



Annual Report 2014

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From the Chair and Chief Executive

2014 saw Resolution build on and consolidate our achievements of previous years. We launched new products and services designed to support members and continued our commitment to shaping the legal environment in which our members work.

In this report you'll read about the successes we've achieved for our members as well as what they have been doing to promote Resolution's Code.

Here are just a few things we achieved together in 2014:

- We've campaigned and lobbied for measures to help our members and their clients, meeting with senior ministers, MPs and advisors to shape policy and developed our own Manifesto for Family Law, which was launched in February 2015.
- A sell out National Conference in Manchester attracted almost 400 members, and we held our most successful DR Conference yet.
- Our third national Family Dispute Resolution Week reached over 28 million people through national print, TV and radio coverage – including the front page of *The Times*.
- We surveyed our members to help shape the single family court and address difficulties members and their clients are experiencing.
- We led the way in promoting alternatives to court, including playing a leading role on the Family Mediation Council and the mediation task force set up by government.
- New member benefits, including the online Resolution Precedents for Consent Orders, available to every member.

We are proud of what we've achieved for our members so far. And we're delighted to report that, from our recent survey, 95% of members reported that they are proud to be Resolution members.

There is, of course, no room for complacency. The external environment continues to pose challenges to the way we support separating families. The impact of the legal aid cuts is now starting to be fully felt; the family courts are under huge pressure; and there has been an avalanche of changes in the way family law is practiced.

From the Chair and Chief Executive



Your National Committee, together with our Regional Chairs, continue to work to develop and deliver the long-term strategic plan – we have a clear direction of travel with three key areas we're focusing on in 2015:

Membership: We all know how important our Code of Practice is to our members. In a changing environment, it is important that we articulate to the public the different types of members who make up Resolution, and how they can support them through their divorce or separation.

Training and learning: We are embarking on a project building on what we've already achieved in terms of the courses we offer, to work towards a 'training pathway'. Our aim is to make Resolution a one-stop-shop for people's professional development needs, whatever point they are at in their career.

Changing practices: Members will see an increasing array of training courses, Review articles and support materials reflecting the fact that our members are delivering services in new and innovative ways. Our aim is to provide members and their firms with the support they need to meet the challenges they're facing.

These priorities are in addition to other important areas of work, which include: continually improving the ways we communicate with our members; supporting our committees; influencing family law policy; ensuring our regions are supported; and developing the Code of Practice to ensure it is in tune with today's family law environment.

Work will continue to build Resolution's profile, extend our sphere of influence and support family justice professionals.

Importantly, we aim to position members as the go-to specialists for divorce and separation in England and Wales.

We can only achieve this because of the support of our members. Elsewhere in the report you'll see the names of some of the 1,500 Resolution members who are actively involved in the organisation – whether it's through regional committees, or specialist groups tasked with addressing some of the most pressing issues facing family practitioners.

So to those of you who give up your time to make a contribution – thank you. On behalf of all Resolution's members we are hugely grateful for your support. Our promise in return is that our members and, more importantly, the families they support, will continue to be at the heart of everything we do.

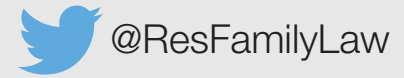


Colin Jones
Chief Executive



Jo Edwards
Chair

Resolution in the media



2014 saw some of our most successful media coverage yet. Our annual showcase campaign, Family Dispute Resolution Week (DR Week), secured major national coverage, as well as being featured in local media across the country.

Our story about the impact of divorce on children made the front page of *The Times* on the first day of DR Week, and our Chair and Vice-Chair were rushing from studio to studio that morning, being interviewed by Eamonn Holmes on Sky News, John Humphrys on the Today Programme, and Rachel Burden on Five Live, among others.

