



Annual Report 2021



Helping you to support families

In 2021, nearly 800 new members joined Resolution – the highest annual figure in five years – and this was achieved despite the continuing disruption caused by the Covid-19 pandemic. We're proud that more professionals are turning to Resolution and adopting our Code of Practice in their work to support families across England and Wales.

Representing you

We've finally seen the introduction of no-fault divorce – the biggest shake up of matrimonial law in over half a century. We worked closely with Ministry of Justice officials throughout 2021 to ensure the implementation of the new divorce process was as smooth as possible and set out member's views on how the online platforms could work best.

Since then, we've hosted a no-fault divorce webinar, launched a section on our website full of resources, and kept members up to date every step of the way with our weekly member newsletter. We also participated in fortnightly meetings with the Judiciary, initially to manage issues arising in the virtual family court, then feeding into how 'in person' hearings could be reintroduced. Those meetings continue as an open forum to discuss issues and developments within the Court arena.

Supporting you

Your continued support means Resolution is able to invest in new services and resources for members. We launched the Parenting Through Separation Guide which gives parents information, advice and practical tips to ensure family separation has as little impact on children as possible. We know many members now have this guide (available online and in print) on hand to share with clients who have children – we also made it the focus of our annual Awareness Week.

Elsewhere, our third Family Justice Briefing set out the future of family justice and considered the likely changes to overall working practices, our Marital Agreements publication pulled together the most useful precedents for creating pre and post nuptial agreements and our Separation Agreements publication (out later this year) will help unmarried couples who wish to have a legal agreement to divide their assets.

A highlight of 2021 was the Resolution Awards, where we expanded upon the already established John Cornwell Award, to celebrate the diverse and multi-disciplinary work of modern family professionals who champion our Code of Practice. We announced the four winners at our online National Conference and it's great to see the start of a new Resolution tradition as the awards become an annual event.

Another highlight of the year were the intense and thought-provoking conversations we heard on the official Resolution podcast, *Talking Family Law*, that has quickly built a loyal and growing audience as the panel tackle the big issues of the day in each episode. If you haven't already, please subscribe on Apple Podcasts or Spotify, or your podcast platform of choice.



The Future

In 2023, Resolution celebrates its 40th anniversary. We've achieved so much in the four decades since the Code of Practice was first established – it has now become the rule and not the exception among family justice professionals. But we are not resting on our laurels and are looking at further ways we can support our membership in the future.

We are excited to relaunch our mentoring scheme offering members targeted support on specific areas of development, and we'll also publish a Statement of Ethics and Principles that will help all members to practice in a Code-compliant way for the benefit of families that we work with.

We will also develop our Vision for Family Justice, an initiative that will set out Resolution's thought leadership in the family sector over the coming years for all members. We want to build on our successful campaign and achievement in implementing no-fault divorce, creating a blueprint for a future family justice system that is based on Resolution's Code of Practice. This is a huge project involving all our national and regional committees, external audiences and stakeholders as well as our entire membership. So, expect to hear a lot from us over the forthcoming year about this.

Thank you for your support in 2021, especially to all our members who volunteer their time and expertise through committees. We look forward to achieving even more in 2022.

Juliet Harvey
National Chair

Colin Jones
Chief Executive

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At a glance 2021



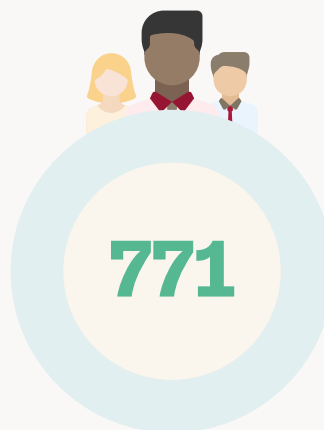
Resolution Accredited Specialists



downloads of Talking Family Law, the official Resolution podcast



Regional Groups



new members joined during 2021 – the highest figure in five years

144

articles published
in our members'
journal, The Review



160,000+

new users of the
Resolution website

1.1m



views of tweets from
the official Resolution
account @ResFamilyLaw

135,000

searches from
potential clients on the
member directory

3,000

people browsed
vacancies on the
Resolution Job Shop

Family Justice and the Covid-19 Pandemic

Resolution continued to support members through the changes brought about by the Covid-19 pandemic.



As well as regularly liaising with HMCTS, National Chair Juliet Harvey met throughout the pandemic with the President of the Family Division and other professional representative bodies to discuss the challenges and way forward particularly in relation to the use of remote or attended hearings.


