



CEDR Accreditation:	2013
CEDR Panel	2014
Languages:	English
Location:	United Kingdom

“Frederick was very good... he gave balance to the mediation... very professional... very well prepared in advance.”

Client Feedback

Frederick Way

Overview

Frederick is a CEDR panel mediator, trainer and Head of the CEDR Foundation. Having trained as a barrister, Frederick now leads all of CEDR's research and charitable projects through the CEDR Foundation. He is also a consultant for CEDR and a lead trainer of CEDR's Commercial Mediation Skills Training.

As a mediator, Frederick has extensive experience of private client, employment and workplace, professional negligence, property, wills and probate, charity and commercial mediation. Frederick's practice is mixed and he is experienced in working with individuals and organisations in conflict in all types of legal, employment and contractual dispute. He also has a specialism in working sensitively and effectively with clients where there is an additional personal dynamic to the dispute, such as disputes between former romantic partners or family members, or where the client is subject to allegations of discrimination, or has capacity needs, including mental health or as litigants in person.

Frederick's style is pragmatic, forward-focussed, creative, commercially aware and people centred. As a mediator, Frederick is known for being especially able at helping parties to understand each other's perspectives, understanding and expertise.



Outside of his mediation practice, Frederick has a specialist knowledge of the arts, equality and charities. He is the Deputy Chair of Access All Areas, a leading theatre charity for Learning Disabled and Autistic performers and the Vice Chair of the Imperial Society of Teachers of Dancing, a global dance organisation.

Expertise

- Arts
- Charity
- Commercial
- Construction
- Costs
- Employment and Workplace
- Private Client
- Professional Negligence
- Property
- Sale of Goods & Services
- Shareholder/ Partnership Disputes
- Trusts, Wills & Probate

Dispute Experience

(Non-Neutral work in italics)

As a mediator, Frederick has considerable experience in resolving disputes, including those under schemes, fixed fee and bespoke mediations.

Arts

- Dispute between theatre production company and location scout over alleged frustration of contract for immersive theatre production
- *Specialist knowledge of Arts – Vice Chair of Global Dance Charity and Deputy Chair of Theatre Company for Learning Disabled Artists*
- *Facilitation consultancy services re: large scale Arts Industry Employment dispute with a Union*

Charity

- Facilitation of change in board and leadership team culture for educational charity operating in primary education
- *Specialist knowledge of Charity as Charity Trustee, including as Vice Chair of Global Dance Charity and Deputy Chair of Theatre Company for Learning Disabled Performers*
- *Consultancy Services including on charities changing legal status and dispute resolution with volunteers*

Commercial

- Tax – Dispute over fee paid to high-value investment fund following delay in fund maturing
- Dispute between software firm and analyst firm over multi-year software package and allegations of defamation
- As assistant mediator, high value dispute charity and multi-national conglomerate over alleged human rights and environmental challenges
- As assistant mediator, large scale banking industry dispute re: consumer payments for PPI contracts

Construction

- Dispute between homeowner and builder over property conversion – combining multiple apartments into single property - where property construction had stalled
- Dispute between commercial property developer and builder over multiple buy-to-let holiday homes
- Dispute between private client and builder over alleged negligent construction of small aeroplane workshop
- Dispute between private client and builder over alleged negligent project management of large property extension and counter claim of criminal damage.

Costs

- Court of Appeal dispute for £1M unpaid legal costs in relation to an abandoned joint venture
- Costs dispute between former client and lawyers in relation to divorce proceedings and claim of alleged negligent advice

Employment and Workplace

Experienced in working with organisations to reform corporate culture and work with employee-employee, employer-organisation disputes and managed exits

- Education – Conflict between headteacher and governors of private school and school culture reform; multi-staged intervention over four months
- Banking – Senior Employee Exit following allegations of disability discrimination and bullying
- Banking – Mediation between employee and manager re: lack of promotion and critical feedback
- Banking – Team culture reform of cross-cultural international team
- Charity – Board Level reform of a Charity following allegations of historic negligence

- Charity – Senior Level disputes between leadership of a Charitable Organisation over performance

