



Better conflicts, **Better outcomes**, **Better world**



CEDR Accreditation: 2013

CEDR Panel: 2014

Languages: English

Location: United Kingdom

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“Frederick’s professional, considerate and authoritative style was key in getting the parties to focus and move the matter forward”

“Frederick’s polite firmness, sensitivity and patience were very effective tools in overcoming each hurdle- the parties made significant progress with Frederick’s expert guidance”

Client Feedback

Frederick Way

Overview

Frederick is a CEDR panel mediator, Senior Dispute Resolution Consultant and Lead Trainer in Mediation, Negotiation and Conflict Management at CEDR.

Having trained as a barrister, Frederick has worked for over a decade as a mediator and has extensive experience of civil, commercial, private client, employment and workplace, professional negligence, property, wills, trusts and probate, arts, charity, appeals and tax mediation.

In his practice Frederick has mediated cases involving disputes between individuals, large corporates, charities and public bodies. He regularly mediates high value civil and commercial claims and cases with complex legal issues, or involving allegations of professional misconduct. He is recognised for his ability to provide balance of the commercial and legal drivers, narrow the issues and guide parties towards settlement.

Within his practice, Frederick is highly experienced in working with individuals. He is recognised by clients for his ability to handle the human side of a dispute, working sensitively and effectively with clients in discrimination claims, private client disputes; partnership fall outs; family business, property or trust disputes; or where there are additional needs such as mental health/disability, vulnerability; or heightened emotions, frequently settling cases which have been long-running or extremely challenging.

Through his workplace and employment practice, Frederick supports employees and organisations to find resolution to challenging HR and organisational issues. He combines his facilitation, mediation and coaching skills to help parties to find resolution, such as team renewal, culture change and empowering individuals. Frederick has worked with workplace parties in a range of industries, including banking, education, charity and the commercial sector.

Professional Background

Prior to becoming a mediator, Frederick trained as a barrister and worked in property and professional negligence disputes. He has worked in Dispute Resolution for CEDR since 2012.

As CEDR's Senior Dispute Resolution Consultant, Frederick works with law firms, commercial organisations and judicial bodies on the development of new conflict resolution systems and the utilisation of ADR for the legal industry. Prior to his current role, Frederick was the Head of the CEDR Foundation, responsible for all of CEDR's charitable output and innovation.

Frederick is also a Lead Trainer in Mediation for CEDR, as well as being a coach and assessor of mediator candidates. Frederick was the Coach of the English and Welsh National negotiation teams between 2018-2023.

A respected speaker on mediation, Frederick regularly speaks on mediation and conflict resolution for CEDR, including to corporates, law firms and judicial bodies. Recent talks include to: representatives of the UK House of Commons and House of Lords, the Supreme Courts of Qatar, the Supreme Court of the Maldives, the High Court of Bulgaria, the government of Ghana; the Government of Kosovo, China Council for the Promotion of International Trade, the University of Copenhagen's Masterclass series on Mediation, Girls Human Rights' Hub, UK and international Law firms; Universities and others. He is a regular contributor to podcasts and writer on mediation, as well as being a main host of CEDR's Masterclass series on Mediation. With Dr Karl Mackie CBE, Frederick was the author of the CEDR publication *Setting Up and Running a Public Inquiry: Guidance for Chairs and Commissioning Bodies*, which has since been adopted by several UK Public Inquiries.

Outside of his mediation practice, Frederick has a specialist knowledge of the arts, equality and charities as a board member. He has been the Vice Chair of the Imperial Society of Teachers of Dancing, a global dance organisation since 2019 and was the Deputy Chair of Access All Areas, a leading theatre charity for Learning Disabled and Autistic performers from 2015-2023.

Personal Style

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 to move towards a workable settlement. He is equally comfortable working with vulnerable individuals through to large corporations and is confident in helping parties to balance the legal, personal and commercial aspects and make forward progress. Parties comment on Frederick's ability to balance patience and sensitivity with commercial and legal awareness and practical leadership of the conflict towards settlement.

