

Emily James | Mediation Profile

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“We had our mediation session today with Emily whom we all thought was excellent. She successfully managed to broker a deal for both parties. I'm very happy to recommend her”

Party - Commercial Property Case

“I have been reflecting about this process and once again would like to thank you for the time you put into it: I have come away with the feeling that finally my voice has been heard in this conflict. It's not often one can actually talk and open up and have someone listen as you did. Thank you..”

Party following Conflict Coaching

“I just wanted to drop you a quick note to thank you again for your time and efforts yesterday. I was very impressed and I think it was a positive experience for all..”

Barrister - Discrimination Case

Practice Overview

Emily is a CEDR accredited mediator and UK qualified solicitor. She is expert in delivering mediation services to a wide variety of individuals as well as commercial, public sector and charitable organisations. Key strengths and skills include approachable and adaptable style; excellent and perceptive listening abilities; strong interpersonal skills; experience of public, private and not for profit situations; facility to leverage professional legal knowledge; and a solid track record of rapidly building trust with clients, enabling mutually acceptable outcomes.

Approach

Emily mediates in a creative and realistic way. She is balanced and objective, whilst also committed to exploring constructive solutions. Empathetic, friendly and approachable, she is highly skilled at putting people at ease. Emily believes listening is key to effective mediation: she is patient and persistent, allowing parties the time and space to fully express and explore their respective needs and positions, but is not afraid to ask difficult or challenging questions to ensure all avenues are explored.

Emily has been commended for her calm and assured manner and her thoughtful and collaborative approach to mediation. Her legal background enables her to grasp complex facts and situations quickly and her experience of living and working internationally increases her understanding of different cultures.

Professional experiences

- ❖ Independent Mediator and founder of Solve by Mediation (2014)
 - ❖ Mediator with Brighton and Hove Independent Mediation Services since 2016
 - ❖ Associate of the Resolution Pod (2022)
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Qualifications and Accreditations

- ❖ CEDR Accredited Mediator 2014
 - ❖ CEDR Online Mediation Trained 2021
 - ❖ Trained Conflict Coach 2017
 - ❖ Trained Community Mediator 2016
 - ❖ UK Qualified Solicitor 2002 - Osborne Clarke LLP
 - ❖ University of West England 2000 - Legal Practice Course
 - ❖ The College of Law 1999 - Law Conversion
 - ❖ Graduate of Durham University in 1998 with a BA(Hons) in Modern Languages (French and Spanish)
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Examples of recent cases

- ❖ Property
 - Complex division of a large estate, resulting from the winding up of a charitable trust.
 - Building contract dispute between developers, builders and sub-contractors.
 - Landlord and Tenant dispute involving disrepair of property at end of tenancy.
 - Numerous boundary disputes.
- ❖ Probate
 - Intricate dispute between three siblings involving distribution of discretionary trust funds, company shares and dividends.
 - Sibling dispute over validity of will and subsequent distribution of estate.
- ❖ Workplace and Employment
 - Disciplinary dispute between a headteacher and senior staff members of a primary school.
 - Breakdown in communication and culture in a department at Local Council.
 - A complex and long running discrimination dispute.
- ❖ Community

Emily also mediates and provides conflict coaching on a pro-bono basis for Brighton and Hove Independent Mediation Service. The numerous cases she has worked on include neighbourhood noise disputes, anti-social behaviour clashes, family disagreements and early intervention into conflicts that may result in homelessness.