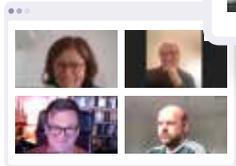
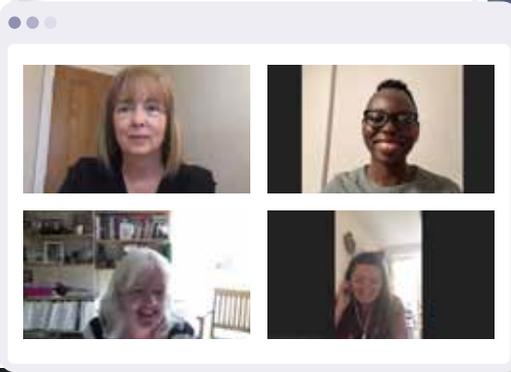
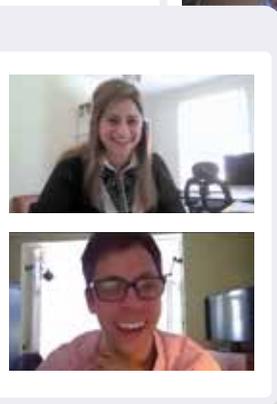
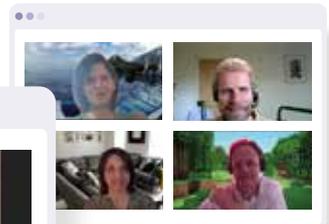
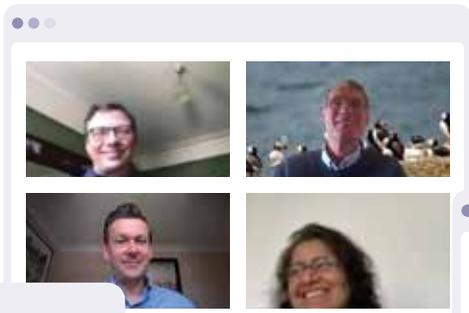
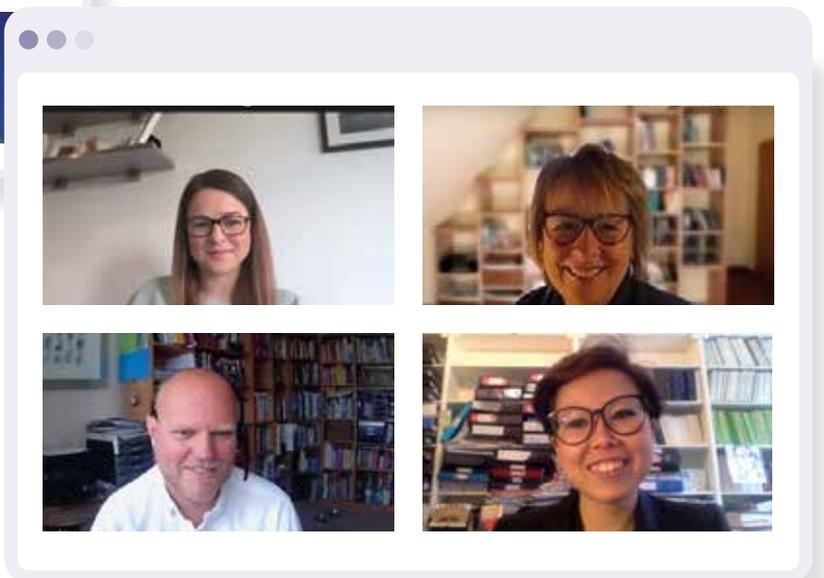
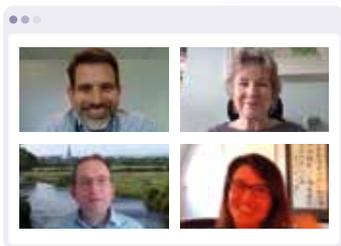
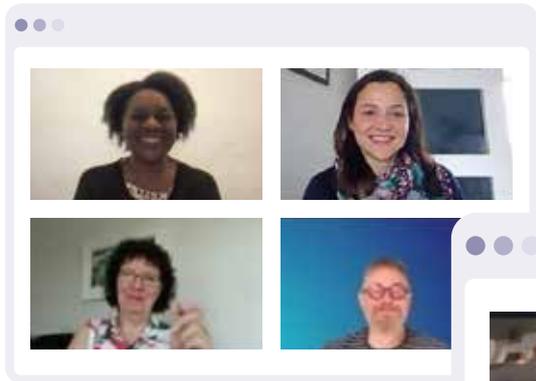


Annual Report
2020



Serving you through challenging times

From the outset of the Covid-19 pandemic, we pledged that Resolution would do whatever it took to support members through the toughest and most uncertain of times – we wanted you to feel the benefit of your membership with us more than ever. Over the last year, we hope you’ve seen how we’ve lived up to that promise.

New Products and Services

We introduced new products and services for members including providing twice-weekly (moving to weekly) updates on Covid-19 related changes to family justice. We represented you in talks with officials about how practitioners would engage with the family court for the duration of the pandemic particularly pushing back on the idea of extending court operating hours. We spoke for the vulnerable by securing changes making it easier for victims of domestic abuse to access legal aid and we published guides to remote hearings for Litigants in Person. We also delivered the new Family Law Handbook, a major publication that serves as an essential guide for anyone working in family justice.

Professional Development

The pandemic presented us with opportunities to develop new, and in some cases, better ways of working. The pivot to a digital-first approach has significantly widened access to our professional development resources, marking a record-breaking year of members booking Resolution training. Our commitment to your professional development (traditionally one of the first areas firms sacrifice in tough economic times) saw us make available over 160 hours-worth of free training online – equivalent to £5,000 per member.

Influencing Policy

In a time of political change, Resolution has continued to develop and consolidate our strong relationships with lawmakers and policy influencers, in particular liaising on a regular basis with HMCTS and senior members of the judiciary on the operation of the family court in light of Covid-19 and lockdown. We responded to a series of government and judicial consultations; appeared remotely before a Parliamentary Select Committee; met regularly with senior civil servants and worked with other organisations to influence the Domestic Abuse Bill, which recently received Royal Assent.

After years of campaigning, we saw No Fault Divorce being brought into law, with the successful and virtually unopposed passage through Parliament of the Divorce, Dissolution and Separation Act. This was a significant policy success for Resolution, and has formed the central tenet of our campaigning work in recent years. It will change, for the better, the way couples separate and provide greater protection to children.

Practitioner Wellbeing

Wellbeing has been a major area of work for us this year with the pandemic and the switch to remote working exacerbating pre-existing challenges to our collective mental health. Over 1,200 of you responded to our survey which formed the basis of our landmark wellbeing report that makes



recommendations as to what firms can do to improve and prioritise the mental health of their staff. We urge everyone to read and act upon the report and make 2021 the year where we placed a sustained spotlight on wellbeing. We will not let it slip off the agenda once the pandemic subsides.

Looking Ahead

As we begin to see a clearer path to the end of the pandemic, we still don't know exactly what working life or the family justice system will look like in the coming years. The forthcoming Future of Family Justice report from Resolution, authored by Angela Lake-Carroll, will examine the landscape of the family law sector and how Resolution can best help members prepare for critical future changes affecting us all.

At its heart, Resolution is a community of professionals who share the same values and commitment to improving family justice for the sake of our clients and the families we serve. It's been a tough year for everyone. Hopefully, in the not too distant future, we'll be able to meet again, share our lockdown stories in person and continue to shape the future of family justice together.

Colin Jones
Resolution CEO

Juliet Harvey
Resolution National Chair

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2020 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.

7,500+

bookings to attend the 147 online events and workshops held in 2020



583

new members joined during 2020



6,400+

members



1 million

impressions of tweets from the official Resolution account (@ResFamilyLaw) which now has over 14,100 followers

124,000

searches from potential clients on the Find a Law Professional database

500 +

hours of CPD material available to members anytime

GOOD DIVORCE WEEK 2020
30 November - 4 December

1,000 +

hours of free legal advice given out to the public during Good Divorce Week

350

fluent foreign language experts registered on member search facility

39

regional groups



600,000

page views of content on Resolution.org.uk with visitors spending on average 16% longer on the website

332

articles published in *The Review* in print and digitally on the Resolution website

Supporting you through the pandemic

We continued to inform, represent and support members during a challenging year.