The Legal Aid Agency has been amending its rules and procedures to accommodate the difficulties of practice during the pandemic and these have been amended as national Covid guidance evolves. Our Legal Aid Committee made representations on behalf of members about which Covid contingencies should continue, while pursuing arrangements that should become permanent.

We worked with the Ministry of Justice and other members of the Family Mediation Council to introduce and extend the Mediation Voucher Scheme to assist with funding of mediation sessions for the benefit of couples and their children, and to help reduce the pressure on the family courts.

“Resolution will encourage a range of ethical and principled practices that serve the needs of members and most critically, that can serve the needs of all families prior to partnering, during a relationship and at a point of separation or divorce well into that new future.”



Angela Lake-Carroll
Resolution’s Consultant Head of Standards



Family Justice Briefing

The 2021 Family Justice Briefing – the third in a series commissioned by Resolution – sets out the future of family justice and family practice in context and considers the likely changes to overall working practices in the future.

Authored by Angela Lake-Carroll, the report covers a range of topics, including: Covid-19 and the future economic environment, future costs of family justice services, Brexit, Consumers driving change, Technological change, Family justice professions and future service delivery.

Exclusive advice for members was made available through the report that will help them to future proof their firms many years into the future.

ON TWITTER



Mills & Reeve – Children Law @MRchildrenlaw
A must read for family law practitioners

The Family Justice Briefing contains advice on major thematic issues within family law

Brexit The immediate effect for family law and justice has been the use of transitional provisions, the Withdrawal Agreement, and on guidance issued by the EU Commission in respect of rules relating to member states in cross-border family law disputes involving the UK.

Consumers Driving Change The power of the consumer today is a significant driver to future service delivery.

The power of access to information, social media, online communities, and technology has all had an effect in driving consumer expectation.

Technological Change The pandemic has resulted in the majority of the membership being forced into working remotely and in ways they would probably never have envisaged before the pandemic and subsequent lockdowns.

Cost of Family Justice Services

A significant factor that will need to be tackled will be the cost of legal services. The evidence emerging of the likely effects over time on the economy of the pandemic, which may be further affected by Brexit outcomes cannot be underestimated.

Conferences

We continued to hold conferences online throughout 2021 to ensure the health and safety of all participants.

National Conference

Hosted online over five days, National Conference had the largest offering of content yet, with 43 sessions including daily plenaries, skills workshops and key updates. Highlights included an opening plenary session from our National Chair, Juliet Harvey, setting out her vision for the year, the latest updates on Finance and Children proceedings and a wide range of workshops on subjects including Children and Parenting, Financial Proceedings, Family Practice and Equality, Diversity and Inclusion.

Highlights from workshops included a session about how to manage cases which involve people with narcissist personality disorder and how the proposed weddings law reform will change where people can get married. Continuing our long-standing commitment to support the wellbeing of members through the pandemic, we heard the outcomes of our sector-wide report on the subject, and how Resolution has forged key partnerships to help support members.



The Family Practice Conference

This largely online conference took place over four days in October with plenary sessions and a wide range of workshops. Proceedings were kickstarted with a rare in-person opening session with former Supreme Court President Lady Hale deep in conversation with her friend and colleague Anthony Kirk QC. Lady Hale took part in a Q&A with members as well as signing copies of her autobiography *Spider Women: A Life*.

With more than 30 sessions with 70+ expert speakers we covered many pressing issues that are affecting family law professionals, including new approaches in dispute resolution, working with clients, and managing the business demands in the current climate.

70+

expert
speakers

30+

sessions

43

unique
sessions

resolution National Conference

Five days of virtual networking
and professional development
Monday 17 – Friday 21 May 2021

WORKSHOPS | KEYNOTE SESSIONS | CONTENT ON-DEMAND | INTERACTIVE CAFÉ-SESSIONS

ON TWITTER



Edward Cooke @Chifamilylawyer

Bravo @KarinKGW and @MckennaSupriya for your brilliant presentation on Narcissistic Personality Disorder at #ResConf21. Such an important topic, and something that all family law professionals need to understand. Well done for raising awareness of issues in these difficult cases



Ian Hawkins @Ian__Hawkins

#ResConf21 @ResFamilyLaw #wellbeing listening to @psychrismills is fascinating and enthralling – it is so so so important that we all look after ourselves (and each other) or how can we help clients?



29 Bedford Row @29 Bedford Row

Thank you @ResFamilyLaw for another fantastic Conference! #ResConf21



Resolution Awards



Building on the established John Cornwell Award, we celebrated excellence in family law at the Resolution Awards.

In 2021 we introduced three new award categories to celebrate the wider contributions members make to family justice, while supporting families and children particularly given the challenging circumstances of the last couple of years. These expanded categories celebrate members who continue to champion the Resolution Code of Practice at all stages of their career.

