



Annual Report 2017

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From the Chair and Chief Executive

The pace of change in family justice is faster than ever before. We're navigating uncharted waters, with Brexit on the horizon and the introduction of online divorce filing and government's out of court pathway plans heralding a digital future that will dramatically change the way in which we practise. Against this backdrop, Resolution plays a significant role in shaping how family justice will be delivered and creating best practice standards for the future.

During this period of unprecedented change, our members' commitment to our values is inspiring – leading by example to create a more constructive and less damaging approach to resolving family problems.

Resolution was created to promote change to a system that members believed could be better. Thirty-five years on, it's clear our work makes a huge difference. We continue to campaign for improvements to the family justice system and to support a non-confrontational approach, by promoting our Code of Practice and keeping it at the heart of all professional development opportunities we deliver.

We've achieved so much together in 2017:

- We stepped up the campaign to introduce no fault divorce, stood up for vulnerable people and persuaded parliament to look at the impact of Brexit on family law.

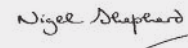
- Our report on the changing landscape of family law helped members better understand current trends and take action to respond.
- The first-ever YRes conference provided invaluable training and networking opportunities to over 200 members at the beginning of their careers.
- Our first online courses launched, making our training increasingly accessible and value for money.
- We helped our regions and committees to support members better.
- 800 practitioners across the full spectrum of family law joined Resolution, meaning more lawyers and professionals signed up to our Code of Practice.

Resolution continues to pursue our goal to create a better family justice system – one with the needs of families and children at its heart.

We could not have achieved all we did in 2017 without the work of our members. We'd like to extend our thanks to everyone who contributed by responding to surveys, attending events, sending feedback or getting involved with our campaigning. It's your organisation, and your belief that things can be made better is behind everything we do. In particular, I'd like to thank everyone who volunteered on committees, acting

as the driving force behind nearly all of Resolution's work.

We're proud that Resolution continues to lead the way in family justice, guided by the ethos that was revolutionary all those years ago when we started out but which remains as relevant today in what is a very different and challenging legal world.



Nigel Shepherd
Chair



Colin Jones
Chief Executive



Nigel Shepherd and Colin Jones

2017 at a glance

We want to see a world where families facing change are supported to achieve constructive outcomes by a community of committed family justice professionals. Together, members and staff work to promote and uphold the Code of Practice, develop our highly skilled and knowledgeable membership network, improve the way family justice is delivered, and develop innovative ways of resolving family disputes.



6,500+
members



1,000+
volunteers



41 regional
groups



28 YRes
groups



1,300+
Resolution
Accredited
Specialists



31
Resolution
training
events



450+ now hold the
HSSF mark



100+
regional and
YRes events

140 million+



opportunities to
hear about our
work in media



£1m+
equivalent
advertising
value



125k
unique web
visits



135k
member searches
on website

Code of Practice

Building on the relaunch of our new Code of Practice last year, members continue to proudly promote our values and way of working throughout the sector.



Louise Buttery – 8 Feb I have @ResFamilyLaw Code of Practice framed on my wall. It reminds me of my commitment to constructively supporting families through emotional challenges, and reassures my clients that you can separate without unnecessary conflict and confrontation, particularly where children are involved.



John Cornwell
foundation

The main purpose of the John Cornwell Foundation, the charity Resolution established in 2016, is to prevent and relieve poverty, hardship and distress caused by the breakdown of family relationships. The charity gets funds from Resolution's relationship with Iceberg Client Credit, and the charity's trustees will develop a plan for distributing these funds over the coming year.

“For me, the fact that Resolution members support parents to put the best interests of children first is key. I’m delighted that child inclusive mediation is becoming the norm – as this reflects a core principle of the Code.”

Edward Cooke, Solicitor, collaborative practitioner and mediator

“When acting for a client, I always believe that one of the key factors to a successful outcome is knowing that the other side is represented by a member of Resolution and that the two of us have a commitment and respect for Resolution’s Code of Practice. The Code is integral to everything we do as a Resolution lawyer; to our advice, to our conduct and perhaps most importantly, our commitment to our clients.”