ON TWITTER



Jo Edwards @MissJoEdwards

In other circumstances 500+ of us would've been gathering in Brighton from today for @ResFamilyLaw national conference. No doubt 2021's will be the biggest & best conference ever. For now the Res website is a wealth of oft updated info in challenging times



Jo O'Sullivan @dostufftogether

Something from Angela Lake Carroll – a must read on remote working!



Rina Patel @RinaPatel7

Thank you for keeping us updated @ResFamilyLaw. Much appreciated; allows us to focus on looking after our clients #familylawyer #westhampstead

We kept you informed

As the world started to grapple with the pandemic we launched our twice-weekly Coronavirus bulletin containing all the latest advice, news and resources for members. Designed to be read quickly, the bulletin highlighted need-to-know information allowing members to adapt to lockdown and working remotely with confidence. We now produce a weekly bulletin for all members, in place of a monthly update, as part of our commitment to giving you high-quality information in a timely manner.

With the quick jump to remote working, we all had to get used to using new, sometimes unfamiliar, technology. Many of us were grateful for Angela Lake-Carroll's best practice guidance on the use of remote technology. The Mediation Handbook was updated to reflect best practice when working with mediation clients remotely.

We represented you

When the Ministry of Justice consulted on extending court operating hours through the pandemic, we made sure the strength of feeling from our members was heard loud and clear. We highlighted the concerns for family law professionals with caring responsibilities, and the impact any extended sitting hours would have on their work-life balance. Quite sensibly, these plans did not move forward.

We lobbied for members to be granted access to the Professional Courts Users' Access Scheme, previously only open to Barristers, which now means solicitors can access court buildings without the need for routine security checks.

We spoke for the vulnerable

The national lockdown was an incredibly high-risk time for domestic abuse survivors. Working alongside Women's Aid and others, Resolution successfully

pressed the government to relax application rules for legal aid so that domestic abuse survivors could access it more easily.

For Litigants in Person, we designed a guide to help them through remote hearings including how to prepare, join and what to do during hearings.

We supported you in your day-to-day work

The pandemic may have altered the way we deliver services to you but it did not stop us in our fundamental mission to support family professionals in their day-to-day work. In August we teamed up with Corker Binning to produce a guide to criminal law for family lawyers and we launched the 3rd edition of the Family Law Handbook in November.



Online conferences

This year we shifted to virtual learning and networking events as our regular face-to-face conferences were postponed.

The Future of Family Practice

65

expert speakers

250+ attendees

Held over three days in October, the Future of Family Practice Conference featured a keynote address from Family Division President Sir Andrew McFarlane praising the commitment of family practitioners who, in the midst of a pandemic, ensured more days were sat in the family court than ever before. A marked comparison to other jurisdictions where courts closed altogether. The major theme of the conference was planning for the future and so a number of sessions focused on new ways of working after Covid, blending online and in-person mediation and safeguarding in an online environment. A plenary session on equality and diversity heard from member Alexandra Wilson, a black barrister who made national headlines shortly before the event after being mistaken for a defendant three times in one afternoon at court.

FamilyLaw LIVE

150+

members attended

20

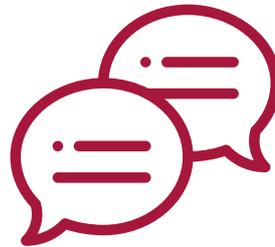
workshops

Highlights from our one-day virtual summit in November included the Pensions Advisory Group picking up the John Cornwell Award in recognition of their report: *a guide to the treatment of pensions on divorce*, which judges felt was a genuinely innovative multi-disciplinary piece of work that reflects the broad church values of Resolution. Key updates were given on safeguarding, children and family, tax and pensions, international family law and Brexit, family courts and legal aid. Attendees could also pop into a virtual exhibitor booth to get the full conference experience.



“I really enjoyed the online conference. I miss late night chats in the bar, but there’s a real feeling of being ‘in person’ with friends and colleagues. Particularly the café sessions. It’s boosted my mood during these difficult times.”

Louise Buttery, Consultant Solicitor, Mediator and Collaborative Practitioner at Family Law Partners



Wellbeing

Family justice professionals do amazing work providing more than just legal support to families. At Resolution, we continue to work hard to ensure that those same professionals also receive the support they need.

And it's not about only supporting our members, Resolution is committed to supporting the whole family justice profession.

Our major wellbeing survey

In October 2020, Resolution undertook a sector-wide wellbeing survey. The survey, open to both members and non-members, provided a broad snapshot of the family justice sector. The key findings were made available in a report in 2021 – free of charge – and will be used to help Resolution identify interventions that will best support the profession, and shape our plans around this.

Wellbeing resources for all

To help support family justice professional during lockdown, Resolution made a suite of wellbeing resources freely available. From how to create a mentally healthy workspace to understanding how to manage vicarious trauma, each resource was specially selected to help tackle the growing concerns over practitioners' wellbeing. We have also developed a series of personal case studies from family justice professionals, helping to break down stigma and build awareness across the industry.



1,200

family justice professionals completed the survey

26%

of respondents were non-Resolution members

55

of the 56 counties in England and Wales were represented by respondents

Alongside the survey, Resolution partnered with LawCare – the leading charity for promoting wellbeing in the legal community – to invite all survey respondents to a free wellbeing seminar 'Managing wellbeing during challenging times'.

This webinar examined how family justice professionals can look after and maintain good mental health during challenging times with an emphasis on self-care. The session covered workplace factors which may compromise wellbeing and the challenges involved in dealing with vulnerable or stressed clients. We have since made the recording of the webinar available for free.

80+ family justice professionals attended the wellbeing webinar



Family Law Handbook

The result of months of hard work from members and Resolution staff, the new Family Law Handbook (3rd edition) was published in November 2020. Designed as an essential companion to anyone working in the field of family law, it demonstrates our members' expertise drawing on their experiences and insights.

To support the Handbook launch, Resolution has created a series of webinars with authors discussing the key insights from their chapters

As well as updates to reflect the changes in family law since the previous publication in 2010, this edition included four new chapters covering recent legislation, including financial remedy proceedings, prenuptial agreements, businesses in divorce and surrogacy.

The Handbook was endorsed by the Rt Hon Sir Andrew McFarlane, President of the Family Division in his foreword:

“Within these pages you will find gems of professional wisdom, informed by practical experience, which simply do not feature in more conventional legal texts. Resolution and all who have contributed to this Handbook are therefore to be thanked and congratulated upon the publication of this updated edition.”

To support the Handbook launch, Resolution has created a series of webinars with authors discussing the key insights from their chapters. The webinars were launched at the Family Law Live conference in November, and made freely available to members online.

Members receive a 20% discount when they purchase the Handbook through the Resolution website.



With great thanks to our authors

- Charlotte Bradley
- Sarah Dodds
- Andrew Watson
- Graeme Fraser
- Andrew Newbury
- Farhana Shahzady
- Hannah Minty
- Rachel Cooper
- James Pirrie
- Emma Collins
- Lottie Tyler
- Mathew Morton
- Andrew Moore
- Tammy Knox
- Nadia Salam
- Natalie Gamble
- Jane Wilson
- Dave Emmerson
- Emma Harte
- Tristan Harvey
- Tasha Bevan-Stewart
- Angela Lake-Carroll
- Vicky Ling
- Anna-Laura Lock
- Selena Arbe-Barnes
- Kim Beatson
- Nigel Shepherd

Good Divorce Week

We put the Code of Practice at the centre of our annual awareness raising week helping to demonstrate how early professional advice could aid families in coming to amicable and long-lasting resolutions.

Our specially commissioned YouGov Survey found that 41% of divorcees who separated in the last five years had suffered episodes of poor mental health. A majority of those (63%) felt that if they had access to early professional advice, their experience of divorce and that of their family would have been significantly improved. Our research was cited in Parliament, made national headlines in The Times and the I Newspaper and was supported by influential politicians, including the Justice Select Committee Chair Bob Neil MP.

Armed with a toolkit of resources provided by Resolution, thousands of our members got involved – lobbying MPs, contacting local press, being interviewed on local radio and collectively offering over 1,000 hours of free early legal advice sessions – to successfully raise the public’s awareness of Resolution’s Code of Practice and the benefits of instructing a Resolution member in the case of a family breakdown.