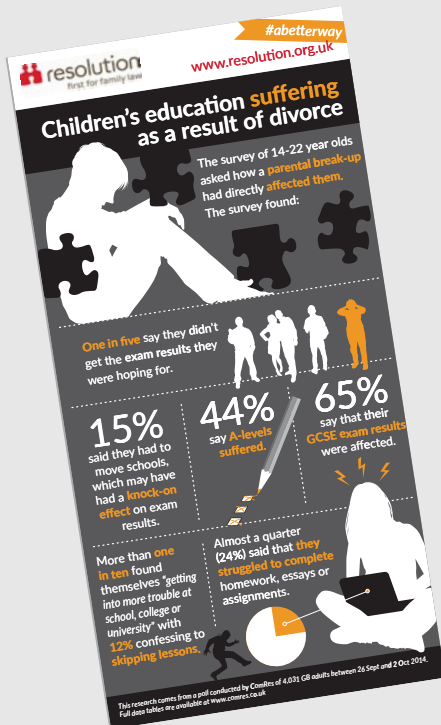


In total we generated over **27 million** opportunities to see, hear, or read about Resolution's work in local and national media – more than double what was achieved in DR Week 2013. This means more members of the public, more policymakers, and more opinion formers heard about the work our members do and the way they help separating families every day.

Other media highlights throughout the year included

- Extensive coverage of our response to the 22 April family law reforms, on BBC Breakfast, Woman's Hour and Five Live.
- An exclusive story in *The Guardian* in July, about the impact of legal aid cuts on the family courts.
- Appearances throughout the year in national print and broadcast media, including *The Observer*, *The Daily Mail*, and BBC Moneybox Live.
- We've also placed an even greater focus on ways to let our members know what we're doing on their behalf. That means: more email bulletins on things our members need to know; a revamped *Review*, to include more information and opinion written by members for members; and a greater presence on Twitter, LinkedIn and Facebook – making it easier to share news about Resolution's work.
- A new video and other visual materials we produced to accompany DR Week helped get our message out even further, reaching over 750,000 people on Twitter and a further 250,000 on Facebook.

We'll continue to develop new ways to get the word out, and also make sure we keep listening to our members' views – including reporting back on the all-member survey.



YRes – the next generation

YRes is a network of Resolution members at the start of their careers. YRes exists to ensure that there is an opportunity for those starting out on their career path to share their experiences, concerns and ideas, ask questions, and develop skills and knowledge in a friendly and supportive environment. Our YRes groups support family lawyers starting out with seminars, training and social events throughout the year.

At the end of 2013 a working party was formed by Lucy Loizou (National Committee member with YRes responsibility), six YRes representatives from around the country and Resolution staff including Chief Executive Colin Jones and Sue Gunn, Director of Membership Support. The purpose of this group was to establish and discuss issues concerning YRes, review the current structure and define a clear strategy for the network.

In July last year we held the inaugural YRes forum, attended by representatives from 20 of our 24 YRes groups, as well as Resolution Chair Jo Edwards and Caitlin Jenkins, a founder member of YRes London in 1995. Representatives put their heads together for an inspiring day of discussion, and planning the future of YRes. This included looking at the criteria for YRes membership and developing stronger links between Regional Committees and their local YRes groups.

Following this forum, a final paper of recommendations and next steps was presented to the National Committee in November, which was fully endorsed after unanimous agreement on almost every area.

YRes - the next generation

The hard work carried out throughout 2014 has resulted in a new approach to recruiting and developing our YRes members. We have:

- Widened the eligibility criteria from six to ten years PQE and lifted the specification that a member must be a non-partner. This longer time period recognises the transition between YRes and 'main' Resolution.
- Agreed to drop the reference to the term 'young' in communications, but to retain the name YRes.
- Committed to providing more training that focuses on the needs of newly qualified practitioners.
- Agreed that YRes representation on Regional Committees is crucial. Similarly, Regional Committee members should attend YRes meetings where possible.

We need to ensure that there is a flow of information and ideas between YRes, national and regional groups and that YRes remains an integral part of the regional structure.

If your family law team has members with ten or less years PQE, YRes is an excellent chance for them to develop their networks and skills – and your firm can also benefit. We urge all our members to support the newly qualified members in the profession – they are the future of family law.

We would like to take this opportunity to thank our YRes Working Party for all their time and effort over the last year.

Lucy Loizou, London Region
(National Committee)

Sarah Green, Bristol Region

Jo Stiff, Surrey Region

Joanne Radcliff, Manchester Region

David Lister, South Yorkshire Region

Rhian Gray, West Midlands Region

Rosalyn O'Donnell-Teelan,
London Region

“

A vital source of support during
my first few years of practice.

Built long lasting connections
with other family lawyers.

Helps promote Resolution to a
future generation of family
lawyers.

My opinions are represented at a
local and national level.

I can actively contribute and
positively respond to the
changes in family law.