Ashley Palminteri, Solicitor, collaborative practitioner and mediator

“When I am instructed in a case where all those involved are members of Resolution I know that everyone is seeking to maximise cooperation, minimise confrontation, and that all are working hard to find a solution which is best for everyone involved with the interests of any children always put first.”

Nicholas Allen, QC

“The Code introduces the concept of working with other professionals. I specialise in working in teams with family consultants and others to enhance the collaborative process. My experience is that team working ensures the best outcomes for my clients.”

Jo O’Sullivan, Solicitor, collaborative practitioner and mediator

“The Code has positively enhanced how I conduct myself with all clients, not just those working through family issues. Our service is first and foremost concerned with listening to, and then helping, people over the long term.”

Steven Hennessy, Chartered Financial Planner

Changing practices

As the family justice sector evolves, Resolution supports members to make the most of new opportunities and help mitigate against any challenges. Our 2017 *Family Law and Justice* briefing outlined the changes facing family practitioners and recommended action to help you and your firm prepare for these changes.

This resource has been downloaded over 1,500 times, and we'll continue to keep you informed with the latest sector developments through our e-newsletter updates.

Our Changing Practices Day provided further information on the briefing's key recommendations: unbundling services and coping with the rising use of technologies.

The increase in Litigants in Person (LiPs) has also been an area of concern for members. Resolution's new LiPs working party aims to improve member experience with LiPs by providing resources, including template materials for members working with LiPs and key information for LiPs themselves.

To ensure the most vulnerable have access to justice, we supported OnlyMums and OnlyDads with the Family Law Panel, made up exclusively of Resolution members. Over 150 of you are now involved in offering a free initial information service, and a reduced fees scheme was introduced this year.

Members also benefit from our exclusive relationship with Iceberg Client Credit through their loan product helping clients fund proceedings.

Resolution continues to support members through a range of resources. Our regular member bulletins cover a range of developments and opportunities across the sector. *The Review* shares insight and expertise from other members on issues you need to know about. Regional groups provide networking opportunities to support your professional development and build your connections. Our acclaimed online precedents for consent orders, available to all members free of charge, make your day-to-day work easier.



Stephen G Anderson – 15 Nov Family lawyer? If you haven't yet done so, I recommend reading @ResFamilyLaw's briefing about the family justice industry. If you do, my guess is you'll be in a minority and so will be all the better positioned to take advantage of the changes expected within the next 5 years.



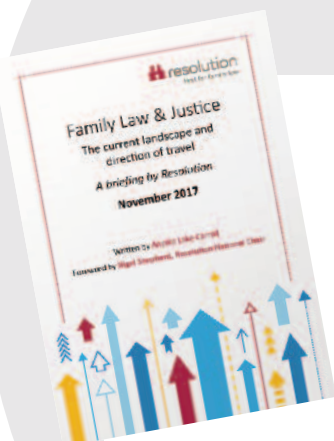
Alan Larkin – 28 Nov We'll be kicking off soon. @ResFamilyLaw #LegalTech #ChangingPracticesConf



Hasan – 28 Nov Thanks to @ResFamilyLaw @TopFamilyLawyer @LarkinsLaw @Tweetygraffity @EmmaCordock and @rogergsmith for a great seminar on #ChangingPracticesConf at Woburn House Conference Centre



M Bataillard-Samuel – 28 Nov The panel @rogergsmith @EmmaCordock @TopFamilyLawyer @Tweetygraffity @LarkinsLaw wrapping up the #ChangingPracticesConf @ResFamilyLaw @ResFLTraining Thanks for an interesting event!



YRes

2017 was a year of big achievements for the YRes network, which saw a membership increase of 15% to 1,700 Resolution members with up to 10 years' PQE.

Our inaugural YRes conference was not only a sell-out, but also provided a wonderful platform for more junior members to get a well-rounded view of Resolution and the different support and development opportunities available.

YRes members Joanna Blakelock, Matthew Gosnell and Sarah Green delivered the keynote address at the annual DR Conference in October, focusing on the future of family law, the role of DR and the need to engage YRes members in DR practice from an early stage.