Not only did we increase people’s understanding of their options when facing divorce, Good Divorce Week was also a tool to help firms generate new business leads.

“The Code of Practice informs my approach to representing clients and I was very pleased that it was the focus of Good Divorce Week. I was interviewed by my local radio station. It was a chance to talk about our Code, to explain why it’s important that people understand their options early on and to promote the free advice sessions. I provided free advice to five people who needed it and two of those have since indicated they want me to represent them.”

Laura Martin, senior associate at Blanchards Bailey LLP.



1,000 + free hours of professional advice given out by resolution members

120 articles in local and national press (including The Times and The I Paper) mentioned Good Divorce Week – reaching a potential audience of over 70 million.

150+ mentions of Good Divorce Week each day on social media, reaching nearly half a million Twitter users.

38% increase in clients searching the Resolution member database

500,000 Twitter users were reached with over 150 mentions of the #GoodDivorceWeek hashtag each day.



Equality, diversity and inclusion



Our equality, diversity and inclusion strategy will ensure Resolution is an accepting space for members from all personal and professional backgrounds.

The killing of George Floyd by Police in the United States and the resulting Black Lives Matter protests across the UK amplified a much needed conversation about racism in our society. In August, Resolution held the In Our Voices webinar to discuss ways to cultivate a more diverse and inclusive space for everyone in the family justice community.

Regional committees are adopting the EDI strategy and implementing changes to how they operate, for instance limiting the number of times one can speak at an event so that the pool of potential speakers is widened.

To mark Black History Month in October, Amanda Adeola, Claudette Howell and Vanessa Asante shared their experiences of what it's like to work in family law as a black person in the UK. These powerful and moving accounts have strengthened our resolve to make family law an inclusive space for all.

Highlights

- Unconscious bias training delivered to Committee chairs, NC members and Resolution staff by the Diversity Trust.
- Presentations delivered to all Resolution committees about our EDI strategy.
- 109 people attended the In Our Voices webinar.
- Published a paper to support EDI in the committee recruitment process.
- 136 members attended the Diversity and Inclusion Plenary Session at the Future of Family Practice Conference.

What can you do?

Interrupt your everyday thoughts and actions. Make yourself uncomfortable and find out how it is to be 'other'; pay attention. Be curious, see the differences and celebrate them. Gestures are important and possibly all we have in our own sphere of influence. An example might be that if you are invited to be on a white-only panel – say no or ask that a BAME member or two be added. This isn't tokenism – this is just changing things to a new normal. The same goes for those with a disability or for those non-heteronormative among us.

Jo'O Sullivan, Co-Chair of the Resolution EDI Committee.



• Claudette Howell

• Vanessa Asante

• Amanda Adeola



394

MPs voted in favour of the Divorce, Dissolution and Separation Bill during its final reading



The three main national political parties all supported no-fault divorce

No-fault divorce

No-fault divorce is set to become reality after the Divorce, Dissolution and Separation Bill received Royal Assent in June 2020. It comes after more than 30 years of campaigning by Resolution members to finally end the blame game and ensure more separating families are able to achieve amicable agreements.

The most recent phase of our long running campaign to abolish fault-based divorce kickstarted in 2016 with our lobby day of parliament which saw over 150 members arrive in Westminster to speak with MPs. Few parliamentarians were even aware of the problems caused by the current system of apportioning blame and our members were able to make a strong case for reform. Before that day, nobody outside the family justice sector was really talking about no-fault divorce so it really did bring momentum to the campaign.

Dozens of members rallied outside the Supreme Court in 2018 on the day the court heard the Tini Owens appeal of the blocking of her divorce. Resolution intervened in that case, which forced a

woman to remain in a marriage she no longer wanted to be a part of. The ensuing outcry and international media coverage forced ministers to sit up, take notice and come up with a Bill that would stop this from happening again.

During the passage of the Divorce, Dissolution and Separation Act members used template materials that Resolution produced to encourage MPs to support the legislation. Whether you got involved in some of these activities or simply maintained your membership which enabled us to campaign on your behalf, thank you. You've helped to end the blame game, modernise our divorce laws and improve the experience of separating families across England and Wales.

“I’ve been campaigning for this reform for most of my career and it’s been fantastic to work with so many other Resolution members to make this finally happen. I want to thank each and every one of you for your contribution to this campaign. This victory belongs to you.”

Nigel Shepherd, Former Resolution chair and National Committee lead for the no-fault divorce campaign.



2016

150+ Resolution members lobby Parliament.



2018

Members hold rally on day of Owens v Owens in Supreme Court.



2020

Divorce Bill passes second reading in Commons with overwhelming majority.

ON TWITTER



Resolution @ResFamilyLaw

No-fault divorce given the go-ahead as the Divorce Bill clears final stages of parliamentary scrutiny. It culminates a 30-year campaign by Resolution to end the requirement for couples to assign fault in order to be granted a divorce.



Rights of Women @rightsofwomen

We're really pleased to have contributed to the parliamentary progress of the #DivorceBill that was passed last night. #nofaultdivorce will make divorcing your abuser a lot less scary.

Well done @ResFamilyLaw and @LizTrinder1 for the years of work!

Family law reform

In a year dominated by the global pandemic, Resolution continued to campaign on issues that impact the work of Resolution members.

Brexit

After 47 years of membership, the UK left the European Union at the end of 2020. Resolution's International Committee spent years preparing members on the likely changes to family law procedures. However, the last-minute nature of the exit deal meant committee members had to act with great expedience. After a Herculean effort, the committee substantially updated the Guide to International Family Law. It means Resolution members have access to high-quality guidance to ensure cases that cross jurisdictions post-Brexit are dealt with correctly. We also published guidance notes in partnership with the Law Society for Private Law cases and with the Association of Lawyers for Children for Public Law children cases.

“In addition to the work we are doing to reform the family justice system, in 2020 we helped to shape how the Family Court operated during the pandemic, feeding back practitioners’ views and experiences and ensuring that Resolution members continue to be at the heart of the family justice debate.”

Jo Edwards, Chair, Family Law Reform Group

8,100+

opens of the monthly
Legal Aid E-news

Legal Aid

We met regularly with the Legal Aid Agency and pressed them to be as flexible as possible in their contingency arrangements to help assist the work of the more than 1,500 Resolution members who offer legal aid and family mediation services. The LAA accepted several suggestions from Resolution to improve cash flow for family practitioners. We responded to the Justice Select Committee's consultation on the Future of Legal Aid highlighting the recruitment and retention problems plaguing firms – a direct result of the introduction of LAPSO. Resolution was represented on and submitted evidence to the President's Working Group on Medical Experts which has published its final report, making 22 recommendations to reduce the shortage of experts willing to give evidence in the Family Court.

14,500+

opens of the regular
Brexit Briefing



Domestic Abuse

Resolution argued alongside others that it should be easier for victims of domestic abuse to access private family legal aid during the national lockdowns. As a result, the Legal Aid Agency expanded the acceptable evidence including allowing solicitors to provide email documentation that criminal proceedings were ongoing or that the perpetrator had received a caution for abuse.

Resolution submitted evidence to Parliamentarians on the Domestic Abuse Bill. Working with Women's Aid and Rights of Women, we secured an amendment to the Domestic Abuse Bill, so that victims of domestic abuse will be automatically eligible for access to special measures in family proceedings, without the need for any determination of the victim's vulnerability.