“All the judges were truly impressed by the high calibre of entries in this first year of our expanded awards programme. The award winners have demonstrated a thorough commitment to Resolution’s core values, enshrined in our Code of Practice, and are actively helping families and going the extra mile to resolve painful disputes in constructive and innovative ways.”

Juliet Harvey, Resolution National Chair.

Marjana Uddin of Taylor Rose Solicitors won the **YRes Rising Star Award** – awarded to the YRes member who has demonstrated their potential as a future leader in family justice.



“I am delighted and humbled to have won the YRes Rising Star Award. The work I do with the law clinics, domestic abuse organisations and universities is very close to my heart.

As family lawyers, it is important the next generation of lawyers are aware of Resolution’s Code of Practice, so we can achieve the best outcome for those who need our help.”



Adele Ballantyne of Eleda Consultancy, won the **Working in Collaboration Award** – recognising members who have made a difference to families by working together with other professionals, sharing expertise in innovative ways.



“I am overwhelmed and immensely proud to be the first recipient of this award.

New ways of helping couples to separate are already beginning, and I for one, am looking forward to helping with the transition for family legal professionals. Whether it is professional development, working with clients, being involved in the collaborative process, or offering therapeutic support to family teams.”



Fiona Lyon of Anthony Gold Solicitors won the **Resilience Award** – recognising members for going above and beyond to support staff and clients through the challenges of the pandemic.



“The last couple of years have been tough for everyone and I am no different, so to win an award for resilience was a lovely surprise and a real compliment.

The award has provided me with a fantastic platform to recruit further volunteers to provide legal assistance to victims of domestic violence.”



Peter Jones of Jones Myers Family Law won the **John Cornwell Award** – for an individual or group who has made an outstanding contribution to the field of family justice



“I was delighted though astounded to receive the John Cornwell Award. I knew John well and I am confident he would have been proud that his legacy and the Code of Conduct continued to evolve and been supported by Resolution and its membership over the years.”



Following on from the success and high standard of this first expanded awards programme, we want to do more to celebrate our members’ achievements and will be introducing more award categories to highlight the contributions our members make to family justice.

Publications

We kept members updated with the latest developments in family law through our weekly email bulletin and through our respected bi-monthly members' journal, *The Review*. We also pressed ahead with more publications to assist members in their work.



Parenting Through Separation Guide

Our new Parenting Through Separation Guide, published in May 2021, is a colourful, client friendly guide which epitomises the Code of Practice in its approach focusing on conflict resolution and putting the happiness and health of the child at the heart of any separation.

Drawing on the knowledge of the Parenting After Parting Committee, which consists of a variety of different kinds of family law professionals, the new guide provides all the necessary knowledge but uses accessible language throughout.

“This guide gives practical support for parents who are divorcing. It offers advice and tips on how to talk to children about divorce; it breaks down how children react to divorce and separation across different age brackets and it helps clients know what to expect and offers advice from start to finish. It’s a great resource to be able to hand out to clients who are also parents at your first meeting.”

Marcie Shaoul
Parenting After Parting
Committee

The guide helps parents to:

- **Explore** the initial end of a relationship looking at the loss cycle and the impact of what can be a traumatic event
- **Break down** the initial steps of post separation life looking at personal first aid, putting your support team together and how to tell your children
- **Summarise** key talking points for quick reference
- **Prepare** for difficult conversations with your former partner/co-parent.

Marital Agreements

The new Marital Agreements are now available both online and in print and reflects the collective, expert knowledge of dozens of Resolution members who contributed to the publication. It pulls together the most useful and effective precedents for creating pre and post nuptial agreements.

These precedents are accompanied by footnotes which include helpful tips, explanations and legal background where relevant. It also includes four sample Schedules that you can adapt.

The online version allows you to create and edit your agreements in our custom Orders and Agreements platform allowing you to select the clause you want, automatically populate it with the parties' names and generate a final document in both PDF and Microsoft Word.



Separation Agreements

The Cohabitation Committee developed Separation Agreements for cohabitating couples late in 2021 for publication later this year. These are designed to help separating unmarried couples who wish to have a binding legal agreement in order to divide their assets. Packed with helpful footnotes from the committee it will be available both online and in print in 2022.

144

articles published in *The Review*, the bi-monthly members' journal

Podcast

The first series of Talking Family Law, the official Resolution podcast. Launched in 2021 welcoming guest experts to discuss topical issues in family law.