New groups in Cornwall, Devon, Hertfordshire, Ipswich & East Suffolk, North Wiltshire & Swindon, Oxford, Somerset and Staffordshire has seen the network expand from 22 to 28 groups.



National YRes Chair Sarah Green speaking at YRes Conference



 **200+**
attended YRes
conference

 **28**
Yres groups



National YRes 18 May Not 1 but 2 @YRes national members shortlisted in this year's @LALYAwards Well done Mark and Amardeep <http://bit.ly/2ritUVK>



“We can go further and be the driver for change, within Resolution and beyond. Family law is changing before our eyes and we have the opportunity to shape its future.”
Sarah Green, National YRes Chair

Family law reform

Our work to improve the family justice system and raise the profile of our members gathered even more momentum in 2017. With the support of members across the country, our collective voice on no fault divorce, rights for cohabitants, legal aid, Brexit, and many other issues, was stronger than ever.

We continued our push for **no fault divorce**:

- Supported the successful bid by Mrs Owens to have her case heard at the Supreme Court.
- Led calls for reform in The Times's *Family Matters* campaign and achieved regular, high-profile media coverage for the issue throughout the year.
- Provided resources for members across the country to ask their local candidates to support no fault divorce ahead of the General Election in June.

We've stood up for – and supported – our members through **Brexit**:

- Produced regular Brexit briefings, exclusively for members, on how leaving the EU will impact family law.
- Published a position paper, with the Family Law Bar Association and the International Academy of Family Lawyers, on the options for family law post-Brexit.
- Briefed over 80 MPs and Peers.
- Daniel Eames (Chair of International Committee) appeared before the Justice Select Committee.



We continued to stand up for **vulnerable** people:

- Made submissions to the Bach Commission, which subsequently endorsed our call for funding for early legal advice.
- Lobbied to widen the evidence gateway, resulting in changes made to help more victims of domestic abuse access legal aid.
- Continued to support the Legal Aid Lawyer of the Year Awards, celebrating those working in this area.



Cohabitation Awareness Week

Our 2017 awareness-raising week focused on rights for cohabiting couples, and was embraced by Resolution members up and down the country. Here are some of the highlights:



Over **30 million** opportunities to see our press coverage



11 national articles, including extensive coverage in The Times



The Times also led with our letter calling for reform, signed by **17** other organisations, including Relate and OnePlusOne



Our story was one of **most-read** on the BBC News website



8 Broadcast features (including The Moral Maze and Woman's Hour)



Awareness video circulated to **250,000** people in England and Wales



300,000 reached on social media

Getting involved by the hundreds, members really made the difference to our campaign by reinforcing our voice in Parliament and highlighting the issue locally across England and Wales.

- Members wrote to, tweeted, and met with their local MPs, with Lauren Guy from East Sussex convincing her MP to table a Parliamentary Motion, supported by 22 other MPs.
- Over 150 local and online news articles generated by members
- Members – including Graeme Fraser, Chris Bowen, Claire Webb, Rhiannon White, Kirstie Law and others – discussed the issue on their local radio stations.

“I must thank Resolution profusely for the ideas and backing by way of materials and briefings. Without the initial impetus and the materials, we certainly would have made a half-hearted attempt at it, but with your help we could go in all guns blazing!”

Hazel F Smith, Advocate



Caroline Lucas MP – 28 Nov

It's Cohabitation Awareness Week! Please ask your MP to sign Early Day Motion 582 and help @ResFamilyLaw build #ABetterWay for cohabiting couples in England and Wales <https://www.parliament.uk/edm/2017-19/582>



Training and learning



27

Guides to Good Practice



31

Resolution training events



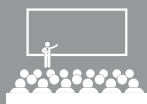
46

collaborative practitioners and mediators trained



1,400+

members took part in training



1,000+

attended Resolution conferences

Resolution went back to basics in 2017, further tailoring training to member needs from the ground up. National and regional committee members provided insight into current member training needs, in line with regulators' competencies.