Expertise

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

Dispute Experience

(Non-Neutral work in italics)

Arts

- Performing Arts - Dispute between theatre production company and location scout over alleged frustration of contract for immersive theatre production
- Performing Arts/Venues - Facilitation consultancy services re: large scale Arts Industry Employment dispute with a Union
- Performing Arts - Facilitation of dispute resolution amongst volunteer groups in Arts charity



- Performance Arts – Dance and Professional Theatre - Specialist knowledge of Arts as a Trustee of arts organisations – Vice Chair of the Imperial Society of Teachers of Dancing, a global Dance Charity (2019- present) and formerly Deputy Chair of Access All Areas, a professional theatre Company for Learning Disabled Artists (2015-2023)

Charity

- Educational Charity - Facilitation of change in executive and leadership team culture for educational charity operating in primary education
- Energy/Charity - As co-mediator, high value dispute between charity and multi-national conglomerate over alleged human rights and environmental breaches;
- Miscellaneous Charity - Consultancy Services including on charities changing legal status and dispute resolution with volunteers
- Performance Arts - Specialist knowledge of Charity as Charity Trustee, including as Vice Chair of Imperial Society of Teachers of Dancing, a Global Dance Charity and Deputy Chair of Access All Areas - Theatre Company charity for Learning Disabled Performers

Commercial

- Appeals - Court of Appeal Mediation for £1M+ unpaid legal costs in relation to a failed joint venture;
- Appeals - High Court Appeal mediation relating to alleged unpaid debts by a former director of a company and counter-arguments alleging judicial misconduct towards a vulnerable party at first instance;
- Tax/Sport - As mediation adviser, multi-million tax dispute between former professional footballer and tax authority over agent fees and image rights;
- IT/Computing - Dispute between software firm and analyst firm over multi-year software package contractual dispute and allegations of defamation;
- Commercial Property Development - Dispute over possession order for Defendant's home used as security for a high value business loan;
- Tax and Financial Planning – Dispute over fee paid to high-value investment fund following a delay in fund maturing;
- Commercial Property and Hospitality - Multi-claim commercial rent arrears dispute in relation to non-payment of rent following alleged malicious property damage, alleged insurance fraud and dilapidations on other properties;
- Manufacturing/Insurance - Alleged breach of contract of an insurance brokering arrangement and counterclaim for concealment of charges and breach of fiduciary duty;
- Insurance - As a mediator on a team of four mediators, multi-billion-pound insurance facilitation involving 20+ parties;
- Financial Services - As co-mediator – dispute between financial regulator and multiple former banking officials over alleged mis-dealings;
- Energy/Charity - As co-mediator, high value dispute between charity and multi-national conglomerate over alleged human rights and environmental breaches;
- Banking/Financial Services - As co-mediator, large scale banking industry dispute re: consumer payments for PPI contracts;

Construction

- Commercial Property - Dispute between commercial property developer and builder over construction of multiple buy-to-let holiday homes;
- Commercial Property - Dispute between private client and builder over alleged negligent construction of small aeroplane workshop;
- Residential Property - Dispute between homeowner and builder over property conversion – combining multiple apartments into single property – where property construction had stalled;
- Residential Property - Dispute between private client and builder over alleged negligent project management of large property extension and counter claim of criminal damage.
- Residential Property - Dispute between ultra-high net worth individual and professional services company over remodelling services in relation to a historic listed property;
- Professional Negligence – Landscaping - Dispute between landscaping contractor and professional client regarding failure to pay final bill; and counter claim for failure to do work correctly.