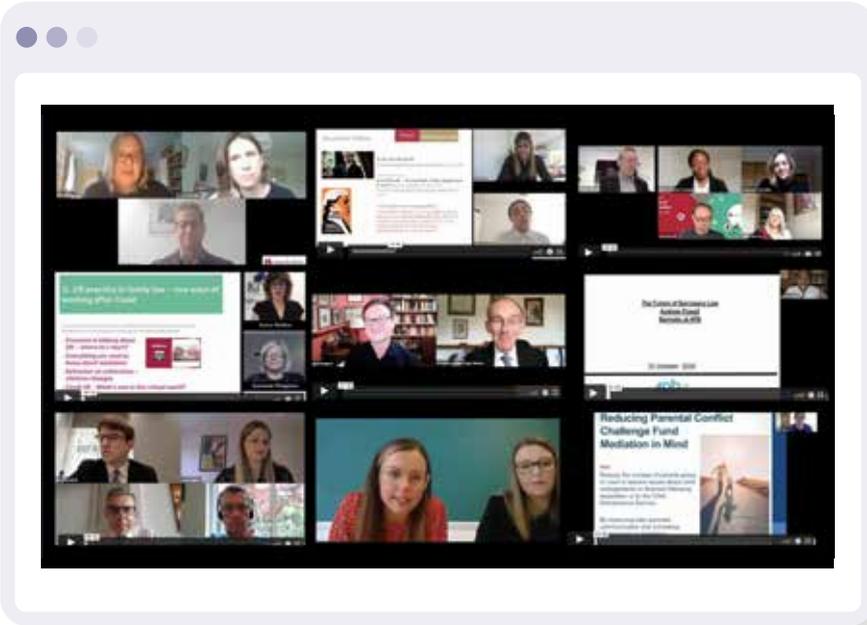
ON TWITTER



Zoe Fleetwood @IAMZoeFleetwood

I am pleased to see these changes finally being implemented having been involved in campaigns and consultation for years with @ResFamilyLaw

Professional development



A digital-first approach to learning helped to significantly widen access to professional development resources, with more members than ever booking onto Resolution training.

Pivot to digital

By embracing digital tools, we improved the scale of training on offer to members with more than 120 events taking place via Zoom during 2020. Increased accessibility meant more people could attend training events from across the country and members with caring responsibilities who would have struggled to attend a physical event, were able to join us virtually. Added benefits include reduced costs for members as no travel or accommodation was required. When safe, we look forward to reintroducing face-to-face events and in the long term we will develop a hybrid training programme to ensure we enjoy the benefits of remote learning as well as getting to see each other again in person.

Conferences

A record breaking 7,000+ bookings to attend Resolution training took place in 2020 which included our first ever online conference (the three-day Future of Family Practice Conference in October) with over 250 attendees hearing from 65 expert speakers. Our one-day summit Family Law Live focused on updating members on developments across key topics in family law. It covered areas most affected by case law such as procedure, enforcement, businesses on divorce and pensions amongst many others: finance and children matters, vulnerable clients, the family courts, Brexit and legal aid.

7,000 +

bookings to attend Resolution training

70%

reduction in lead time required before events – making training much more efficient

250+

members attended the Future of Family Practice conference

120

online training events held

160+

hours of CPD made free to members

Finance Update

Over 950 members attended the online Finance Update delivered by industry experts Pauline Fowler, Philip Way and Philip Barnsley. The update took into account developments in recent case law such as: procedure, enforcement, businesses on divorce and pensions, amongst many others. Normally only available to National Conference delegates, this year we gave it to members for free.

Learning at Home

We made 160+ hours of training available for free to all our members recognising that professional development could suffer as firms adapted to the first national lockdown. Training was made available digitally saving members time, money and the opportunity to keep their professional development on track. Fifty hours of fresh content was added each month.

ON TWITTER



Emma Taylor @EmmaGoodLaw

My first day of the @ResFamilyLaw Mediation Training ... looking forward to learning this new skill – so interesting to think of different approaches already!



Marc Etherington @EtheringtonMarc

Just publicly want to say thank you to Suzy and Angela for the brilliant delivery of their essential skills training for YRes members on behalf @ResFamilyLaw. Real focus on soft skills over 3 sessions. Hopefully available to other members in the future #FamilyLaw #abetterway



Karin Walker @KarinKGW

Such a rewarding day training mediators in #hybridmediation for @ResFamilyLaw with Suzanne Kingston. Looking forward to the second day tomorrow. Am so confident that #outofcourt practice will be the #newnormal for #familylaw #divorce #separatingcouples

Specialist Accreditation

Congratulations to all the members who became accredited specialists in 2020! This was the first year that the accreditation scheme went entirely online representing our commitment to delivering services differently and reliably through the pandemic.

Lawyers:

- Emily Kozien-Colyer
- Praveen Sethi
- Katie Camozzi
- Rebecca Fenner
- Jessica Firth-Brown
- Barbara Bitis
- Sonia Racker
- Dominic Savage
- Helen Stoller
- Danielle Bentley
- Megan Edwards
- Gabrielle Read-Thomas
- Victoria Clarke
- Yanoulla Kakoulli
- Joanne Wescott
- Lucy Tissington
- Natalie Sutherland
- Emma Doughty
- Oscar Smith
- Richard Bannister
- Lina Khanom
- Frances Kelly
- Kadie Bennett
- Elizabeth Cape Cowens
- Maeve Lucey
- Rhona Royle

Financial Advisers:

- Hazel Bowen
- Mark Hibbitt
- Paul Waggitt
- Tamsin Caine
- Simon Ricca

Your committees

Resolution is run by members, for members with our committees leading the way on much of our work. Here are some of their highlights from the last year.

The Children's Committee

contributed to both the Public and Private Law Working Groups, drafted the Children Law Proceedings chapter of the Family Law Handbook, and delivered a webinar on arbitration for international children matters. In 2021, they'll provide members with guidance on domestic abuse in Children Act proceedings and prepare footnotes for the Standard Children Act Order which will be made available to members online.

The Cohabitation Committee

hosted a webinar on first interview skills in cohabitation cases, responded to the Law Commission consultation on Wedding Law and recorded a podcast on drafting cohabitation agreements. Next, they will prepare cohabitation separation precedents, host a workshop on international practice and participate in a podcast examining how the law differs in Scotland compared to the rest of the UK.

The Collaborative Working Party

hosted the Collaborative Practice Forum, published a regular e-newsletter for members and assisted in redrafting the Participation Agreement. This year, they will enhance their training, continue to communicate with members effectively and evolve the Participation Agreement.

The Drafting Committee has this year focused predominantly on the marital agreements precedent, including creating an online precedent for agreements that can be 'built'. Their next priority will be to complete the Consent Orders Precedent.

The DR Committee oversaw the Future of Family Practice Conference and developed new resources for mediators and a new Collaborative Participation Agreement. Next, they will review all forms of DR to make them more client focussed, support the aims of the FSG report and help to make future conferences more diverse.

The Domestic Abuse Committee obtained numerous amendments to the Domestic Abuse Bill, updated the domestic abuse toolkit and raised awareness of abuse in all its forms during lockdown. In 2021 they will monitor the practical effects of the introduction of the Act and provide ongoing training for members in cases where abuse is involved.

The EDI Committee provided unconscious bias training across Resolution, developed a paper outlining how committees can improve their recruiting processes and several members helped to update the Good Practice Guides. Next, they will develop a programme focused on disabled members and their clients as well as provide more support for Resolution regions.

The Family Law Reform Group

oversaw the successful passage of the Divorce, Dissolution and Separation Act, they helped to shape how members would interact with the Family Court during the pandemic and they oversaw a number of other bills proceeding through Parliament including the Domestic Abuse Bill, Divorce (financial provision) Bill, plus various Brexit-related legislation. In 2021, they'll work with the MoJ, FRPC and others on the implementation of the Divorce Act, engage and influence the operation of the Family Court in a post-pandemic world and continue to pursue all opportunities to campaign for the Resolution manifesto.

The Innovation Group launched and expanded the Affordable Advice project, reviewed new technology and services in family law, and participated in two Twitter takeovers helping to share new ways of working with members. In 2021, they'll identify and work with more organisations with products and ideas that could assist members.

The International Committee

advised the government on Brexit and achieved key amendments to no-deal legislation, published guidance notes with the Association of Lawyers for Children and the Law Society and continued to provide regular Brexit briefings for members. They also highlighted the impact of online divorces on international cases.



The Legal Aid Committee obtained financial support for members from the LAA & MoJ, engaged in work to improve processes and pressed for changes in the means test review. Next, they want to improve diversity on the committee and push for some of the arrangements implemented during the pandemic to become permanent such as POAs continuing at 80 and increasing cost limits.

The Litigants in Person Committee created remote hearing guidance for LiPs and took over the official Resolution Twitter account to signpost resources. This year they will streamline the information for LiPs which is sent out by the Family Courts, provide material for non-lawyer members and will host a National Conference workshop.

The Parenting After Parting Committee created a new Guide to Parenting through Separation, raised awareness of the Separated Parent Information Programme and contributed to numerous book reviews. In 2021, they will promote the Parenting through Separation guide, build new parenting resources, including podcasts, and deepen their relationship with Cafcass.