Following this consultation we developed a learning pathway, leading from basic training to higher learning and specialist accreditation, and are building infrastructure to make this accessible. We have also produced a template and guidance for continuing professional development.

A number of courses were developed, from refreshing popular courses, such as Untangling the Knot and Secrets and Lies, to launching our first online course, Early Help for Parents.

We embraced the digital age by producing a suite of DR podcasts which cover various issues, from routes to accreditation to finding the most appropriate process options for your client.

New online resources were also created for mediators and PPCs, which are regularly updated. Both our mediators' page and PPC hub can be accessed on the Resolution website.

National Conference

Held in Birmingham, our National Conference saw 500 members come together for workshops, seminars, networking and updates. The keynote address by Mr Justice Keehan focused on

transparency in family courts, and attendees benefitted from the Children and Finance updates, an annual highlight. At the dinner, Barry Bunyan was awarded the John Cornwell Award, followed by an immersive Bollywood session seeing many hit the dancefloor. On the second day, a lively 'Family Justice Question Time' panel debate took place, with topics ranging from legal aid to new court forms.



Elsbeth Thomson speaking at National Conference

YRes Conference

Our first-ever YRes Conference was a huge success, with over 200 members in attendance. President of the Family Division the Rt Hon Sir James Munby provided the keynote address on the positive impact of technology.

Delegates received training on DR and negotiation skills, were given insight into the future of family justice, and were treated to a lively and engaging panel debate, featuring the President of the Family Division and a range of high profile Resolution members.



Our inaugural YRes Conference welcomed the President of the Family Division, Sir James Munby

Most popular accreditation subjects:

- 1** Private Children Law
- 2** Domestic Abuse
- 3** Complex Financial Remedies



1,300+
Resolution Accredited
Specialists



Jo Edwards – 20 Oct An excellent #DRConf17. Huge thanks to @KarinKGW @EmmersonDavid @topfamilylawyer @SueGunnRes @mattbryant @colinjonesres @legal_eyed & Louisa Grisdale

Dispute Resolution Conference

October's annual DR Conference provided over 200 delegates with considerable food for thought throughout. Henry Brown and a trio from YRes also provided insight on the changing nature of the sector, including a call to action for members to make one change in their practice to benefit their junior colleagues - such as running a lunchtime workshop on DR skills.



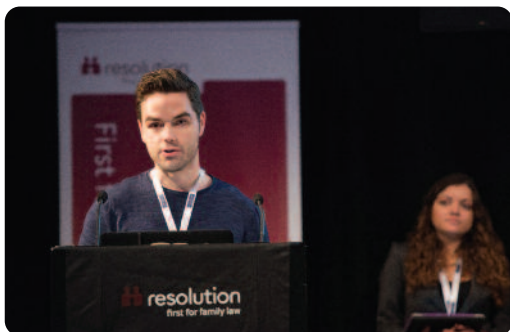
Nigel Shepherd and Karen Barham on the panel at DR Conference

Congratulations to everyone who achieved accredited status in 2017!

Lucy Anne Adams, Christopher Aniche, Emily Angell, Folasade Apanpa, James Billingham, Grace Bradley, Karen Brennan, Emma Bundy, Sarah Buxton, Emily Carrington, Laura Coyle, Joanne Coen, Vasoulla Constantinou, Anna Curphey, Helen Davies, Nicholas Dean, Louise Duckett, Samantha Farndale, Rachel Frost-Smith, Ruth Goward, Sarah Green, Shetal Gudgeon, Jennifer Headon, Kelvin Henderson, Deborah Heald, Amanda Jacober, Anna Johnstone, Kate Jones, Vivien Kadiri, David Kirkman, Julie Lavers, Joanne Lewis, Paul Linsell, Denise Lockett, Jayne Martins, Louise Masters, Parminder Mattoo, Karen McGrath, Faisal Mehmood, Kathryn Moggs, Jennifer Moore, Christopher Miller, James Netto, Sue Nickson, Rachel Palmer, Karen Pritchard, Emma Rothstein, Elizabeth Saunders, Richard Shaw, John Simpson, Vicky Smith, Stacey St. Clair, Katie Taft, Zen Thompson, Hayley Veale, Carey Vigor, Goran Vucicevic, Samantha Wardle, Sarah-Jane Webbe

In 2017...