Costs

- Appeals - Court of Appeal dispute for £1M unpaid legal costs in relation to an abandoned joint venture;
- Legal Fees/Professional Negligence - Disputed legal costs bill between client and lawyer over representation in divorce proceedings and alleged professional negligence;
- Legal Fees/Property - Claim of disproportionate costs within CPR rules in relation to high-value property dispute;

Employment and Workplace

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

- Education – Conflict between headteacher and governors of private school and school culture reform; multi-staged intervention over four months, facilitated exit and restructure
- Banking – Senior Employee Exit in multi-national 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

Insurance

- Manufacturing/Insurance - Alleged breach of contract of an insurance brokering arrangement and counterclaim for concealment of charges and breach of fiduciary duty;
- Commercial Property/Insurance - Multi-claim commercial rent arrears dispute in relation to non-payment of rent following alleged malicious property damage, alleged insurance fraud and dilapidations on other properties;
- Insurance - As a mediator on a team of four mediators- multi-billion-pound insurance facilitation involving 20+ parties;

Private Client and General Civil

- Inheritance/Vulnerable client - *Inheritance Act 1975* claim in relation to exclusion of vulnerable adult daughter from a Will who had been subject to criminally proven abuse from the deceased as a child;
- Private Client/Family - Dispute between family members over a high value loan given to elderly relative to buy assisted living flat and renovation works on second property;
- Disability Discrimination/Public sector - Persistent claimant with mental health and physical health needs with multiple court claims and ombudsman complaints against a social housing provider including race and disability discrimination;
- Commercial Property/Insurance - Multi-claim commercial rent arrears dispute in relation to non-payment of rent following alleged malicious property damage, alleged insurance fraud and dilapidations on other properties;
- Race Discrimination - Alleged racial discrimination and victimization by a local authority to an individual over alleged environmental nuisance offences;
- Disability Discrimination (Mental Health) and Commercial - High Court Appeal mediation involving vulnerable party relating to alleged unpaid debts by a former director of a company and alleged judicial misconduct;
- Private Client/Family - Dispute between estranged family members over legal status as a gift or loan of high-value financial transfer used to purchase property where parties moved in together and fell out;
- Commercial Property- Dispute over order for possession of Defendant's home which was used as security for a high value business loan, involving multiple family members as co-defendants;
- Privacy/Disability Discrimination and Public Sector - Injunction proceedings by Public Body for privacy and noise complaints against an individual with Pender capacity vulnerability and mental health capacity;
- Private Client - Dispute between ultra-high net worth individual and professional services company over remodelling services in relation to a historic listed property;
- Inheritance – Religious Discrimination - Dispute over religious discrimination re: unmarried Catholic partners in execution of will by family member as executor;
- Private client – Family - Freehold property dispute between former partners and linked family members following breakdown of relationship;
- Private Client – Partners - Tort of Conversion dispute over sale of sports car and high-value personal property by former partners;

- Private Client – Partners - Dispute over collapse of gym business following Covid-19 and harassment charges against a former business and romantic partner;
- Family Business - 12-year dispute over alleged fraudulent undervaluing in an insolvency action amongst family members;
- Private Client – Partners - High emotion dispute between former romantic partners over whether money given as a business loan or gift;
- Inheritance/Family - 5-year dispute between extended family members over division of a multi-property estate of a relative who died intestate;
- Private Client – Professional services - Dispute between landscaping contractor and professional client regarding failure to pay final bill; and counter claim for failure to do work correctly.
- Private client – Former partners - Dispute over alleged unlawful conversion of a supercar
- Private Client – Noise Disturbance - Dispute between neighbours over continuous problems with noise and disturbance. Mediation settled in one hour.