LISTEN AND SUBSCRIBE AT resolution.org.uk/podcast



The Resolution Podcast



● Simon Blain (co-host)



● Anita Mehta (co-host)

Hosted by Anita Mehta and Simon Blain, the hour-long episodes feature in-depth conversations on issues that – although topical – address big, contentious, and long running issues in family law, meaning episodes will still be relevant to listeners months and years after launch.

Season 1 featured debates on Brexit, parental alienation, cohabitation reform, pensions on divorce, the Domestic Abuse Act 2021, child support and transparency in the family court.

A second season is in development with episodes featuring members of the Parenting After Parting Committee discussing what can be done to help separating parents, a panel discussion about how to run a successful private FDR, and what we can all do to increase the diversity of private tribunals.

Season 2 coming in 2022

SEASON 1 GUEST LIST
Pauline Fowler
Daniel Eames
Tim Amos QC
Jo Miles
Lucia Clark
Graeme Fraser
Louise Tickle
Prof. Celia Kitzinger
Paul Cobley
George Mathieson
Rhys Taylor
Cris McCurley
Pragna Patel
Prof. Jo Delahunty QC
Rachel Spicer
James Pirrie
Alex Verdan QC
Dr Mark Berelowitz
Brie Stevens-Hoare QC
Charlotte John

What the presenters say:

“We have been privileged to speak to so many amazing people. The format means we are able to give them the time to share their insights and to “get under the bonnet” of some complex issues, in a way you just can’t through an article or a seminar. The purpose of the podcast is to share that privileged access with our members. We see ourselves as cyphers – asking the questions our members would ask if they were present, and giving the guests the time and space to express themselves.”

Simon Blain, Anita Mehta
Talking Family Law hosts

5 STAR LISTENER REVIEWS:

“Well worth listening to if you have a personal or professional interest in family law issues. Interesting guests and really knowledgeable hosts. Highly recommended.”
★★★★★

“Marvellous podcast. Rarely do you get the chance to hear at length from subject area experts. Essential listening for family lawyers.”
★★★★★

2000+ downloads

9 episodes in Season 1

Diversity and Inclusion

Building on the work we started by developing the Equality, Diversity and Inclusion (EDI) strategy, we continue to remove barriers to make Resolution an accepting space for all members.

During Women's History Month in March, we published a series of articles authored by a diverse group of women members of different ages, backgrounds, and views. The must-read series captured what it's like for a woman working in family law today, reflections from women who entered family law decades before, and exploration of the issues many women face including racism, menopause, maternity leave and pension inequality.

We have created resources to empower Resolution to be an inclusive space including a toolkit for event organisers to ensure that speakers and attendees reflect the diversity of all family law practitioners and communities.

Members of the EDI Committee have attended dozens of meetings (both regional and national) to discuss the strategy and advise committee members about how to implement it, to help others, and to change perspectives.

The family law community must embrace technology and new working practices. Hybrid working and flexible working patterns allow for greater inclusion and therefore diversity. By delivering and building on the EDI strategy, we want to remove barriers for existing and future members and to build equality and diversity into all aspects of Resolution's work.

Highlights

- Worked with committees to diversify speakers and voices at Resolution events
- Developed resources to support committees in delivering EDI
- Added an Inclusion Calendar to the Resolution website setting out key dates in the year
- Workshop with members from the LGBTQ+ community
- Work is underway to prepare an anti-racism statement to build greater respect and acceptance within the membership.



The **Proud To Be Me** workshop delivered at the Family Practice Conference saw members of the EDI committee share their personal stories about what allyship means and how allies should take action. With Donna Goodsell, Amanda Adeola, Claudene Howell and Mitali Zakaria.



The **Perspectives on Disability in Family Law** webinar focused on how to support members and clients who have a disability and how we can assist them better. With Yanoulla Kakoulli, Jo O'Sullivan, Debbie Foster, Abigail Pearse and Yvonne Cordwell.

What can you do?

Continue to think about others, to stop being defensive and remaining open. Continue to learn and broaden your networks. It is important to place yourself outside your usual circle and meet new people. Gestures are important.

You need to ask questions and check you are being inclusive. Consider mobility needs for yourself and others, should webinars be subtitled? Should events be hybrid, remote and in person? Does your company have a hearing loop? Do you allow for a calm space during the workday for reflection and relaxation? Is the building accessible? Appreciate that eye contact may be challenging. We all need to work together to make life and work inclusive.

Not only do people need to ask for what they need and want but we need to be thinking ahead and outside ourselves. People with disabilities whether visible or non-visible, those with neurodiversity need to and should feel safe and understood. It is not too much to ask.