The Pensions, Tax and Financial Remedies Committee made recommendations on new costs rules and made key contributions about how the court service would operate during the pandemic. Six of its members were awarded the John Cornwell Award as part of their work on the Pensions Advisory Group (PAG) report. In 2021, they will roll out a series of podcasts, host workshops at National Conference and develop other practical uses for the PAG report.

The Publications Board assisted in the production of the Family Law Handbook (3rd ed) and the guide to criminal law for family lawyers. They also published new guidance notes on modern families, religion and pensions.

The Standards Committee relaunched the Code In Practice course, updated the Good Practice Guides and guidance notes, and put EDI at the forefront of their work. In 2021, they will make the Code in Practice course more relevant to other family justice professionals, relaunch the mentoring scheme and develop bitesize training sessions.

The Training and Learning Committee oversaw a huge increase of online training, set up sub-committees focusing on developing core skills and embedded equality and diversity within their training approach. Next, they will develop a modular core skills training programme for practitioners and add to the library of online learning.

The YRes Committee hosted webinars on advocacy, mediation skills and first meeting interview skills from the perspective of a cohabitation case. Supporting members in the development of their skills will continue to be a focal point for the committee in 2021 as well as focusing on practitioner wellbeing.

THANK YOU to all our committee and working party members who dedicate their time and expertise to develop resources and services for members and to support Resolution's campaigning.

2020 in pictures

► **The Affordable Advice service, launched** in partnership with Law for Life in February, offers Litigants in Person the chance to access unbundled, targeted and fixed cost legal advice from a panel of Resolution members for the most complicated parts of a case – while using approved guides for the rest, as displayed by Law for Life CEO Mary Marvel at the launch.



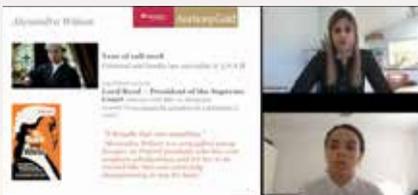
◀ We all had to get used to **working at home** – while some members maximised their home offices to include three computer screens, others had to compete with the attentions of their pets. During this time Resolution made more resources available online through the Learning at Home platform.

► Resolution member **Kate Hammond** won the **Legal Aid Lawyer of the Year (LALY)** award in the Family category.





▲ **The last in-person training of the year took place at Resolution HQ in March** as Helen Garlick and Suzy Power mentored 15 new collaborative practitioners helping families to divorce in a better way.



▲ **Barrister and author Alexandra Wilson joined a Diversity and Inclusion Panel** to discuss her book 'In Black and White' which provides a compelling insight into racism within the British legal system. Interviewed by Nazia Rashid.



▲ **Hundreds of members dealing with international cases attended the New Normal – Lessons from around the World series of webinars** held on Zoom (where else) looking at how different jurisdictions were reacting to the pandemic. Chaired by Suzanne Kingston.

▶ **We welcomed a new National Chair and Vice-Chair** in Juliet Harvey and Grant Cameron respectively. Former Chair Margaret Heathcote stayed in post for months longer than planned in order to oversee Resolution's response to the pandemic.



YRes

Supporting professionals with up to 10 years' PQE, the YRes network in 2020 focused on skills and wellbeing.



● Marc Etherington



● Matthew Richardson

The past 12 months have proved exceptionally challenging for YRes members across England and Wales and we've made wellbeing a major priority now and in the years ahead.

At the start of 2021, David Lister finished his term as YRes chair and his leadership has been an inspiration to those who have had the opportunity to work with him. Thankfully, David will continue to be part of the committee which is now co-chaired by Matthew Richardson and Marc Etherington.

In the autumn of 2020, we organised a number of activities and sessions to put a spotlight on the importance of skills in professional development for YRes members. A variety of topics were highlighted including advocacy, mediation skills in practice and first meeting interview skills from the perspective of a cohabitation case.

Spotlight on Skills was intentionally coincided with the online Future of Family Practice Conference, which YRes members could access at a discounted rate. Supporting members in the development of their skills will continue to be a focal point for us in 2021 and beyond.



29
Regions



1,460
YRes members



30%
discount on
tickets to online
conferences



149
members attended
the Spotlight on
Skills webinars

"As co-chairs of the committee, it is a privilege to lead the continuation of the exciting progress this committee has made these past few years. It is more important than ever that YRes members have a voice within the profession and we hope that voice will continue to be heard this coming year."

**Matthew Richardson
& Marc Etherington**
National YRes Co-Chairs

For more information on getting involved with your local YRes group, visit www.resolution.org.uk/YRes

Our membership



6,406

members

(end of Dec 2020)



286

student members

(end of Dec 2020)



583

new members

(joined during 2020)

All Resolution members

Members	86%
Associates	14%



Members

Solicitor	85%
Legal Executive	7%
Barrister	4%
Mediator	2%
Paralegal & Family Law Assistant	1%
Resolution Accredited Financial Professional	1%

Associates

Financial Professional	33%
Resolution Supporter	26%
Trainee	19%
Other family justice professional	9%
Expert witness	4%
Lawyer from other jurisdiction	4%
Therapeutic professionals	3%
Other	2%

New members

Members	64%
Associates	36%



Profession

Solicitor	54%
Trainee solicitor	14%
Financial adviser	14%
Barrister	7%
Legal executive	3%
Other	8%

Gender

Male	24%
Female	76%

Age

under 30	33%*
30-39	37%
40-49	16%
50+	14%

*includes student members

Resolution team



Colin Jones
Chief Executive

Matt Bryant
Director of Communications

Claire Easterman
Director of Operations

Patrick Daniels
Head of Professional Development

Louisa Grisdale
Training and Learning Manager

Jennifer Hughes
Training and Events Assistant

Karen Rushton
Head of Complaints

Orla Cubitt
Standards Administrator

Denise Sullivan
Dispute Resolution Administrator

Alison Bradley
Project Manager

Khadije Campbell
Project Manager

Angela Lake-Carroll
Consultant Head of Standards

Paul Milner
Head of Editorial and Publications

Ken Savage-Brookes
Head of Marketing

Sarah Baba
Marketing Manager

Rachel Rogers
Head of Policy

William Murphy
Communications Manager

Mathieu Smeed
Head of Central Services

Mavis Wright
Membership & Finance Coordinator

Leah Ashcroft
Membership Coordinator

In memorium

Katrina Fleming

13 October 1963 – 22 January 2021

We lost a much-loved member of the Resolution staff team in Katrina Fleming who passed away after a short illness. A firm favourite of colleagues and members alike, Katrina joined Resolution originally on a temporary basis in 2017 and was made permanent shortly afterwards having made a great success of the role. As Finance Assistant, Kat displayed great attention to detail, was always upbeat, kind and had a mischievous sense of humour. Kat is survived by her partner, Peter, her parents Josie and Liam, her sister Breda, and her two brothers, John and William. Kat will be sorely missed by both staff and Resolution members.



Anne-Marie Hutchinson

1 August 1957 – 2 Oct 2020

Anne-Marie Hutchinson was a trailblazing family lawyer, renowned for her ground breaking work on forced marriage and international child abduction. A partner at the London law firm Dawson Cornwell, she also acted for victims of “honour”-based violence and female genital mutilation, abandoned spouses, and potential parents in surrogacy arrangements. Anne-Marie was made an OBE in 2002 and an honorary QC in 2016, and received an honorary doctorate of laws from the University of Leeds. Anne-Marie is survived by her daughter, Catherine, son, Sam, and granddaughter, Emmeline.

Delivering value to members in challenging times

The prudent management of our finances over recent years has meant we've been able to weather the economic storm caused by Covid-19 while continuing to deliver real value to members. This is borne out in our healthy membership numbers which have remained strong in 2020 and is testament to our ongoing work to improve the member experience by providing support in new and different ways. Even in this challenging year, we welcomed 583 new family law professionals into our community, demonstrating the value and essential nature of Resolution membership.

Overall, our income (including subscriptions) totalled £1.8m. Our careful approach, together with sound financial forecasting in the immediate aftermath of the March lockdown, meant we were able to absorb temporary reductions in income caused by the pandemic, including the cancellation of our showcase event, the National Conference. This, combined with other savings, meant we ended 2020 without having to draw upon our unallocated reserves, ensuring we remain in a strong financial position to be able to deliver products and services for our members.