”



Paul Laverty, Emma Green, Joanne Radcliff (Manchester YRes Chair), Emma Cordock and James Shortall at the YRes drinks reception at the 2014 National Conference.



Attendees at the YRes Merseyside annual quiz night which raised over £700 for the NYAS charity last September.



Members of Hampshire YRes challenged Moore Blatch Solicitors to raise money for Naomi House Children's Hospice in a Store Wars challenge. The teams together succeeded in raising £3,103. Left to right: Helen Clarkson, Amy Trench, Catherine Day, Elizabeth Ford and Mary-Anne Beedle.

What our members say

Your feedback is vital to ensure we deliver the support our members and their clients need. Over 500 members completed our member survey and it's encouraging to receive such positive feedback. But there's always room for improvement.

In response to your comments, we will start work in 2015 to make the website more user-friendly. Our committees are already developing the training on offer to ensure all members, no matter what stage of their careers they are at, are able to access cost-effective, relevant and accessible training to develop skills and knowledge. And we're listening to your comments about the preferential rates Iceberg offer Resolution members, and will work to develop this further, to ensure it best meets the needs of firms and their clients.

We encourage members to feed back their thoughts throughout the year so please get in contact at info@resolution.org.uk.

95% of respondents said they were proud to be a Resolution member.

81% of respondents felt that Resolution membership is good value for money.

Twitter users who found it useful increased from 40% to **59%** between 2012 and 2014.

2/3 who responded said they read most or all of every issue of *The Review* with black letter and case law the most popular topics.

4/10 (41%) of respondents with full member status worked in firms to deliver publicly funded work - down from 49% in 2012.

Almost **9/10** who had experience of training and support around the Code of Practice were satisfied with the service they had received.

94% of respondents said they would prefer to receive communications from Resolution via email.

“

The Review is an essential read for all family practitioners, so as to stay updated on recent developments and to share in best practice. Bravo!

.....
I think the Resolution website is very good. I regularly suggest to clients that they look as it has a wealth of information for those going through a separation.

.....
I attended a Resolution mediation course and made some useful local connections with other solicitors also setting up a mediation practice.

.....
I think Resolution is doing valuable work.

.....
I feel reassured that I have Resolution's resources available to me in my practice.

.....
It's an excellent organisation, effective, efficient, well-run, aspirational and with a genuine commitment to helping families embedded within it.

.....
I believe Resolution is doing an excellent job. I am thrilled that Resolution is promoting young practitioner members to the forefront of the agenda too. It's very important!

.....
Resolution is a fine campaigning organisation.

.....
The National Conference is always a great occasion to network and learn.

”

Committee highlights



Resolution is run for and by its members, many of whom volunteer their time and energy by sitting on a committee. Our committees are vital to creating and delivering the quality training and services that members enjoy, and promoting innovative new approaches to non-confrontational family dispute resolution. Committees are also key in shaping Resolution's policies and campaign priorities – our Manifesto for Family Law is a prime example of this.

Our volunteers regularly engage with local and national policy makers, stakeholder organisations, the judiciary and politicians. They respond to media enquiries and represent Resolution in local and national media. Our committees assist in developing and maintaining approaches to good practice, contributing to publications, and providing strategic guidance and direction to the Resolution staff team.

We'd like to share just some of the many fantastic achievements Resolution committees have accomplished in 2014.

If you are interested in joining a committee you can contact info@resolution.org.uk for more information.



Child Support Committee

We continued to lobby for improvements to the CM Options website, complain about fees and press the DWP on specific issues.

Children Committee

We developed the Parenting Charter, after consultation with members and the Family Justice Young People's Board. The Charter has been well received and is a cornerstone of the Resolution Manifesto for Family Law.

Cohabitation & Equalities Committee

We continued to work for, and support, proposals for reform, notably Lord Marks' Cohabitation Rights Bill introduced into the House of Lords in June, and also contributed to the Resolution Manifesto for Family Law.

Dispute Resolution Committee

We developed and delivered the biggest, most successful DR conference to date.

Domestic Abuse Committee

We responded to government consultations on female genital mutilation and the creation of a crime of coercive control.

FA Accreditation Committee

We developed and launched the new Financial Adviser Specialist Accreditation scheme.

International Committee

We worked on the development of a new online publication - the Resolution Guide to International Family Law.