The key is honesty and openness. To mentor and be kind. In this day and age, self-promotion seems the best thing to do but actually it's time to hold the door open for those standing behind or by your side; they deserve the space just as much as you.



Remyhs Baker
Co-Chair of the Resolution EDI Committee

No-fault Divorce

The landmark Divorce, Dissolution and Separation Act has come into force, finally spelling the end of the blame game.



For more than 30 years Resolution has been at the forefront of the campaign to secure no-fault divorce to help couples to separate without having to apportion blame. We worked closely with Ministry of Justice officials throughout 2021 to ensure the implementation of the new divorce process was as smooth as possible.

To help members prepare for the biggest shake up of divorce laws in half a century we held a webinar that gave a detailed overview of all the changes the new divorce process would entail. It detailed how to deal with sole applications, joint applications and costs, as well as introducing members to the new online divorce portal. Over 500 members attended the live webinar and a recording is still available to view on the Resolution website.

We also created a dedicated area on our website – a ‘one stop shop’ for queries members had about the new process, including an information pack, practice updates and example documents.

For support and resources about the new divorce process visit
www.resolution.org.uk/news/get-ready-for-no-fault-divorce



In Westminster, Resolution held an event to mark the passage of the new divorce process, attended by the current minister with responsibility for divorce Tom Pursglove MP, as well as former Justice Secretaries Robert Buckland MP and David Gauke and former Supreme Court President Baroness Hale of Richmond.



On the day no-fault divorce came into effect Resolution’s spokespersons Jo Edwards and Nigel Shepherd appeared on Good Morning Britain, Lorraine, TALK Radio, LBC and the Evening Standard podcast. Resolution also featured in articles in The Economist and The Times, and National Chair Juliet Harvey was quoted in the Ministry of Justice press release.

ON TWITTER



Edward Cooke @Chifamilylawyer

Proud day – well done all @ResFamilyLaw members who’ve made no fault divorce happen! Let’s not stop here though! More encouragement of mediation & non court options, cohabitation reform, access to justice. Lots more we need to do to make separating less painful #nofaultdivorce.



Katherine Smith @familylaw_smith

What a day for us #familylawyers! The dawn of #nofaultdivorce. Thank you @topfamilylawyer @ResFamilyLaw and everyone else involved in bringing this day to fruition. You have worked tirelessly. #nomoreblame

“More than anything else, it was the team effort from our members and the fantastic staff team over many years that led to this campaign to end the blame game succeeding. We are rightly so very proud of this campaign and delighted about the benefits it will bring to families up and down the country.”

Nigel Shepherd
Resolution’s no-fault divorce campaign lead

Family Law Reform

In 2021 we continued to campaign for sensible reforms and modernisation of family law in England and Wales.



We responded to the Law Commission's 14th programme of law reform to identify and prioritise areas of family law that require consideration by the Commission. We raised whether it should be possible for a child to have more than two legal parents, the issue of how gender identity of a parent is registered on birth certificates, that financial provision for children should be the same whether their parents were married, civil partnered or unmarried, and the need to simplify complexity in jurisdiction and enforcement issues in private family law cases between the nations of the UK.

Cohabitation

Continuing our campaign to ensure cohabiting couples have greater protections we called for Government to bring the rights and responsibilities of couples living together who are not married or civil partnered into the 21st century. We highlighted the discriminatory nature of the lack of legal protections for cohabiting couples in our submission to the House of Commons Women and Equalities Select Committee's inquiry into the subject. Graeme Fraser, Chair of our Cohabitation Committee, subsequently gave evidence to the committee in Parliament.

Dispute Resolution

More than 350 members participated in a survey to inform our response to the Ministry of Justice's call for evidence to understand the DR landscape, identifying what works well and what needs to be improved, allowing us to submit a response rooted in the day-to-day experience of our members.

The Future

Looking further ahead, this year we will start work to bring together views of members and other organisations working in family justice, as we begin to develop our Vision for Family Justice. To be launched as part of our 40th anniversary celebrations in 2023, this will build on our success in securing no-fault divorce, setting out the reforms we believe need to be made in order to create a fairer family justice system in line with our Code and our values.



"The law as it currently stands is not fit for purpose. It does not help our clients, does not benefit society and it fundamentally needs to change as it's completely out of kilter with modern day life."

Graeme Fraser giving evidence about cohabitation reform to the Women and Equalities Select Committee.

Legal Aid

Our monthly briefing for legal aid practitioners continued to keep members updated about the Legal Aid Agency's (LAA) contingency arrangements during the pandemic.