The move to online meetings caused by the limits on travel enabled us to continue our commitment to member involvement, engage a wider and more diverse group of members as volunteers and reduce costs associated with the running and management of committees.

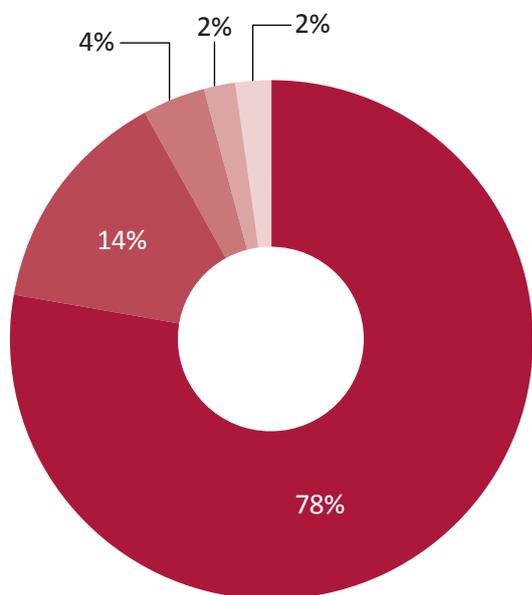
Income from training was reduced significantly this year as the pandemic forced us to cancel all face-to-face courses after mid-March. To support members and ensure the continued development of their professional skills, we made over 160 hours of training available for free online, worth the equivalent of £5,000 per member, as part of the membership subscription. This was in addition to major online events and conferences, including Family Law Live and the Future of Family Practice.

We invested staff and member time in further improving our support for Resolution regional groups across the country, as well as our YRes network, supporting members in the early stages of their careers.

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

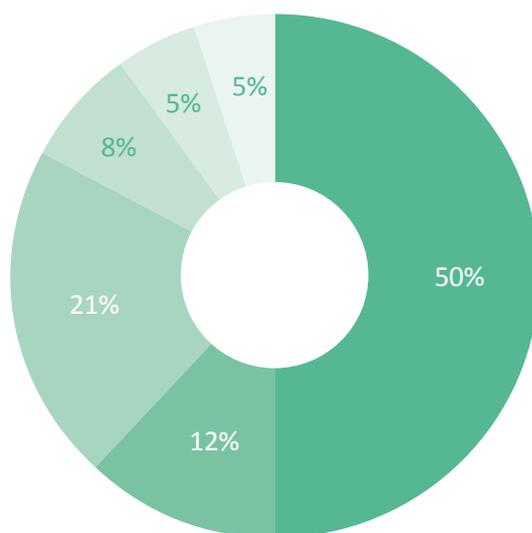
We will continue to monitor our financial position closely to ensure continued support for members, in line with our Vision, Mission and Values. 2021 will see work to further enhance our membership experience and support, with the creation of a new central services team at Resolution HQ and activity to further improve our membership support as well as ensuring that new members join our organisation and promulgate our Code of Practice.

In terms of our future plans, some £185k of our free reserves (18%) remains earmarked over the next two to three years for projects to develop new training and learning opportunities for our members, increase our profile with the public, professionals and policymakers, and to develop new services in line with membership feedback and the changing external environment.



Income

	£000s	%
Subscriptions	1,444	78%
Training	260	14%
Publications/other	78	4%
Accreditation	37	2%
Investment income	36	2%
TOTAL	£1,856	100%



Expenditure

	£000s	%
Training – general, accreditation, publications	914	50%
Member support	212	12%
Influencing and engagement	386	21%
Office and administration	137	8%
Committees and governance	84	5%
Projects	86	5%
TOTAL	£1,818	100%

National Committee

The National Committee are Resolution's Directors. They are elected by Resolution's members and work on their behalf to make sure everything we do is delivered by and for members.



Juliet Harvey
(Chair)
Birketts LLP



Grant Cameron
(Vice-Chair)
Trethowans LLP



David Lister
Simpson Millar



Emma Cordock
FG Law



Sarah Green
TLT Solicitors



Joanne Radcliff
Brabners LLP



Tom Farrell
Tom Farrell Financial
& Mediation



Melanie Bataillard-Samuel
Expatriate Law



Zoe Fleetwood
Mills & Reeve



Sharon Kay
Kay & Pascoe LLP



Peter Burgess
Burgess Mee
Family Law



Farhana Shahzady
Family Law Partners



Simon Blain
Forsters LLP



Edward Cooke
Edward Cooke Family Law



Claire Blakemore
Withers LLP



Joanne Edwards
Forsters LLP



Graeme Fraser
OGR Stock Denton
LLP



Bina Modi
Jones & Duffin Solicitors



David Emmerson
Anthony Gold Solicitors



Alison Bull
Mills & Reeve LLP



Elsbeth Thomson
David Gray Solicitors LLP



Caroline Elliott
Shakespeare Martineau
LLP



Jane Wilson
Family Mediation Centre



Nigel Shepherd
Mills & Reeve LLP



Helen Tulloch
Russell-Cooke

Thank you to our volunteers

We rely on the expertise, commitment and passion of our volunteers to keep the wheels of family justice turning. Thank you to everyone who shared their time with Resolution in 2020.

