely and effectively. Throughout the process the aim is to identify and focus on the essentials, encourage progress, and highlight fresh perspectives to bring understanding and agreement. Her strengths include the ability to assimilate complex material quickly and thoroughly and enhanced by her knowledge of legal process and an appreciation that participants may be facing what are often the most difficult challenges of their professional and personal lives.

Over the years this breadth of experience has secured a keen understanding and appreciation of the variety of working practices, information management systems and protocols in place across a broad range of organisations public and private. The feedback from professional and lay participants consistently report that her knowledge, commitment, hard work and sensitive, insightful approach is highly valued.

To see Althea's full profile, [click here](#).



DOMINIC PRESTON

CALL: 1995

Dominic is an experienced housing, public law and Court of Protection practitioner who trained as a mediator in 2012 with the London School of Mediation. As a Doughty Street mediator he accepts instructions to mediate for (and to represent) any participants involved in a mediation. He has recently taken part in a number of successful settlement conferences held on remote platforms (Zoom and Teams) and is comfortable with overcoming the challenges that such platforms can present for clients and participants. Dominic is well known for his ability to look at problems objectively and creatively. His expertise in housing, landlord and tenant, Court of Protection and public law are a particular advantage when seeking to mediate difficult issues in those spheres. He is currently ranked band 1 for social housing by Chambers & Partners who recommend him for his 'technical ability and excellent judgment, as well as his straightforward and easy manner' (2012) and for being 'engaging, adaptable, appropriate and effective' (2014). Although based in London, Dominic is happy to undertake work throughout the UK.

To see Dominic's full profile, [click here](#).



GRAHAM DENHOLM

CALL: 2001

Graham is an experienced public and civil law barrister whose practice encompasses civil actions against central and local government, judicial review claims and the full range of immigration work. In his earlier years of practice his work also included personal injury, housing, property and general civil law, including contractual disputes. He has long experience of successfully resolving disputes using alternative dispute resolution and is an effective negotiator. He qualified as a mediator with the Society of Mediators in 2020.

To see Graham's full profile, [click here](#).



AMELIA NICE

CALL: 2006

Amelia is an accredited mediator and barrister specialising in human rights, extradition and public law. She has particular expertise in children's rights, and she is currently instructed counsel for the Independent Inquiry into Child Sexual Abuse.

Amelia has been a mediator since 2011 and it is an aspect of her work to which she is highly committed to. She believes mediation is a dynamic process which can transform people's experience of the matter in dispute and enable the parties to positively reach a final settlement.

Amelia undertakes mediation instruction in the context of civil claims. This has included co-mediating disputes. The cases have included those arising in respect of education and children in the context of SEN disputes, contract claims regarding unpaid debts, neighbour disputes and probate. She is happy to undertake work throughout the UK, and in relation to disputes arising in a broad range of legal specialisms. Amelia is also a member of the training faculty for ADR-ODR International and regularly participates in their mediation training courses.

To see Amelia's full profile, [click here](#).



LEONIE HIRST

CALL: 2006

Leonie has practised as a barrister for over 14 years and has considerable experience in a broad range of practice areas, including public law, human rights, detention and civil liberties claims, community care, Court of Protection, equality and discrimination, immigration, and mental health law. She also has previous experience of employment law and professional regulatory proceedings and prior to the Bar worked as a fund manager and in social enterprise finance. Leonie is a skilled negotiator with a significant track record in alternative dispute resolution and qualified as a facilitative mediator with the Society of Mediators in 2019. She sits part-time as a First Tier Tribunal judge.

To see Leonie's full profile, [click here](#).



GEMMA DALY

CALL: 2017

Gemma is an accredited mediator and practising barrister. She trained with the Society of Mediators in July 2021 and is now a member of the Society.

Gemma has extensive experience of negotiations in court proceedings, chairing round-table meetings, and facilitating productive discussions between parties. She has practised in many different courts and across a wide range of legal issues, including: mental capacity law, mental health law, inquests, public law, social security, criminal law, employment law, housing, actions against public bodies, and human rights law. She has experience of independent investigations. Now a specialist in the unique jurisdiction of the Court of Protection, which often involves more time negotiating than in court, Gemma is acutely aware that effective discussions can be the key to resolving protracted disputes. Having also represented parties in mediation, she appreciates the perspectives of individuals approaching alternative dispute resolution, and has seen from all sides the benefits of mediated settlements.

Gemma brings her experience as a practising barrister to her role as a mediator whilst maintaining neutrality and helping participants through the process of mediation. She is confident in the benefits of mediation for a wide array of legal issues and is able to accept instructions in many types of disputes.

To see Gemma's full profile, [click here](#).

Our Administration Team

What the Legal Directories say...

"The clerks are exceptional and always quick to respond to queries..."

"second to none in terms of clerking..."

"they go the extra mile to get things sorted..."

"their overall commitment is astonishing...care enormously about the outcomes they achieve..."

If you would like to know more about

- which mediator may be best suited to your needs
- availability of our mediators
- how to engage in mediation

or just to discuss any questions about mediation in confidence and without obligation, please contact:



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