



West Sussex Mediation Service External Newsletter

Class of 2017

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Our training course for new Community Mediators ended on Saturday 11th November.

This is what one of the trainees has said about the course, "It has been such fun and somewhat of an eye opener! Sandy is really patient, super trainer. Have had some giggles! Great to meet those involved, amazing bunch! That is great to know.

Becoming a volunteer mediator does prove to be very interesting and rewarding and hence we generally don't need to recruit more than once every two years.

In 2018 we hope to organise training for existing mediators in top up skills/knowledge to deal with Intergenerational Mediation and Conflict Coaching.

Both of these services are in demand at present.

Here is a picture of our new Mediators taken at the Community & Conference Centre at Billingshurst. - >



Recruitment

We are progressing well in efforts to find a suitable replacement for Pam, upon her retirement. We posted the vacancy on the Indeed.com website, which is very popular at present with those seeking employment. We received 28 CV's before we had to 'pause' the advert, due to the numbers applying. We have drawn up a shortlist of 8 candidates and are in the process of offering interviews. We have two others who approached us by other means.



Cyber Security

Nick recently attended a very interesting workshop at County Hall North, Horsham, on the subject of Cyber Crime. This free event was organised for small businesses by West Sussex County Council in association with Sussex Police and others.

He came away realising that we all need to be vigilant, particularly as modern living dictates that we spend a fair amount of time surfing the internet, and sending/receiving emails.

The more we rely on technology to collect, store and manage information, the more vulnerable we become to security breaches (both at work and at home.) Criminals are moving to cyber crime as a lucrative and relatively easy way of making money and does involve some sophisticated gangs. Gone are the days when they needed to rob banks to make a 'living'. We are sure that they wouldn't have any scruples about targeting a small charity like ours.



Human errors, hacker attacks and system malfunctions could cause great financial damage to institutions and can jeopardise reputations.

For this reason, we have improved a number of security measures. We have also prepared a new Cyber Security policy giving instructions that may help mitigate security risks. This will be circulated amongst all our staff, trustees, and volunteers.

If anyone else would like to see a copy, they are more than welcome. It includes some very handy links and is relevant to both home and work situations.

WSMS will be programming in some specific training on Cyber Security and Data Protection in the New Year.

Conundrum

A man is on a trip with a fox, a goose, and a sack of corn. He comes upon a stream which he has to cross, and finds a tiny boat which he can use for the same. The problem though, is that he can only take himself and either the fox, the goose, or the corn across at a time. It is not possible for him to leave the fox alone with the goose or the goose alone with the corn. How can he get all safely over the stream?

Answer: Page 3 bottom.

News

> One of our Trustees, Monica, attended a Careers and Volunteering Fair on the 8th November, organised by Chichester College for its students. It was an opportunity to see if we could attract some young people to help with our fundraising efforts. She was also able to promote our Workplace Mediation service with staff.



> On 18th October Nick attended a Health & Wellbeing marketplace event at County Hall North, organised by WSCC.

The idea was to promote activities, services and products to support local people to live well, meet local organisations, talk about services and volunteer opportunities, take away new information and contacts. It was very well attended and a good degree of interest was shown at our stall.

> Nick is currently selling some Chocolate Advent Calendars at the bargain price of £1.00. You are welcome to pop by our office to pick one up (or more).

We will even take your old pound coins in payment! Hopefully they will all be sold before Nick attends the Rotary Club of Horsham's Christmas Charity Market as we will be in to December by then. It is being held on **Sunday 3rd December** in the Carfax, Horsham. We still have a good stock Christmas Tree decorations, some Santa Sacks and Christmas Garlands to sell. He would welcome any helpers. The event runs from 10am to 4pm.

> We are proposing to hold a 'Do' for Pam upon her retirement as a Caseworker. A potential date is **Wednesday 10th January 2018**, in the evening.. We have yet to choose a venue. Please reserve the date in your diary, if you would like to be there to celebrate Pam's time with WSMS and to wish her well in her retirement. If you are unable to attend you can forward farewell messages via Nick in the office.



Take the goose over first and come back. Then take the fox over and bring the goose back. Now take the corn over and come back alone to get the goose. Take the goose over and the job is done!

Conundrum Answer:

Black Friday

We mentioned Black Friday in our November 2016 newsletter, but thought we would highlight this US import again this year.

According to one explanation, Black Friday is the day when retailers finally begin to turn a profit for the year. In accounting terms, operating at a loss is called being "in the red", because accountants traditionally used red ink to show negative amounts.



This year, the annual retail shopping bonanza, will fall on **Friday 24th November** and many people will grab a bargain without actually leaving the sofa. One of the top retailers taking part is Amazon, who have announced it will hold 10 days of Black Friday deals which will run from 00.01am On Friday 17th November through to 23.59pm on Sunday 26th November. There will also be thousands of Lightning Deals - products available at a discount, in limited quantities, for a short period of time - introduced throughout the sale, with new deals becoming available as often as every five minutes. For the first time since launching its Black Friday event in the UK, Amazon is hosting a four-day Home of Black Friday pop-up experience to celebrate the start of the Christmas shopping season and the UK's biggest annual deals event. Customers will be invited to explore the best of Amazon's Black Friday Sale and Amazon Prime, try their hand at a range of games to win prizes and take part in one of the many themed workshops, from foodie fun to crafts tutorials. This newspaper article explains this further: <http://ow.ly/F5j630grm0l>

We all know that Amazon commits some evils and we are not trying to promote their brand. However, Amazon is one of the big retailers featuring on **GiveAsYouLive**, which we are signed up to, and it gives us a massive opportunity to benefit financially. We can earn donations through your online shopping. A huge number of other retailers, are part of this, including John Lewis, Currys PCWorld, eBay, Asos, Next, M&S, Debenhams and many more.

Please do consider signing up here (at no cost to you), even for a short period, especially as Christmas is coming also: <http://www.giveasyoulive.com/join/wsms>