Jenine Abdo	Andrea Boucher	Louise Connolly	Zoe Fleetwood	Tristan Harvey	Baldish Khatkar	Bunting	Danielle Peters	Beverly Sayers	Alison Tremeer
Mahie Abej	Cheryl Bowden	Edward Cooke	Michael Flinn	Matt Hasler	James Kiely	Christopher Maulkin	Hannah Petherick	Corinna Schiffer	Amy Trench
Jeremy Abraham	Jennifer Bowden	Joshua Coombe	Danelle Foley	Pam Hatfield	Katharine Kilburn	Sue McArthur	Richard Phillips	Gareth Schofield	Charles Tresidder
Sarah Achilles	Lesley Bowen	Daniel Coombes	Sital Fontenelle	Kerry Haugh	Tina Kingsbury	Sarah McCarthy	Nicole Phillips	Suzan Scott	Janet Tresman
Richard Adams	Simeon	Sarah Lucy Cooper	Elizabeth Ford	Julian Hawkhead	Suzanne Kingston	Cris McCurley	Amnda	Phillip Scott	Hayley Trim
Stephanie Adams	Bowen-Fanstone	James Copson	Pauline Fowler	Ian Hawkins	Juliette Kinsey	Julian McEvoy	Phillips-Wylds	Sarah Scott	Michelle Truelove
Gemma Adams	Gemma Bowes	Emma Cordock	Stacy Fox	Rebecca Hawkins	Anthony Kirk QC	Alexandra McGrady	Alice Pickard	Margaret Sculpher	Claire Trundley
Oluwapelumi	Thomas Boyce	Cora Cornell	Darren Francis	James Haworth	Helen Kirkham	Maura Mckibbin	Helen Pidgeon	Susan Sedgwick	Helen Tulloch
Amanda Adeola	Charlotte Bradley	Helen Cort	Brett Frankle	Natalie Haydon-Young	Clare Kitteridge	Sarah McLoughlin	Olivia Piercy	Laura Sellick-Tague	Fiona Turner
Sahil Aggarwal	Rachel Brand	Maria Coster	Graeme Fraser	Charlotte	Tammy Knox	Vanessa McMurtrie	Melanie Pilmer	Heather Seward	Deborah Turner
Roopa Ahluwalia	Nikki Brauer	Jan Coulton	Debra Frazer	Hayes-Sennett	Mark Kosmin	Mei-Ling McNab	james pirrie	Venisha Shah	Arabella Turner
Susan Alexander	Lisa Bray	Michelle Conunley	Rachel Freeman	Lizzie Haynes	Sushma Kotecha	Sean McNally	Helen Pittard	Bharti Shah	Ben Twitchen
Robyn	Jane Bridge	Jane Cowley	Natalie Friday	Naomi Hayward	Santosh Kumar	Vicky Medd	Frances Place	Farhana Shahzady	Cherry Twydell
Allardice-Bourne	Lyn Brisley	Adrienne Cox	Vanessa Friend	Annabel Hayward	Katherine Lacey	Anita Mehta	Jemma Pollock	Richard Sharp	Lottie Tyler
Frances Anderson	Amanda Brown	Emma Crabbe	Caroline Frost	Brenda Head	Angela Lake-Carroll	Carrie Meikle	Poonam Poojara	Fiona Sharp	Marjana Uddin
Stephen Anderson	Anne Brown	Simon Craddock	Rachel Frost-Smith	Sarah Heathcote	Tracy Lambert	Rowan Mellalieu	Tracy Poolman	Rosemary Sharp	Niresha Umaichelvam
Colin Anderson	Laura Brown	Jane Craig	Eleanor Fry	Margaret Heathcote	Jason Lane	Jacqueline Mensah	Jane Porter	Mary Shaw	Cathy Urwin
Claire Andrews	Barry Browning	Julian Creasey	Nicola Furnston	Lee Henderson	Amy Langlois	Robert Micklem	Andrew Powell	Peter Shaw	David Walden-Smith
Fiona Archibald	Thomas Brownrigg	Christina Cree	Marie Gallagher	Steven Hennessy	Kirstie Law	Jennifer Miles	Suzy Power	Matthew Shaw	Rita Veitch
Jenny Arnold	Jill Bruce	Kim Crewe	Elizabeth Gallagher	Parissa Henney	Emma Lawler	Magnus Mill	John Pratley	Naomi Shelton	June Venters QC
Prudence Arnott	Elizabeth Bruce	Rebecca Crofts	Jan Galloway	Gavin Henshaw	Ben Lawson	Charlotte Millard	Victoria Preece	Nigel Shepherd	Yvette Walczak
Tricia Ashton	Matthew	Delia Crofts-Turnbull	Sally Gandon	Ann Herd	Nicholas Le Quesne	Christopher Miller	Lauren Preedy	Laura Sherlock	David Walden-Smith
Nicholas Aspley	Tricia Ashton	Holly Crook	Howard Gardener	Ruth Hetherington	Simon Leach	Barbara Mills	Ashlie Prescott	Kirstin Sibley	Victoria Walker
Anika Aston	Anna Brunt	Tracy Cross	Mary Gaskins	Samantha Hickman	Rebecca Ledgerwood	Hannah Minty	Jacqueline Price	Margaret Simpson	Karin Walker
Sarah Atkinson	Anika Aston	Jennifer Crosswaite	Francis George	Sean Hilton	Dominic Lee	Dipika Mistry	Daniel Priest	Hannah Sims	Alexis Walker
Debbie Austin	Sarah Atkinson	Shelley Cumbers	Rebekah Gershuny	John Hind	Jennifer Lee	John Mitchell	Emerald Priscott	Holly Skelton	Karen Wallace
Alison Jane Auty	Debbie Austin	Alice Cummins	Ian Giddings	Richard Hoare	Fiona Lee	Emma Mitchell	Rachel Pritchard	Kevin Skinner	Nicola Wallace
Lyn Ayrton	Alison Jane Auty	Simon Dakers	Richard Gilbert	William Hogg LLM	Justin Lees	Nicola Mitchell	James Prothero	Laura Smail	Gaynor Wallace
Frances Bailey	Lyn Ayrton	Beryl Darling	Sharon Giles	FMCA	Mark Leeson	Bina Modi	Marie Proud	Ruth Smallacombe	Eileen Walsh
Linda Baily	Frances Bailey	Loraine Devonport	William Giles	Gemma Hope	Sarah Jane Lenihan	Margot Moffitt	Charlotte Purves	John Smart	Victoria Walters
Janet Baines	Linda Baily	Glynnie Davies	Claudia Gilham	Sian Hopkin	Paul L'Ettrange	Adam Moghadas	Alison Pybus	Cathryn Smith	Claire Ward
Remys Baker	Janet Baines	Ann Davies	Harj Gill	Emma Louise Hopkins	Catriona Levitt	Jodie Moore	Joanne Radcliff	Tara Smith	Voirey Ward
Lesley Baker	Remys Baker	Neil Davies	Amandeep Gill	Jones	Victoria Lewis	Kate Moran	Ivana Radovic	Lizzie Smith	Willy Waring
Richard Baker	Lesley Baker	Kimberley Davies	Susi Gillespie	Eleanor Hopwood	Jacky Lewis	Helen Morgan	Maggie Rae	Sabina Smith	Jennifer Warriner
Sheridan Ball	Richard Baker	Rhia Davis	Ruth Gilliatt	Stephen Hopwood	Wendy Lidster	Catherine Morgan	Dominic Raeside	Julia Smith	Sarah Wasaya
Antony Ball	Sheridan Ball	Danielle Day	Veronica Gilmour	Belinda Hornsby Cox	Jennifer Lightwing	Catherine Anne	Nazia Rashid	Mark Smith	Diane Watkins
Adele Ballantyne	Antony Ball	Tina Day	Claire Glaister	Alexandra Horsley	David Lillywhite	Morley	Jacqueline Rawcliffe	Mark Smith	Andrew Watson
Colette Bane	Adele Ballantyne	Clive Delves	Philip Goodall	Sarah Hoskinson	Vicky Ling	Carla Morphet	Mary Raymond	Hannah Smith	Philip Way
Katy Barber	Colette Bane	Neil Denny	Alexandra Gooden	Rachael House	Sarah Linnett	Kirsty Morris	Fiona Read	Andrew Smith	Elaine Webb
Karen Barham	Katy Barber	Helen Derry	Donna Goodsell	Nicola Howarth	Paul Linsell	Beverly Morris	Sophie Read	Elisabeth Sneaede	Clare Webb
Christopher Barnes	Karen Barham	Natalie Dickson	Caroline Gorney	Nicola Howe	David Lister	Simon Mortimer	Mark Reeves	Moiri Sofaer	Claire Webb
Philip Barnsley	Christopher Barnes	Susan Diplock	Emma Gordon	Claudene Howell	Marcia Lister	Belinda Moseley	Susan Regi	Kiran Solanki	Stuart Webber
Alice Barrett	Philip Barnsley	Peter Dool	Sarbjit Gosal	Bernadette Hoy	Samantha Little	Clizia Motterle	Helen Rendell	Justine Soper	Nicola Weeks
Michael Barry	Alice Barrett	Angela Donen	Wendy Gouldingay	Sarah Hughes	Christopher	Rebecca Muirhead	Christine Renouf	Andrea Sorrell	Clive Weir
Joseph Bartlett	Michael Barry	Kauser Dossani	Michael Gouriet	Vivien Hulland	Lloyd-Smith	Christopher Myles	Phillip Rhodes	Heather Souter	Elsheth Wells
Melanie	Joseph Bartlett	Emma Doughty	Elizabeth Graham	Matthew Humphries	Catherine Loadman	Emma Nash	Matthew Richardson	Charlotte Southworth	Jane Wells
Bataillard-Samuel	Melanie	Carmel Doye	Oliver Gravell	Anthony Hunt	Anna-Laura Lock	Susan Nash	Elaine Richardson	Lucy Sparks	Michael Wells-Greco
Victoria Batstone	Bataillard-Samuel	Natalie Drew	Gillian Graveson	Angela Jayne Hunt	Denise Lockett	Georgina Nelson	Barbara Richardson	Rachel Spicer	Louisa Whitney
Janet Bazley	Victoria Batstone	Clare Druett	Rhian Gray	Helen Hunt	Nicola Logan	Yvonne Nevill	Emma Rias	Anna-Jane Spirit	Tim Whitney