Learning & Training Committee

We developed a new common learning framework for all Resolution's training and learning, encompassing Resolution's core learning topics and learning outcomes for members.

Legal Aid Committee

We lobbied the Legal Aid Agency regarding the many issues with CCMS, resulting in a significant delay of the compulsory introduction of the proposed system.

Membership Development Working Party

Membership Development Officers contacted those who had yet to renew, which resulted in 150 members signing up for a further year.

Parenting After Parting Committee

We brought together a new committee and began to develop a Parenting after Parting strategy.

Property, Tax & Pensions Committee

We responded to the President's consultation on bundles, contributed to the Report of the Financial Remedies Working Group and responded to the Law Commission project on enforcement of family financial orders.

Skills & Support Working Party

We recognised the need to support members in the changing environment, so targeted training to specific support areas such as the use of social media and career development for our junior members.

Specialist Accreditation Committee

We conducted a root and branch review of the accreditation scheme including adopting a new competence based approach.

Standards Committee

We oversaw the development and roll-out of the new complaints procedure, reviewed and updated the Good Practice Guides and created accompanying Guidance Notes.

Training Working Party

We developed new training on a range of financial provision matters.



Around the regions

South Yorkshire Resolution Committee

pictured at the Sheffield Winter Family Law Dinner attended by over 200 family law practitioners, which raised over £1000 for Kids in the Middle. From left to right: Rebecca Crofts, David Lister, Abbie Churchill, Carmel Doyle, Vanessa Fox, Rosie Finn, Michelle Cooper, Melanie Hadwin, Michaela Heathcote, Deborah Constable.



West Midlands region Christmas party held at St Phillips Chambers in Birmingham which was attended by over 150 guests. From left to right: Katherine Haden, Clare Wiseman, Michelle Brammer, Nev Zaki, Aaron Keene, Bart Dalton, Baldish Khatkar, Phil Barnsley and Zahra Pabani.

South Wales region AGM.

From left to right: Sophie Hughes, Belinda Mosely, Heather Seward, Mike Barry and Toni Young.

• **Chester Collaborative Lawyers** kicked off DR Week with a breakfast event at Chester racecourse opened by HHJ Elgan Edwards (pictured centre).



• **Carers in Hertfordshire** received a staggering £5,208 raised at Rayden Solicitors' third annual Quiz Night entertained by the wonderful compere Rosie Glow!



• Resolution's **Cornwall region** raised £2000 for their local Relate. Members pictured: Lucy Theobald, Sarah Atkinson and Zoe Lock with Crystal Pearce (Manager and CEO Relate - Cornwall)



national highlights

Family Matters

Family Matters is a service supporting parents to find solutions to problems arising from their break-up, focusing on making child-centred arrangements. Family Matters Guides use their legal knowledge and mediation skills to work with parents, informing them of their options and helping them to find ways of communicating better about their children.

Family Matters Guides are based in solicitors firms in Newcastle, Crewe and Oxford. They work closely with other community agencies to reach out to people who could benefit from the service and link to the support that people might need when splitting up. Family Matters is free for parents where one of them receives a state benefit or earns less than the Living Wage (£7.85 an hour).

Family Matters is funded by the Department for Work and Pensions (DWP) through their Help and Support for Separated Families' Innovation Fund. We were thrilled to hear at the end of 2014 that the initial two-year funding was to be extended by six months, meaning the service can continue to run to the end of September 2015. Resolution is already looking at other sources of funding to enable us to continue the service beyond the DWP contract.

We are delighted that the numbers of parents using the service in 2014 was greater than in the corresponding months in 2013, demonstrating that it takes time to embed a new service into a community.



• District Judge Payne with Family Matters Guide
• Marjorie Dennett-Clayton at an event in Oxford
• celebrating Family Matters first year anniversary.

Family Matters Guides worked hard to take the service to where we are most likely to find people who need it, which include the court, a Citizens Advice Bureau and a Children's Centre. We have promoted Family Matters on local radio, including BBC Radio Oxford, BBC Radio Stoke and Redshift Radio. As a result, from April to December 2014, the service was able to help 604 parents – almost three times as many as in 2013.

.....

“Initially it was hard to figure out what to do. As I talked to my Guide things became clearer and I am now comfortable that my partner understands what I am trying to achieve.”

.....