We ensured members were paid for translation and transcription costs after the LAA attempted to reduce costs on assessment. We successfully lobbied for amendment of the regulations for legal aid after a domestic abuse survivor was denied support based on the value of property that was not available to her. Members continue to have the choice whether to have larger bills of costs assessed by the LAA or HMCTS until at least November 2022, thanks to lobbying by Resolution.

Members of the Legal Aid Committee continue to work for you by elevating concerns about high-cost cases, making representations to the LAA's Process Efficiency Team, lobbying for amendments to the next civil contract, and representing members throughout the lengthy means-test review.

ON TWITTER



Margaret Heathcote @Auntie_Ag

No-one should underestimate the amount of work that **Graeme Fraser** and the **@ResFamilyLaw** Cohabitation committee are putting into this important work. Thank you to them all, and well done Graeme!

Professional Development

With pandemic restrictions gradually loosening, Resolution is finally once more able to put on face-to-face training events.



In the years since our last in person event, we've become experts at online training, delivering interactive learning opportunities over Zoom. The Mediation Foundation Training, Collaborative Practice Forums, PPC Forums and Hybrid Mediation courses all went online.

However, for other courses, delivery online just wasn't possible because the content needed to be presented face-to-face such as Child Inclusive Mediation. We're glad to report that in 2022, Resolution's Training Suite in Central London will begin to host regular events once more.

In October, Anthony Kirk QC chaired our *In Conversation with Lady Hale* event at Gray's Inn. With over 75 members in attendance, the atmosphere was positively excitable as it was the first time people had seen each other in person in a year and a half.

The event was live-streamed and available to all members who had bought a ticket for the Family Practice Conference.

Our two major online conferences in 2021, National Conference and the Family Practice Conference, were a big hit with members and, as a result we now have a Training and Learning Team with more skills, greater experience, and bigger ambitions to do even better in 2022.

As we move forward into a post-pandemic world, we will get the best of both worlds by adopting a hybrid learning strategy. National Conference in 2022 will consist of a mix of online and in-person content, giving members the chance to reconnect with their peers.

ON TWITTER



Richard Adams @BTNFamilyLawyer

Great training today with @ResFamilyLaw on understanding Child Inclusive Mediation. Good to learn the ways in which we as mediators and lawyers can work with our colleagues to help give children a voice when their parents are separating.



Sarah McLoughlin – Family Lawyer @SarahMc_lawyer

Last day of the @ResFamilyLaw National Conference today. What a fantastic week of webinars and virtual networking! Great to see such a strong focus on wellbeing in the profession as well #familylaw #lawyer #wellbeing #resolution #mentalhealth

1500+

bookings to attend Resolution training in 2021

260+

members attended the Family Practice Conference

360+

delegates attended National Conference

Specialist Accreditation

Resolution's Specialist Accreditation is a mark of excellence for family law professionals, recognised by the public, peers and the judiciary. It demonstrates an outstanding level of skills, expertise and knowledge of family law, procedure and practice.

In 2021, we welcomed another 30 lawyers and financial advisors into our Specialist Accreditation programme which means we now have 1400 specialists in total.

Specialists stand out to clients as trusted experts in their field, have access an exclusive promotional toolkit, and demonstrate professional development to employers.



“Specialist Accreditation is a challenging assessment of your skills and expertise, but also how you work with clients and other professionals in the divorce process. This qualification is the gold standard qualification for financial professionals specialising in divorce work and I would absolutely recommend others to participate in future rounds.”

- **Daniel Gornall**, Accredited Financial Specialist in Pensions on Divorce, autumn 2021



“My accreditation has helped me to stand out to my colleagues and peers and as a result has meant that they have referred clients to me. It has given me a boost as I have been able to prove to myself that I am capable of doing the job I love.”

- **Victoria Bailey**
Accredited Specialist in Domestic Abuse and Public and Private Children Law, spring 2021



“It gives you the recognition and confidence that you know what you are doing and that your expertise is trusted and respected. It is a mark of competence and I am very excited to be joining the ranks as an Accredited Specialist.”

- **Sandra Joe-Ejim**, Accredited Specialist in Matrimonial Finance and Children Act Proceedings, autumn 2021



“I initially found the prospect of the scheme intimidating, but while completing the assignments I felt that I was being challenged in a positive way to explore the extent of both my knowledge and my ability. Knowing that my work was assessed by prominent and well-respected colleagues within the profession has given me a great sense of pride and achievement.”

- **Janice Ng**
Accredited Specialist in Public and Private Children Law, spring 2021

Later this year, Resolution will celebrate the landmark 50th Specialist Accreditation round.

Learn more at: www.resolution.org.uk/resolution.org.uk/professional-development/specialist-accreditation



Congratulations to all our members who became accredited specialists in 2021.