You encouraged **new faces to take centre stage...**



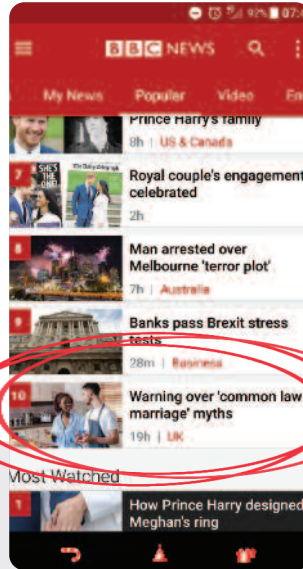
Clockwise from top: Rhian Gray; Joanne Radcliff; Joanna Blakelock; Sarah Green and Matthew Gosnell all spoke at Resolution events.

You stood up for our values...



From top: Family Law Panel event in Parliament; Surrey awarded their Resolution student prize; Lucy Loizou and Marianna Michaelides showed support for no fault divorce at National Conference

You put Resolution in the spotlight...



Clockwise from top: Withers colleagues supported Cohabitation Awareness Week; our call for cohabitants' rights ranked among the most popular stories on BBC online; Nigel Shepherd discussed divorce law reform on ITV; The Times highlighted our campaign for no fault divorce



You were celebrated...



Robert Aberman

L-R: Andrew Newbury and David Lister received Family Law Awards; Barry Bunyan honoured with the John Cornwell Award; Sheila Donn received a LALY Award for Public Family Law

The year in committees

Committees are the backbone of Resolution's work and develop a range of resources and services. We're grateful to all committee and working party members, who volunteer their time and expertise to develop Resolution training, publications, events and guidance.

Children Committee

We advised National Committee to promote the formal adoption of the United Nations Convention on the Rights of the Child – a recommendation they accepted. We responded to policy initiatives and contributed to the Modern Family training day.

Cohabitation Committee

We worked on Cohabitation Awareness Week, which led to an Early Day Motion (EDM) being tabled in the House of Commons. We also launched the Cohabitation Guide to Good Practice to coincide with the campaign. The committee also delivered a successful workshop at National Conference.

Collaborative Working Party

We've refreshed public facing information about the collaborative process, in particular highlighting the benefits of using a team approach. We also started the recruitment process for new committee members.

Drafting Committee

After a hiatus in activity, the committee has focussed on developing an online tool for building the President's financial remedy orders, which also includes Resolution's footnotes. The tool will be available to all members in 2018.

Dispute Resolution Committee

We delivered another successful DR Conference, which received excellent feedback. This year's event focussed on the future of DR and we were delighted that members of the National YRes Committee presented the keynote speech. We focussed on refreshing the DR training programme for 2018 and also delivered a suite of podcasts about a range of DR issues.

Domestic Abuse Committee

We developed our online training course on domestic abuse screening, which is now available. We have had ongoing involvement in the Ministry of Justice advisory group on domestic violence evidence requirements for legal aid, have raised the vulnerability of victims of domestic abuse when giving evidence, and helped raise issues surrounding the need to amend Practice Direction 12J.

International Committee

We became a key consultative partner for Government on the implications of Brexit for family law and produced a key policy paper with partners resulting in the Committee Chair briefing peers on Brexit related legislation. We also delivered a successful one-day conference on international family law.

Legal Aid Committee

We supported members bidding for family and mediation contracts for 2018. We secured some improvements to CCMS, and achieved changes to provide better access to legal aid for clients who have experienced domestic abuse.

Litigants in Person (LiPs) Working Party

In 2017 we worked on a set of lawyer facing tips for working with LiPs and a set of tips for LiPs about what to expect from a Resolution member. We conducted a review of the information made available to LiPs when they make applications to court and started to develop resources to help our members when they are working with self represented parties.