“I feel much stronger and more determined about the future.”

“The situation is still very raw. However it is great to have another person’s perspective in a situation which can feel very isolating and ostracising.”

Number of parents seen since the start of the project

Apr 13 - Dec 13

 230

Jan 14- Dec 14

 783

“Very happy. I feel since separating things are the best they’ve ever been.”

“I understand a lot more of what’s going to happen and more confident with what’s happening.”

“It was so helpful to discuss with somebody who listens and really helps.”

75%

Percentage of parents who better understand the benefits of making arrangements together after using Family Matters

78%

Percentage of parents who feel better able to take action after seeing a Family Matters Guide

97%

Percentage of parents finding the information and support beneficial

“I feel much better than before we spoke. I understand a lot more of what’s going to happen and more confident with what’s happening. Thank you.”

Training and professional development

"The course was the absolute highlight of my year. I learnt so much and enjoyed myself tremendously in the company of so many skilled mediators."

"Sensitively and thoroughly presented by committed and knowledgeable presenters. Best course I've done by a mile!"

"Extremely excited about a new way of working – very positive."



62 courses took place last year, which were attended by over **1,500** delegates.

.....

206 CPD hours were available to members last year.

.....

Between them, **1,582** delegates earned an impressive **12,835** CPD hours in 2014.

.....

370 delegates attended our National Conference in Manchester, earning nearly **4,000** CPD hours between them.

.....

Our DR Conference was attended by **167** delegates at the East Midlands Conference Centre in Nottingham.

.....

Over **30** members achieved Accredited Specialist status in 2014 and **150** existing specialists were re-accredited, this means over **1,700** members are now Accredited Specialists.

.....

The Financial Adviser Accreditation Scheme was re-launched in 2014. Taking a new approach to accreditation, the new scheme is based on a competency framework, an approach which will be applied across all accreditation in 2015.

The year in pictures

2014 was another busy year for Resolution and our members. We delivered a sell out National Conference in Manchester, ran another successful DR Conference in Nottingham, held our biggest Family DR Week to date, and saw some of our members recognised for their fantastic achievements.



Members Nigel Shepherd and Norman Hartnell sitting on the Family Law Panel at an event organised by OnlyDads and OnlyMums entitled 'Couples break up – families don't need to.'

Caroline Bowden receiving the inaugural Resolution-sponsored Family Mediation Award at the Legal Aid Lawyer of the Year Awards 2014.



Maud Davies receiving Family Legal Aid Lawyer of the Year Award (sponsored by Resolution) at the Legal Aid Lawyer of the Year Awards 2014.



Delegates at the 2014 DR Conference held in Nottingham last October.



President of the Family Division, The Rt. Hon Sir James Munby delivering his keynote address at National Conference.



Resolution's Operations Co-ordinator Louisa Grisdale getting into the swing of Family DR Week 2014!

James Pirrie receiving the 2014 John Cornwell Award from Resolution Chair Jo Edwards.



Attendees enjoying our 26th National Conference at the Midland Hotel in Manchester last April.