Julian Beard	Janet Bazley	Julia Dyson	Alexandra Gray	Liz Hunt	Nicola London	Eleanora Newbery	Richard Rigg	Sarah Stace	Alice Wightman
Kim Beatson	Julian Beard	Daniel Eames	Sarah Green	Claire Hunter	Nicholas Longford	Karen Newman	Barbara Robb	Heather Souter	Adele Wilkinson
Daniel Beattie	Kim Beatson	Geraldine Earley	Mark Green	Philip Hunter	John Loram	Joanna Newton	Graeme Roberts	Charlotte Southworth	Bernadette Willems
Rosie Beaven	Daniel Beattie	Caroline Eaton	Fiona Greener	Linda Hunter	Matthew Lord	Hannah Nicholls	Kate Robinson	John Stebbing	Tracy Stephenson
Katie Beaven	Rosie Beaven	Joanne Edwards	Mike Greenleaves	Maisie Huynh	Antonia Love	Patricia Robinson	Debra Stevens	John Stebbing	Sion Williams
Richard Bebb	Katie Beaven	Elizabeth Edwards	Peppy Griffiths	Quang Huynh	Katie Lowe	Helen Robson	James Stewart	John Stebbing	Elizabeth Williams
Jennifer Beck	Richard Bebb	Samantha Edwards	Kelly Griffiths	Rosanna Hyett	Dawn Lowry	Christina Rockwood	Wendy Still	John Stebbing	Stephen Williams
Karen BeEVERS	Jennifer Beck	Sandra Edwards	Kelly Grigg	Leanne Inlstrall	Ellen Lucas	Lucy Rodgers	Vanessa Strum	John Stebbing	Jennifer Williamson
Vivien Bell	Karen BeEVERS	Rebecca Eels	Nameeta Gujral	Charmian Jackson	Helen Lucking	Penny Rogers	Michael Stocken	John Stebbing	Simon Willis
Nicholas Bell	Vivien Bell	Tarik Elhadidi	Samantha Gunnell	Irene Jackson	Cherise Luke-Bennett	Diane Roome	Elizabeth Sulkin	John Stebbing	Jane Wilson
Sarah Bell	Nicholas Bell	Lauren Guy	Lauren Guy	Sarah Johnson	Linda Lusingu	Bernadett Noble	Rebecca Wilson	John Stebbing	Rebecca Wilson
Marilyn Bell	Sarah Bell	Carol Ellinas	Elizabeth Guyler	Sue Jago	Fiona Lyon	Helen Oakes	Stephen Root	John Stebbing	Stephen Root
Laura Bell	Marilyn Bell	Susan Ellingham	Vanessa	Byron James	Adam Maguire	Philip O'Leary	Adrian Rose	John Stebbing	Leanne Sutherland
Sarah Jane Benhadj	Laura Bell	Caroline Elliott	Gyedu-Asante	Izzy Jaques	Sharon Mahmood	Rosalyn	Laura Rosefield	John Stebbing	Victoria Syvret
Gupta	Sarah Jane Benhadj	Rachel Elliott	Katherine Haden	Samantha Jeanes	Carolyne Makeham	O'Donnell-Teelan	Martin Ross	John Stebbing	Carolyynn Tan
Kadie Bennett	Gupta	Pauline Ellis	Christina Hale	Sarah Jelly	Caroline Makin	Victoria Oerton	Jennifer Roulston	John Stebbing	Zoe Tansley
Nicholas Bennett	Kadie Bennett	David Emmerson	Kirsten Hale	Sarah Johnson	Bindu Malkan	Karen O'Leary	Amy Rowe	John Stebbing	Ania Tarasiewicz
Susan Benson	Nicholas Bennett	Marc Etherington	Joanne Hall	Sarah Johnson	Harjinder Mann	Catherine O'Mahoney	Francesca Rowland	John Stebbing	Carolyn Taylor
Danielle Bentley	Susan Benson	Verity Eunson-Hickey	Andrew Hall	Victoria Joiner	Paula Mansfield	Jemma O'Neill	Nicola Rowlings	John Stebbing	Matthew Taylor
Emma Benyon-Tinker	Danielle Bentley	Michaela Evans	Anne-Marie Hamer	Caroline Jones	John Osborne	John Osborne	Jack Randall	John Stebbing	Karen Taylor
Simon Bethel	Emma Benyon-Tinker	Kelvin Evans	Paula Hamilton	Sarah Jones	Sarah Marchant	Justine Osmotherley	Karen Rushton	John Stebbing	Claire Tennant
Michelle Bettell	Simon Bethel	Chris Fairhurst	Katherine Hamilton	Rebecca Jones	Carolina Marin	Jo O'Sullivan	Daniel Rushton	John Stebbing	Matthew Thom
Rachel Bevan	Michelle Bettell	Emma Hamilton Cole	Rebecca Jones	Stephan Jones	Pedreno	Zahra Pabani	Wendy Ryle	John Stebbing	Juliet Thomas
Tasha Bevan-Stewart	Rachel Bevan	Tina Hamilton-James	Peter Jones	Lindsay Markey	Ellen Lucas	Priya Palanivel	Lauren Sadler	John Stebbing	Ceri Thomas
Mandip Bhachu	Tasha Bevan-Stewart	Carolyn Hanes	Lorraine Jones	Samantha Markham	Helen Lucking	Robert Parker	Nadia Salam	John Stebbing	Clare Thomas
Elizabeth Bilton	Mandip Bhachu	Katherine Haden	Eleri Jones	Melissa Markham	Cherise Luke-Bennett	Grace Parker-White	Vicki Sales	John Stebbing	Vicki Sales
Jeanette Birch	Elizabeth Bilton	Christina Hale	Emma Jones	Deborah Marsh	Linda Lusingu	Phillips Parkes	Gail Salway	John Stebbing	Gail Salway
Alexandra Bishop	Jeanette Birch	Kirsten Hale	Nicola Jones-King	Peter Marshall	Fiona Lyon	Claire Parsons	Elizabeth Sandelands	John Stebbing	Elizabeth Sandelands
David Black	Alexandra Bishop	Lauren Harley	Yanoulla Kakoulli	Greta Martens	Adam Paterson	Adam Paterson	Laura Sanderson	John Stebbing	Laura Sanderson
Gavin Blackman	David Black	Shelley Harper	Sharon Kay	Sarah Martin	Rebecca Patience	Rebecca Patience	James Sandiford	John Stebbing	James Sandiford
Simon Blain	Gavin Blackman	Madeleine Harrington	William Kaye	Vikki Martin	Emma-Lisbeth	Emma-Lisbeth	Tara Sanger	John Stebbing	Tara Sanger
Claire Blakemore	Simon Blain	Julie-Ann Harris	Aaron Keene	Jayne Martins	Alan Peck	Alan Peck	Bhupendra Sankhla	John Stebbing	Kristy Tidman
Zoe Bloom	Claire Blakemore	Maggie Harrison	Sarah Kelly	Janet Martland	Marina Pedro	Marina Pedro	Karen Saunders	John Stebbing	Karen Saunders
Lisa Boileau	Zoe Bloom	Dawn Harrison	Lisa Kellett	Beth Mason	Talvinder Penaser	Talvinder Penaser	Gregory Saunders	John Stebbing	Gregory Saunders
Catherine Bonnett	Lisa Boileau	Emma Harthe	Martin Kelly	Kay Masters	Julia Perrins	Julia Perrins	Lorraine Saunders	John Stebbing	Lorraine Saunders
Matthew Booth	Catherine Bonnett	Melanie Hartley	Lauren Kelly	George Mathieson	Hannah Perry	Hannah Perry	Fiona Sawkins	John Stebbing	Fiona Sawkins
Caroline Bourn	Matthew Booth	Claire Fitzgerald	Katherine Kennedy	Nicola Matthews	Richard Perry	Richard Perry	Elizabeth Saxby	John Stebbing	Elizabeth Saxby
	Caroline Bourn	Helen Fitzsimons	Juliet Harvey	Vivienne Keys	Natalie Matthews	Katrina Pescott	Hannah Saxe	John Stebbing	Hannah Saxe
									Nicolette Zarka

Join Resolution

Be part of a community changing the future of family justice

Resolution is the largest membership group for family justice professionals in England and Wales. We champion a better way of resolving family justice matters, without conflict.

What does joining Resolution mean?

- You join a **network of over 6,500 professionals** committed to our Code of Practice, a standard that sets you apart to future clients and your peers.
- You **become part of a community** campaigning for change in family law. Our collective action has achieved recent wins like No Fault Divorce.
- You **unlock hundreds of hours of professional development** led by members for members. From subsidised multi-day Conferences to free online training and webinars.
- You **receive member-only content**, like the Review our magazine with insights and thought-leadership on the future of family justice. Plus tools that support your day-to-day practice, like unlimited Drafting Agreements and Best-Practice-Guides.

Is Resolution for me?

We welcome members from all areas of family justice, this diversity enriches our network and makes us a strong force for change. Whatever your professional background or stage in your career we have a membership to suit you.

Find out more at
resolution.org.uk/membership or contact info@resolution.org.uk



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