Professional Negligence

- Professional Negligence - Accountancy - Alleged professional negligence against an accountant for incorrect software purchase for a client and negligent advice;
- Professional Negligence – Construction/Architecture - Dispute between a private client and builder over alleged negligent construction of a small aeroplane workshop
- Professional Negligence – Legal - Disputed legal costs bill between client and lawyer over representation in divorce proceedings and alleged professional negligence;
- Professional Negligence – Home Design - Dispute between ultra-high net worth individual and professional Design company over remodelling services in relation to a historic listed property;
- Professional Negligence – Landscaping - Dispute between landscaping contractor and professional client regarding failure to pay final bill; and counter claim for failure to do work correctly.
- Manufacturing/Insurance - Alleged breach of contract of an insurance brokering arrangement and counterclaim for concealment of charges and breach of fiduciary duty;
- Professional Negligence – Funeral Industry - 22 Mediations for the National Association of Funeral Directors relating to professional negligence disputes in funeral industry, working with vulnerable clients and professional funeral directors
- Professional Negligence – Construction - Building dispute between private clients and building firm over high costs and alleged negligence re: a large extension.
- Financial Services - As co-mediator – dispute between financial regulator and multiple former banking officials over alleged mis-dealings;

Property

- Residential Property/Rights of Way - Dispute between neighbours of high value London townhouses surrounding rights of way of shared area including allegations of criminal damage and harassment
- Residential Property/Mortgage - Dispute between family members over a high value loan given to elderly relative to buy assisted living flat and renovation works on second property
- Commercial Leasehold Property and Hospitality- Multi-claim commercial rent arrears dispute in relation to non-payment of rent following alleged malicious property damage, alleged insurance fraud and dilapidations on other properties
- Residential Property - Dispute between family members over legal status as a gift or loan of high-value financial transfer used to purchase property
- Residential Property/Commercial Collateral - Dispute over Possession Order of Defendant's home which was used as security for a high value business loan
- Commercial Property – Buy To Let - Dispute between leaseholder and council freeholder over historic dilapidations of buy to let property
- International Property - Dispute over Spanish property between step-mother and step-daughters and jurisdiction of dispute
- Residential Property - Proprietary Estoppel case between long-term romantic partners with allegations of coercive control
- Residential Property – Trusts - Property dispute between two sisters relating to whether a property held on trust or outright
- Residential Property – Former Partners – Dispute over legal title and equitable interest in residential property in former extra-marital relationship;
- Residential Property – Family - High value multi-property dispute between former couple and extended family and mortgage disputes
- Commercial Property – Repair - Dispute over leasehold of a supermarket and repair obligations with freeholder
- Commercial Property – Repair - Four-year dispute over a break clause and dilapidations claim for the lease of a nightclub
- Commercial Property – Right to Light - High cost right-to-light dispute between neighbouring commercial properties,
- Commercial and Residential Property - 20-year multi-property and business dispute between two formerly romantically involved business partners
- Commercial Property - Dispute between a property developer and builder over a final invoice and alleged negligence
- Residential Property - 10-year dispute between property owner and management company of apartment block over extension of lease, service charges, repairs and neighbourhood issues.
- Commercial Property/Planning - As co-mediator, multi-party dispute between large scale property developers and council over alleged breaches of the *Town and Country Planning Act 1990*
- Residential Property – Leasehold - *As an advocate, worked for clients facing home repossessions in over 20 court hearings.*

Sale of Goods & Services

- Software/IT - Dispute between software firm and analyst firm over multi-year software package and allegations of defamation
- Insurance/Brokering - Alleged breach of contract of an insurance brokering arrangement and counterclaim for concealment of charges and breach of fiduciary duty;
- Private Client – Home Design - Dispute between ultra-high net worth individual and professional Design company over remodelling services in relation to a historic listed property
- Private Client – Landscaping - 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

- Appeals – Directorship - High Court Appeals mediation involving vulnerable party relating to alleged unpaid debts by a former director of a company
- Partnership – Commercial Property - Dissolution of a multi-property buy-to-let partnership between former business partners
- Partnership – Builder - Dissolution of a two-person partnership deal in relation to ownership of a gym
- Shareholder - Property development – shareholder dispute in relation to a delayed property development
- Partnership – Legal Services - As co-mediator, 6 party dissolution of a Law Firm partnership

Sports/Tax

- Sports/Tax - As mediation adviser, representing former professional footballer at a tax mediation about agency fees and image rights
- Tax – Dispute over fee paid to high-value investment fund following delay in fund maturing