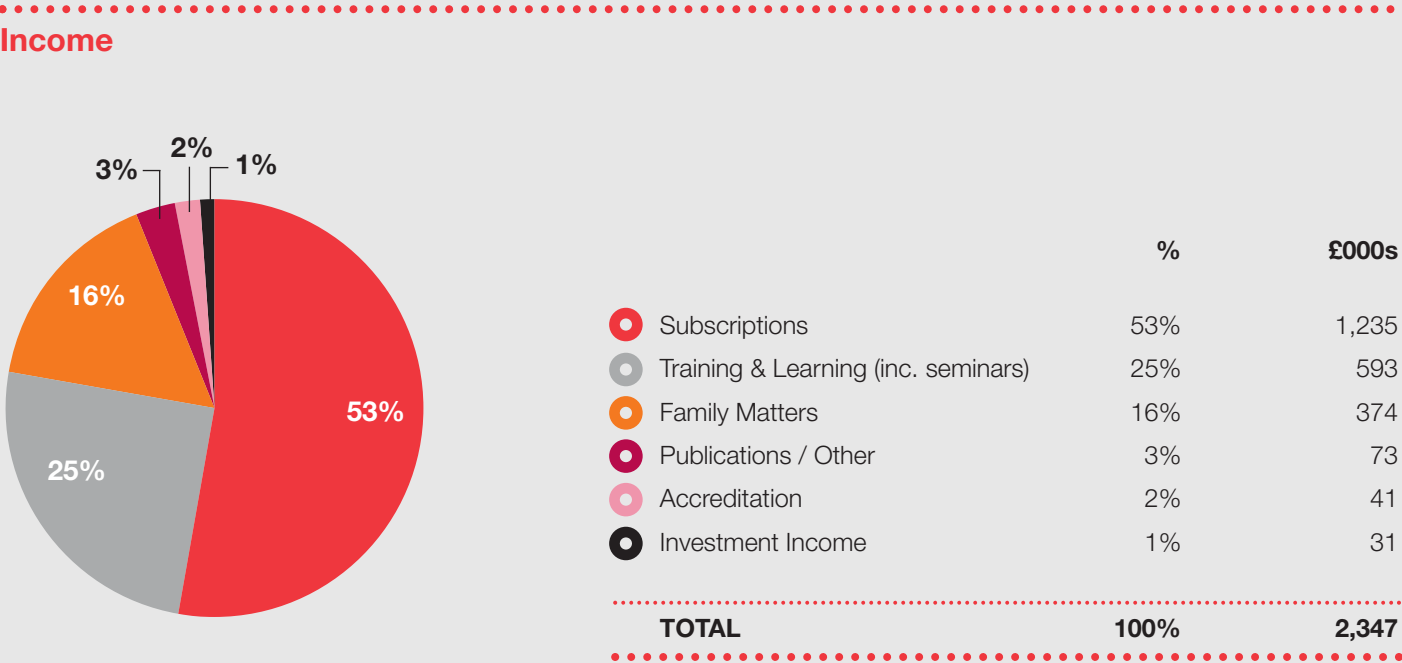
Financial overview

In 2014, Resolution's income totalled £2.3m. Of this, over half came from member subscriptions, with the bulk of the remainder being generated from training and learning.

We have used this income to support our members by engaging in the key activities as outlined in this document. Breakdowns of income and expenditure are detailed below, and in addition our full audited accounts can be found on the members' section of the Resolution website.

Membership continues to be the lifeblood of our organisation, both for the promotion of the Code in Practice, and in terms of our funding through subscriptions and training income.

The introduction of a new annual planning cycle in 2014 involving members, the Regional Liaison Committee and numerous other committees will drive forward Resolution's strategic and operational plans. This will be supported by sound financial planning.



The National Committee has committed just under 24% (£0.38m) of reserves in a range of initiatives to support members, and we will continue to invest our reserves to reflect our members' needs.

We are investing in work to support our members through training and learning as well as continuing our work on membership recruitment and support, so that more family law professionals are aware of the benefits of Resolution membership. Alongside our work influencing government and the public, we will continue to use our resources in new and innovative ways to ensure Resolution members remain first for family law.

Expenditure



Influencing government

In 2014 we developed Resolution's Manifesto for Family Law, in consultation with our members. We want to see changes to:

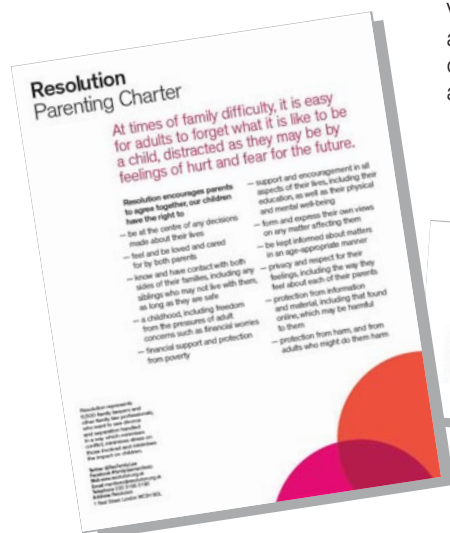
- Protect vulnerable people going through separation, including the provision of initial legal advice.
- Introduce measures to help separating people reach agreements out of court.
- Introduce a Parenting Charter to help parents understand their responsibilities when they separate.
- Allow people to divorce without blame.
- Help people understand how their divorce will affect their future finances.
- Provide at least basic legal rights for couples who live together if they separate.

