

NICArb Policy on Trainee Mediators' Assessment

1 Introduction

1.1 The Policy on Trainee Mediators' Assessment aims to give an overview of the key principles that reinforce NICArb's approach to such assessment.

2 Principles of Assessment

2.1 The purpose of the assessment is to enable trainee mediators to demonstrate that they have acquired the necessary skills and knowledge to mediate a dispute competently. It contains an actual assessment trainee's mediator competence against the backdrop of NICArb's Competency Framework.

2.2 Participants will be assessed in the form of an ongoing continual assessment throughout the course duration.

2.3 Participants will also be assessed based on performance during a role play where they acted as mediators.

2.4 Role-play assessments are usually in-person and live with two assessors simultaneously assessing a particular participant. However, role plays may be recorded and assessed by two assessors afterward.

2.5 Each assessment role play shall be for a minimum of one hour of role-play time each session, not including the time needed to draft a settlement agreement.

2.6 Where a trainee is able to get to the point of drafting a settlement agreement, he will still be required to submit a properly drafted settlement agreement as part of the general written assignment in the form of a take-home test.

2.7 In addition to the role play, online trainees are required to submit a written assignment in which they explain how they would arrange the venue and build rapport with parties. This written assignment also includes comparing the experience of in-person and online mediation, indicating how they would adapt from online to in-person.

2.8 The general written component of the post-course assignment mentioned in paragraph 2.6 is for trainees to draft settlement agreements using any of the role plays the trainees participated in as mediators during the course or, for online trainees, any role play they were involved in as mediators at any partner institution.

2.9 Any take-home assignment must be submitted within two weeks of the end of the course.

3. Systems to Support Assessment

3.1 NICArb will make role-play briefs available to trainees and other participants and evaluation forms available to the assessors.

3.2 To prevent assessor bias, trainers and coaches in any particular course will

not act as assessors during the course or in post-course assignments relating to the training program in which they acted as trainers or coaches.

3.3 Access to assessment information is governed is restricted to those with the appropriate privileges.

4. Review of this Assessment Policy

4.1 This Assessment Policy is kept under review by NICArb Quality and Assurance Coordinating Unit and may be reviewed from time to time as directed by the Governing Council.