- Izzy Jaques
- Katy Moody
- Natalie Nero
- Gurminder Saini
- Hannah Mugleston
- Kayleigh Biswas
- Pereeyanaighee Maurimootoo
- Bethany Corday
- Kerrie-Ann Downing
- Ben Lawson
- Janice Ng
- Rebecca Coates
- Victoria Bailey
- Marie Justice
- Lucy Nicholson
- Lee Henderson
- Sophie Dodds
- Alexandra Wilks
- Costas Kyriacou
- Tim Galbraith
- Emma Bates
- Sarah Birdsey
- Maria Conesa Gonzalez
- Andriana Syrimis
- Natalie Wiles
- Taqi Naqvi
- Rohini Gangaramani
- Marianna Michaelides
- Naomi Cunningham
- Lottie Kent
- Daniel Gornall
- Jamie Allan

Your Committees

Resolution is run by members, for members, with our committees leading the way on much of our work. Here are some of the highlights from 2021.

The **Children Committee** prepared a proposal to the Law Commission regarding reform of the law relating to modern families, gave feedback on the precedent private law children orders and delivered a seminar to the House of Lords Select Committee on post legislative scrutiny of the Children and Families Act 2014. The Committee will continue to represent Resolution in the Public Law Working Group and on the Advisory Group for the review of the presumption of parental involvement.

The **Cohabitation Committee** submitted evidence to the House of Commons' Women and Equalities Committee for their inquiry on the rights of cohabitating partners, drafted Cohabitant Separation Agreement Precedents and hosted webinars on the Anglo-Scottish approach to cohabitation and on international practice. The Committee will next work on the Vision for Family Justice.

The **Collaborative Working Party** updated the Participation Agreement, published four e-newsletters and hosted the Collaborative Practice Forum to facilitate training. Next it will provide guidance via the Collaborative Practice Handbook, update training for those who wish to be collaborative practitioners and continue to host forums.

The **Dispute Resolution Committee** organised a Q&A with Lady Hale to kick-off the Family Practice conference – itself spearheaded by the committee. DR is now firmly mainstream and the way most family disputes are resolved. Thanks to DR members Jane Wilson, Annmarie Carvalho and Jo O'Sullivan who are stepping down. Next the committee will review various DR practices and deliver training to enable YRes members to have an early experience of these processes.

The **Drafting Committee** has updated the Pre-nuptial precedent for the Resolution drafting toolkit and responded to the consent orders update. In 2022, they will review the Deeds of Separation for the drafting toolkit as well as review precedents and drafting for alternative dispute resolution.

The **Domestic Abuse Committee** provided a detailed response on cross-examination provisions contained in the Domestic Abuse Act and updated the domestic abuse toolkit. The Committee want domestic abuse survivors to be treated better in court and encourage all family professionals to undertake domestic abuse training. The Committee will facilitate a multi-agency seminar for high level practitioners working on the front line.

The **EDI Committee** developed resources to help embed the equality and inclusion strategy throughout Resolution, published a series of articles to mark International Women's Day and delivered workshops on disability law, racial equality and LGBTQ+ rights. Next, they will develop an anti-racism statement to help build greater respect and acceptance.

The **Innovation Committee** conducted the Firms of the Future survey to learn how members expect to work in the future. Committee members authored articles for *The Review* and hosted workshops at conferences. The Committee will continue to engage members, conduct surveys and review new technologies and working practices.

The **Legal Aid Committee** successfully lobbied the government to allow members to choose where bills are sent for assessment, persuaded the LAA to retain some Covid-19 contingencies and participated in the Means Test Review. They will continue to push the LAA and MoJ for improvements, lobby for a contract that works for members and deliver support on contract management.

The **Litigants in Person Committee** hosted workshops at National Conference and the Family Practice Conference, updated resources for LiPs and members to ensure they are inclusive, and identified organisations who work with LiPs and who Resolution could share resources with. Next, they will promote resources to the wider membership and provide material for non-lawyer members.

The **Parenting After Parting Committee** drafted, published and promoted the Parenting Through Separation guide which is available to all members to use. In 2022, they will update the Parenting Plan into a format that can be accessed by parents and will continue to raise awareness of the Parenting Through Separation booklet.

The **Pensions, Tax and Financial Remedies Committee** recorded podcasts to provide a new medium for training in financial matters, and co-ordinated responses to the Efficiency Statement and the draft Reporting Permission Order. They also contributed to proposals to amend Capital Gains Tax rules for separating couples. Next, they will set up a working party on the Duxbury tables.