Resolution's work last year to influence family law policy and developments in family justice also included:

- Persuading the government to shelve a proposed significant rise in the court fee for divorce.
- Gathering members' evidence of the impact of the various family justice reforms introduced in April 2014.
- Responding to major reports and consultations led by the senior family judiciary including: the Report of the Financial Remedies Working Group; on Transparency – the next steps; and on proposed standard orders.
- We met with senior ministers, MPs and advisors, including Simon Hughes, David Norgrove, Shailesh Vara, Steve Webb, Andy Slaughter and Baroness Shackleton. We even quizzed the Prime Minister at an event at which he spoke.

We engaged on behalf of members with the government, the Legal Aid Agency and other influencers on family legal aid including:

- Communicating our members' continued concerns around the Legal Aid Agency's online Client and Cost Management System. This resulted in the LAA delaying rollout while crucial improvements were made. We are continuing to push them to make further changes to improve the system for practitioners and clients.
- Providing evidence to the Justice Select Committee on the impact of legal aid cuts.
- Persuading government to widen the government's approach to the evidence criteria to enable victims of domestic violence to access private family legal aid - and we continue to lobby for more improvements and support partner organisations in this area.
- Highlighting the reasons behind the drop in publicly funded mediation – chiefly that the withdrawal of legal aid for the majority of private family cases means fewer people are seeing family solicitors who can help them make informed choices and talk through how mediation could work for them.



Meet the Resolution team

Matt Bryant

Director, Communications

Heading up the team responsible for all member communications, media activity, marketing materials, policy and campaigning work.



Kayleigh Cella

Membership & Training Administrator

Maintaining the Resolution membership database and processing membership applications.



Patrick Daniels

Operations Manager

Responsibility for training, learning and membership services.



Claire Easterman

Director, Operations

Overseeing the delivery of benefits and services to members across all channels.



Ida Forster

Family Matters Project Manager

Managing Family Matters, an innovative project supporting separating parents.



Louisa Grisdale

Operations Co-ordinator

Responsibility for arranging training and seminars.



Sue Gunn

Director, Membership Support

Overseeing the administrative support and liaison for and on behalf of the membership.



Fiona Ivits

Communications Manager

Managing media relations, social media and public campaigns for Resolution.



Colin Jones

Chief Executive

As Chief Executive, Colin leads the team in the day-to-day delivery of activity for our members, as well as ensuring we're planning for the future.



Angela Lake Carroll

Consultant - Head of Standards

Dealing with our organisational and professional standards.



Meet the Resolution team

Euan Mackinnon

Editor (Consultant)

Editing Resolution's magazine, our books and online publications, and digitalising our backlist.



Emma Obajimi

Membership Coordinator

Developing the Resolution membership through recruitment and retention.



Lisa Ribbens

Accreditation & General Administrator

Guiding and supporting our members through the specialist accreditation process.



Rachel Rogers

Head of Policy

Responsibility for co-ordinating Resolution's policy positions and responses to consultations and advising members on policy issues.



Karen Rushton

Complaints administrator

Responsibility for handling concerns relating to breaches of our Code of Practice.



Paul Smith

Director, Finance

Responsibility for all Resolution financial matters and controls, and the design and development of the membership database.



Denise Sullivan

DR & General Administrator

Providing training and support to our Dispute Resolution members.



Victoria Sutton

Marketing Manager

Responsibility for all Resolution marketing and providing marketing support to members.



Our National Committee

Shona Alexander

Forsters LLP, London
Member, National Committee
Chair, Training Working Party

Karen Barham

Barlow Robbins LLP, Woking
Member, National Committee
Chair, Membership Development
Working Party

Phil Barnsley

Higgs & Sons, Brierley Hill
Member, National Committee

Daniel Bennett

Whitehead Monckton, Tenterden
Member, National Committee

Grant Cameron

Trethowans LLP, Southampton
Member, National Committee
Membership Development Committee

Daniel Eames

Clarke Willmott LLP, Taunton
Member, National Committee
Chair, International Committee

Jo Edwards (Chair)

Penningtons Manches LLP, London
Executive Committee Member

Liz Edwards

Amphlett Lissimore, Bromley
Member, National Committee
Chair, Parenting after Parting Committee
Chair, Skills, Learning and Training
Committee

David Emmerson

TV Edwards Solicitors LLP, London
Member, National Committee
Co-Chair, Legal Aid Committee
DR Committee