Trusts, Wills & Probate

- Inheritance - Inheritance Act 1975 claim in relation to exclusion of adult daughter from a Will who had been subject to criminal actions from the Deceased
- Inheritance/Religious Discrimination - Dispute over religious discrimination re: unmarried Catholic partners in execution of Will by family member
- Inheritance - Disputed will between family members re: allegations of failure to execute Will correctly
- Inheritance - Complicated financial settlement following death of family member intestate with multiple family members
- Inheritance - Highly emotional family dispute over the intentions of a Will within cultural context.
- Trusts - As co-mediator, five party family offshore trust dispute over two days with a quantum of £100M
- Inheritance/Islamic Law - As co-mediator, four party family dispute surrounding a Will executed under Islamic Law

Additional Skills

- Lead Trainer on CEDR's Mediation Skills Training Course
- Facilitator and Coach of Employment and Workplace Parties
- Neutral Chairing
- Public Speaking
- Coach of New Mediators and conciliators
- Coach for English and Welsh National Negotiation Team – 2018-2023 at World Championships. England Team 1st place 2023 (Rome, Italy);

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 Frederick. 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. You allowed the respondent to think and reach a settlement”*
- *“Frederick was hard-working, thoughtful and imaginative and assisted the parties greatly in coming to a satisfactory resolution of the litigation”.*
- *“Frederick’s professional, considerate and authoritative style was key in getting the parties to focus and move the matter forward”*
- *“Frederick had a very “no nonsense” but calm approach”*
- *“I was impressed by the way in which Frederick was able to firmly hold his position with authority in a diplomatic and elegant manner, retaining control of the process”*
- *“Frederick was able to effectively design the process to accommodate the needs and sensitivities of the clients”*
- *“Despite the numerous challenges this case presented throughout the process, Frederick remained calm and diplomatic”*
- *“Frederick’s polite firmness, sensitivity and patience were very effective tools in overcoming each hurdle”*
- *“The parties felt heard and respected on both sides”*
- *“The parties made significant progress with Frederick’s expert guidance”*
- *I thought you were excellent”*
- *“Thank you for all your help and assistance – the parties have made significant headway and the matter can be resolved without litigation”*

- *“[Workplace dispute – exiting employee] – “The mediation process was completed yesterday. Frederick has been absolutely brilliant. I would highly recommend him for mediation in similar circumstances as he really helped me and he mediated a final meeting with [my colleague] yesterday which went well so that we can part on good terms”*
- *[Workplace dispute – exiting employee] “Thank you again Frederick for everything you have done for me and my family”*
- *[Workplace dispute – Employer] – “I wanted to say how grateful we are and what a terrific job you did in this very sensitive situation. There is nothing better than a situation in which an employee is genuinely happy about what they have decided to do and truly owns that decision and where a company has clarity for the future. Thank you.”*
- *“Thank you Frederick for your patience! I would be very happy to work with you again!” Barrister*
- *On coaching - “I feel very fortunate to have Frederick as my coach and I cannot recommend him highly enough.”*
- *On coaching – “Frederick is a natural coach. He strikes the right balance between asking questions to focus thinking and the development of one’s own solutions, versus offering ideas and suggestions.*
- *“On coaching – “Frederick is a superb listener and demonstrates great empathy; his appreciation of the journey individuals make through challenging experiences is both reassuring and confidence building.”*

Professional Skills

- Trained as a Barrister (Now Non-Practising). Called to the Bar in 2012.
- Lead Trainer in Mediation, Conflict Management and Negotiation for CEDR.
- Vice Chair for Imperial Society of Teachers of Dancing
- Former Deputy Chair for Access All Areas Theatre Company for Adults with Learning Disabilities.
- Dispute Resolution Scheme Development
- Event Hosting of Masterclasses and Presentations
- Public Speaking
- French (Working Ability)