Membership Working Party

This year's highlight was conducting a full member survey to get feedback on National Committee's review of membership categories. The results of the survey will enable us to adapt and change the proposals in light of members' views and concerns.

Parenting after Parting Committee

We recruited new members to the committee in 2017, as a result the committee doubled in size. This meant we could design and deliver Resolution's first online training resource for all members. We also reviewed and collated parenting support resources and tools for clients.

Pensions, Tax and Financial Remedies Committee

We delivered two successful workshops at National Conference, and responded to a number of proposed legislation changes. With the International Committee we set up a working party to focus on Brexit and the legislative changes that will be required. Committee members have also played an important part in the work of the Pensions Advisory Group.

Skills & Support Working Party

We ran an event on skills and practice management, balancing outcomes for clients, the lawyer and their firm. We ran a workshop on how mindfulness techniques can be used to support family lawyers, and welcomed a number of new members to the committee.

Specialist Accreditation Committee

We ran two rounds of accreditation for lawyers and one for financial advisers in 2017. We also reviewed the subjects and requirements for all portfolio units and updated the accreditation prospectus.

Standards Committee

We updated the Good Practice Guides and introduced a number of new titles. Following 2016's review of the Code of Practice we helped to develop the new online Code in Practice course.

Training & Learning Committee

We expanded Resolution's training programme to include more bite-size and online learning opportunities. We also developed "learning pathways" for members, leading from practice skills to higher learning and established qualifications.

YRes Committee

We ran our inaugural National YRes Conference, with a keynote delivered by Sir James Munby. YRes committee members delivered the keynote speech at DR Conference. We also developed a mentoring scheme for YRes members and trained our first group of mentors.



252
members of
committees and
working parties



72
Committee
meet ups



3,000+
hours
contributed



£195k
value to the
organisation



Interested in getting involved? Contact info@resolution.org.uk
for more information on current opportunities.

Around the regions

Members kept busy in 2017, as our regional groups grew to 41 across England and Wales.



Kent, Surrey and East & West Sussex Joint DR Day



Surrey



Hertfordshire



Cambridge



London



West Midlands



West and North Yorkshire



Kent



Hampshire



York



West Sussex



Oxford

In 2017 we introduced a Regional Charter to set out how our regions can help to deliver member benefits, with the aim that, wherever they are, members know what activities and services they can enjoy. We are developing a set of resources to support regions to deliver these expectations.



Manchester



Chester



41
regional groups



28
YRes groups



100+
regional and YRes events



130
POD groups



Your regional and YRes representatives

Membership

Resolution's membership continues to expand each year, and this year we welcomed 800 new members.



6,500+
members



200+
student members



800
new members



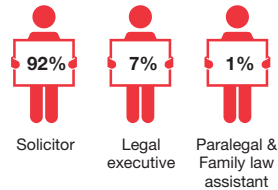
17,000+
leaflets distributed



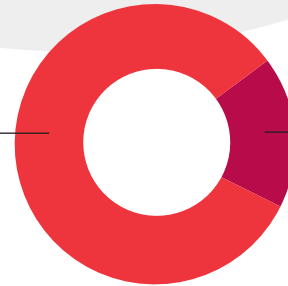
130,000+
member searches
on Resolution.org.uk

Membership breakdown

Members
82.5%



Associates
17.5%

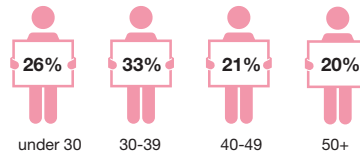


New members

Profession



Age



Gender



Resolution team

Karen Birch

Membership Recruitment & Retention
Co-ordinator

Matt Bryant

Director of Communications

Kayleigh Cella (maternity leave)