Kim Fellowes

Silk Family Law, Newcastle-Upon-Tyne
Member, National Committee
Chair, Child Support Committee

Margaret Heathcote

Bishop and Sewell LLP, London
Treasurer, National Committee
Executive Committee Member
Property, Tax and Pensions Committee

Lucy Loizou

The International Family Law Group,
London
Member, National Committee
Chair, YRes

Anthony Morris

Anthony Morris Solicitors, London
Member, National Committee
Children Committee

James Pirrie

Family Law in Partnership, London
Member, National Committee
Child Support Committee

Nigel Shepherd (Vice Chair)

Mills & Reeve LLP, Manchester
Executive Committee Member
Chair, Regional Liaison Committee

Karen Taylor

Taylor Haldene Barlex LLP, Essex
Member, National Committee
Standards Committee

Elsbeth Thomson

David Gray Solicitors LLP,
Newcastle-Upon-Tyne
Member, National Committee
Co-Chair, Legal Aid Committee

Karin Walker

KGW Family Law, Guildford
Chair, Dispute Resolution Committee
Member, National Committee

Jane Wilson

Hall Smith Whittingham LLP, Crewe
Secretary, National Committee
Executive Committee Member
Chair, Domestic Abuse Committee

Our thanks to volunteers

Resolution owes its success to the tireless work and dedication of our volunteers.

Our national and regional committees, networks of Regional Press Officers and POD Liaison Officers all share the drive to raise the profile of our members with the public, government, media and key influencers. We are extremely grateful for their efforts. We'd also like to thank members not listed here, who although are not on a formal committee, promote the Code of Practice day in day out and support those families who are separating.



Mahie Abey
Ruth Abrams
Richard Adams
Amanda Adeola
Roopa Ahluwalia
Shona Alexander
Peter Alison
Nicholas Allen
David Allison
Fiona Athorpe
Prudence Arrott
Karen Atkins
Alison Jane Auty
Lyn Ayrton
Sue Bailey
Collette Bailey
Emma Baillie
Janet Baines
Richard Baker
Sheridan Ball
Bethany Bamber
Roger Bamber
Karen Barham
Melanie Barnes
Philip Barnsley
Kim Beatson
Richard Bebb
Jenny Beck
Patricia Beeching
Kiran Beeharry
Marilyn Bell
Laura Bell
Vivien Bell
Eleanor Benfield
Sarah Benfield
Daniel Bennett
Susan Benson
Simon Bethel
Simon Blain
Claire Blakemore
Zoe Bloom
Lisa Boileau
Emily Boardman
Catherine Bonnett
Sarah Bostock
Caroline Bourn
Caroline Bowden
Charlotte Bradley
Lyn Brisley
Laura Brown
Simon Bruce
Alison Bull
Barry Bunyan
Lisa Burton-Durham
Richard Busby
Louise Buttery
Stormm Buxton-Hill
Grant Cameron
Emily Canell
Helen Cankett
Heidi Cardoza
Rebecca Carlyon
Benjamin Carter
Annmarie Carvalho
Darren Chaplin
Felicity Chapman
Robin Charrot
Clare Cherry
Debbie Chism
Debapriya Choudhuri
Laura Clapton
Simon Clark
Kate Clark

Lucia Clark
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Code of Practice

Membership of Resolution commits family lawyers to resolving disputes in a non-confrontational way. We believe that family law disputes should be dealt with in a constructive way designed to preserve people's dignity and to encourage agreements.



Members of Resolution are required to:

- Conduct matters in a constructive and non-confrontational way
- Avoid use of inflammatory language both written and spoken
- Retain professional objectivity and respect for everyone involved
- Take into account the long term consequences of actions and communications as well as the short term implications
- Encourage clients to put the best interests of the children first
- Emphasise to clients the importance of being open and honest in all dealings
- Make clients aware of the benefits of behaving in a civilised way
- Keep financial and children issues separate
- Ensure that consideration is given to balancing the benefits of any steps against the likely costs – financial or emotional
- Inform clients of the options e.g. counselling, family therapy, round table negotiations, mediation, collaborative law and court proceedings
- Abide by the Resolution Guides to Good Practice

This Code should be read in conjunction with the Law Society's Family Law Protocol.

All solicitors are subject to the Solicitors Regulation Authority (SRA) Code of Conduct.



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