Private Client and General Civil

- Injunction proceedings by Public Body for privacy and noise complaints against an individual with Pender capacity vulnerability and mental health capacity;
- Dispute between ultra-high net worth individual and professional services company over remodelling services in relation to a historic property;
- Freehold property dispute between former partners and linked family members following breakdown of relationship;
- Tort of Conversion dispute over sale of sports car and high-value personal property by former partners;
- Dispute over collapse of gym business following Covid-19 and harassment charges against a former business partner;
- 12-year dispute over alleged fraudulent undervaluing in an insolvency action amongst family members
- High emotion dispute between former romantic partners over whether money given as a business loan or gift;
- 5-year dispute between extended family members over division of a multi-property estate of a relative who died intestate;
- Dispute between landscaping contractor and professional client regarding failure to pay final bill; and counter claim for failure to do work correctly.
- Dispute between neighbours over continuous problems with noise and disturbance. Mediation settled in one hour.

Property

- Dispute between leaseholder and council freeholder over historic dilapidations of buy to let property
- Dispute over Spanish property between step-mother and step-daughters and jurisdiction of dispute
- Proprietary Estoppel case between long-term romantic partners with allegations of coercive control
- Property dispute between two sisters relating to whether a property held on trust or outright
- High value multi-property dispute between former couple and extended family and mortgage disputes
- Dispute over leasehold of a supermarket and repair obligations

- Four-year dispute over a break clause and dilapidations claim for the lease of a nightclub settled in one day
- High cost right-to-light dispute between neighbouring commercial properties,
- 20-year multi-property and business dispute between two formerly romantically involved business partners
- Dispute between a property developer and builder over a final invoice and alleged negligence
- 10-year dispute between property owner and management company of apartment block over extension of lease, service charges, repairs and neighbourhood issues.
- As assistant mediator, multi-party dispute between large scale property developers and council over alleged breaches of the *Town and Country Planning Act 1990*
- *As an advocate, worked for clients facing home repossessions in over 20 court hearings.*

Professional Negligence

- 22 Mediations relating to professional negligence disputes in funeral industry, including allegations of professional negligence
- Mediation involving alleged professional negligence against an accountant for incorrect software purchase for a client and negligent advice
- Dispute between a private client and builder over alleged negligent construction of a small aeroplane workshop
- Building dispute between private clients and building firm over high costs and alleged negligence re: a large extension.

Sale of Goods & Services

- Dispute between software firm and analyst firm over multi-year software package and allegations of defamation
- Dispute between ultra-high net worth individual and professional services company over remodelling services in relation to a historic property
- Dispute between a landscape gardener and client regarding failure to pay final bill; and counter claim for failure to do work correctly.

Shareholder/Partnership Disputes

- Dissolution of a multi-property buy-to-let partnership between former business partners
- Dissolution of a two-person partnership deal in relation to ownership of a gym
- Property development – shareholder dispute in relation to a delayed property development
- As assistant mediator, 6 party dissolution of a Law Firm partnership

Trusts, Wills & Probate

- Dispute over religious discrimination re: unmarried Catholic partners in execution of will
- Disputed will between family members re: allegations of failure to execute will correctly
- Complicated financial settlement following death of family member intestate with multiple family members
- Highly emotional family dispute over the intentions of a will.
- As assistant mediator, five party family offshore trust dispute over two days with a quantum of £100M
- As assistant mediator, four party family dispute surrounding a Will executed under Islamic Law

Other Disputes

- Alleged Unlawful Conversion of a motor vehicle.

As a Trainer and Coach

- Lead Trainer on CEDR's Mediation Skills Training Course
- Facilitator and Coach of Employment and Workplace Parties
- Coach of New Mediators and conciliators
- Coach for English and Welsh National Negotiation Team – 2018-2023

Feedback – Clients

- *“Frederick was very good and I think he gave balance to the mediation. One of the things that I liked the most is that he was very professional. Also, he was very well prepared in advance.”*
- *“Many thanks. By [your] hard work and patience..., you achieved a resolution to a bitter dispute that has raged on in various guises for over a decade and an application fought for at least eight years.”*
- *“Frederick was hard-working, thoughtful and imaginative and assisted the parties greatly in coming to a satisfactory resolution of the litigation”.*

Professional Skills

- Barrister (Non-Practising). Called to the Bar in 2012.
- Trainer in Conflict Management and Negotiation for CEDR.
- Deputy Chair for Access All Areas Theatre Company for Adults with Learning Disabilities.
- Vice Chair for Imperial Society of Teachers of Dancing
- Organiser of National Student Negotiation Competition for England and Wales and National Coach.