Membership and Training Administrator

Patrick Daniels

Head of Professional Development

Lisa Dorstek

Communications Manager

Claire Easterman

Director of Operations

Katrina Fleming

Membership and Training Administrator

Ida Forster

Project Manager

Louisa Grisdale

DR Services Manager

Sue Gunn

Director of Membership Support

Colin Jones

Chief Executive

Angela Lake-Carroll

Consultant Head of Standards

Natalie Lyon

Training, Events and Service Coordinator

Paul Milner

Head of Editorial and Publications

Lisa Ribbens

Accreditation and General Administrator

Rachel Rogers

Head of Policy

Karen Rushton

Head of Complaints

Paul Smith

Director of Finance

Denise Sullivan

DR and General Administrator

Victoria Sutton

Marketing Manager



Financial overview

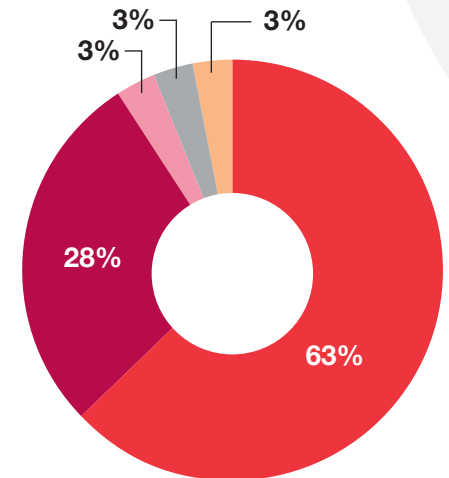
In 2017, Resolution's income totalled £1,971k. Of this, over half came from member subscriptions with much of the rest generated by training and learning activities.

Membership continues to be the lifeblood of our organisation, both for the promotion of our Code of Practice and in terms of our finances through subscriptions and training income. Our income from membership subscriptions rose by 2.5% in 2017, reflecting our growing member numbers. This allowed us to invest more in resources to support our members in the work they do.

Our expenditure represents an ongoing commitment of our reserves, and so our 2017 expenditure exceeded our income by £145k, representing just over 7% of our total turnover. This is due to planned expenditure on activities which reflect strategic objectives agreed by the Board, such as investing in specific projects around membership, training and learning, and our website, in response to the needs of our members. Our operating performance was £121k better than budgeted, reflecting careful cost control.

Income

	%	£000s
Subscriptions	63%	1,244
Training & Learning (inc. seminars)	28%	551
Publications / Other	3%	54
Accreditation	3%	58
Investment Income	3%	64
TOTAL	100%	1,971



We are continuing to invest in work to support members through improving training and learning opportunities. We're also developing a new website which will not only better serve the needs of existing and future members but will also improve their visibility to the public and potential clients.

Breakdowns of income and expenditure are detailed below, and the audited accounts can be found in the members' section of the Resolution website.

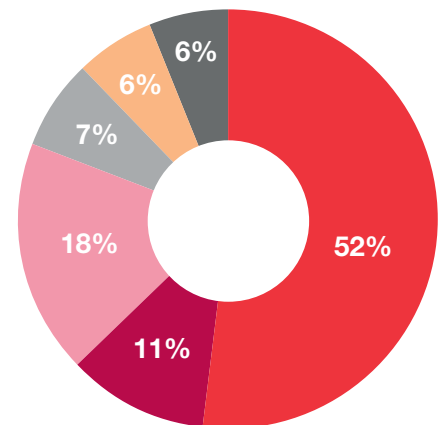
Despite continued external challenges in the family law environment, 2017 saw a marked increase in membership numbers. This came as a result of significant efforts into membership services and retention, both of which paid dividends and reversed a small, but anticipated, decline in member numbers in previous years.

This, together with rigorous financial management and investing in services for members, means Resolution remains in a strong position to support our membership in new and different ways, to help them address these challenges.

We will continue to invest in activities that raise the profile of Resolution, the work of our members and the benefits of Resolution membership and our Code of Practice. We will use our resources to support membership development activity – ensuring we can deliver the best possible service to members, as well as making more family justice professionals aware of the benefits of Resolution membership.

Expenditure

	%	£000s
Training, Conferences, Accreditation and Publications	52%	1,101
Membership Support	11%	227
Influencing & Engagement	18%	382
Office Costs & Administration	7%	143
Committees & Governance	6%	132
Projects	6%	130
TOTAL	100%	2,115



Our National Committee



Everything we do is delivered by members, for members. Without the dedication and support from our committees and working parties, we would not be able to achieve all that we have this year.

Simon Blain (Treasurer)
Penningtons Manches LLP, London

Peter Burgess
Burgess Mee Family Law

Grant Cameron
Tretowans LLP, Southampton

Edward Cooke
Anderson Rowntree, Chichester

Emma Cordock
AFG Law, Bolton

Joanne Edwards
Forsters LLP, London

David Emmerson
Anthony Gold Solicitors, London

Kim Fellowes
Silk Family Law, Newcastle-Upon-Tyne

Zoë Fleetwood
Dawson Cornwell, London

Graeme Fraser
OGR Stock Denton, London

Sarah Green
TLT LLP, Bristol

Juliet Harvey
Birketts LLP, Ipswich

Margaret Heathcote (Vice Chair)
Bishop & Sewell, London

Bina Modi
Josiah Hincks, Market Harborough

Nigel Shepherd (Chair)
Mills & Reeve LLP, Manchester

Elsbeth Thomson
David Gray Solicitors LLP,
Newcastle-upon-Tyne

Jane Wilson (Secretary)
Hall Smith Whittingham, Crewe

*As at 1 April 2018

Thank you!



“Thank you to all those who volunteered their time in 2017 to help us make Resolution so valued by your fellow members. It’s only through your support that we are able to make such a big impact.”

Nigel Shepherd, Chair

Resolution owes its success to the tireless work and dedication of our volunteers. We'd also like to thank members not listed here, who may not be on a formal committee, for their contribution.

Jenine Abdo	Jane Bridge	Tracy Cross	Jan Galloway	Naomi Hayward	Santosh Kumar	Vanessa McMurtrie	Jemma Pollock	Suzan Scott	Michelle Truelove
Jeremy Abraham	Lyn Brisley	Simon Dakers	Sally Gandon	Brenda Head	Angela Lake-Carrall	Vicky Medd	Tracy Poolman	Margaret Sculpher	David Truelove
Ruth Abrams	Janet Broadley	Laura Dand	Howard Gardener	Denise Head	Aranjit Lalli	Anita Mehta	Heather Seward	Heather Seward	Claire Trundle
Stephanie Adams	Nicola Brookelhurst	Tracey Dargan	Mary Gaskins	Michaela Heathcote	Jason Lane	Carrie Meikle	Thowheetha Shaah	Thowheetha Shaah	Arabella Turner
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Adeola	Anne Brown	Loraine Davenport	Donna Gibbons	Edward Heaton	Kirstie Law	Jacqueline Mensah	Vandna Sharma	Vandna Sharma	Rita Veitch
Roopa Ahluwalia	Barry Browning	Fiona Davidson	Ian Giddings	Steven Hennessy	Emma Lawler	Robert Micklem	Fiona Sharp	Fiona Sharp	John Sharp
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Claire Blakemore	Emma Cordock	Vanessa Fox	Carolyne Hanes	Carolyne Hanes	Carolyne Hanes	Hannah Perry	Johnathan Pease	Johnathan Pease	Elspeth Thomson
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	Andrea Boucher	Vanessa Fox	Carolyne Hanes	Carolyne Hanes	Carolyne Hanes	Sarah Scott	Johnathan Pease	Johnathan Pease	
	Caroline Bowden	Vanessa Fox	Carolyne Hanes	Carolyne Hanes	Carolyne Hanes		Johnathan Pease	Johnathan Pease	
	Jennifer Bowden	Vanessa Fox	Carolyne Hanes	Carolyne Hanes	Carolyne Hanes		Johnathan Pease	Johnathan Pease	
	Cheryl Bowden	Vanessa Fox	Carolyne Hanes	Carolyne Hanes	Carolyne Hanes		Johnathan Pease	Johnathan Pease	
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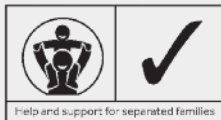
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