The **Publications Board** promoted the Family Law Handbook while sharing lots of information online about pensions. 2022 promises to be a bumper year with a new DR Handbook, Marital Agreements, Separation Agreements and a Guidance Note on immigration and family law all due.

The **Standards Committee** continues to oversee updates to the Good Practice Guides and the complaints procedure. Next, they'll develop a Statement of Principles and Ethics, review and promote the Code in Practice course and continued to update practice notes and develop articles for the Review.

The **Training and Learning Committee** continued to roll out online training courses, developed an EDI toolkit for event organisers and continued to work on the development of the new Resolution Skills Diploma, which will be finalised and piloted in 2022. The Committee will next look to develop hybrid training as the nation recovers from the pandemic.

The **National YRes Committee** continued to support members with up to 10 years' PQE, recruited new members from diverse professional backgrounds and hosted the National YRes Conference, the first since 2019, entirely online. Looking ahead, the committee will continue to highlight wellbeing issues within family law with several projects in 2022.



2021 in Pictures

Despite a year in and out of lockdown, we were able to start reconnecting in person. Here are some of the highlights.



Resolution member Chris McCurley wins the Family category at the Legal Aid Lawyer of the Year Awards, July 2021.



The Resolution Awards 2021 judging panel, September 2021. From left: Pauline Fowler, Remyhs Baker, Colin Jones, Juliet Harvey, Andrew Watson, Jane Craig.



Resolution member Linda Hunter meeting with Mike Amesbury MP to promote the Parenting Through Separation Guide which helps families to separate amicably, December 2021.



National Chair Juliet Harvey and Resolution member Frances Edwards received honorary status of CILEX Champion in November 2021.



The what, where and why of allyship session delivered at the National YRes Conference, November 2021. Top row from left: Martina D'Avino, Amanda Adeola, Jo O'Sullivan. Bottom row: Andrew Powell, Natasha Shotunde, Emmie Hodges.



Lady Hale joined us at the opening event at Family Practice Conference, October 2021. Pictured alongside members involved in the Q&A. Back row: L-R, Jennifer Lee, Elspeth Thomson, Mary Raymond, Remyhs Baker. Middle row: Graeme Fraser, Tom Brownrigg, Grant Cameron. Front: Anthony Kirk QC, Lady Hale.

YRes

The YRes network supports family professionals with up to 10 years' PQE



● Marc Etherington



● Ellen Wilkinson



The past 12 months have been a challenge for all YRes members as they adjust to a new ways of working. The same applies to the National YRes Committee who, over the past year, have reconnected with members following the pandemic, whilst looking ahead to the future.

At the end of 2021, Matthew Richardson finished his term as YRes Co-Chair. During his time as Co-Chair he led our work to raise awareness of and improve the wellbeing of those working in family justice. This topic remains top of the agenda at YRes. Keep an eye on your regular Resolution updates for further developments.

Marc Etherington and newly appointed Co-Chair Ellen Wilkinson lead the National YRes Committee and are keen to hear from YRes members with comments, suggestions, and questions about what is important to them.

The National YRes Committee received a record number of applications for new members to join the Committee. After careful consideration, a diverse number of new committee members were appointed including an independent financial advisor, the first such expert to sit on the YRes National Committee, and a barrister to ensure the Bar continues to be represented.

“As Co-Chairs we are proud and privileged to lead this committee and the work that has been undertaken by those that have sat on it this past year. With the way we work changing rapidly, it is more important than ever that YRes members have their voice heard so they have input as to the direction our professions goes. This will not only benefit our clients, but also YRes members and those they work with”.

Marc Etherington and Ellen Wilkinson
YRes Committee Co-Chairs



1,318
YRes members



130+
members attended
the Spotlight on
Skills webinars



● Suzanna Eames

In Autumn 2021 we hosted the YRes National Conference – the first since 2019 – entirely online. Guest speakers included Elizabeth Rimmer, CEO of Law Care, and Suzanna Eames from the Junior Lawyers Division at the Law Society. During the conference we discussed a practical guide to litigation funding, demystifying the Legal Aid Agency, supporting vulnerable clients, domestic abuse and a session referred to as ‘good to talk’ on the topic of wellbeing.

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



Awareness Week

During Good Divorce Week 2021 we kickstarted a national conversation about how parents can embrace a child-focused approach to separation.

Our annual awareness week, which takes place every November, helped to raise awareness of Resolution's Parenting Through Separation Guide which gives parents advice and practical tips to ensure family break-up has as little negative impact on children as possible.

During the week, we released exclusive research with YouGov that showed two thirds of parents said they lacked help or advice about how to put their children first when they split from their partner.

Members got behind the week by sharing social media posts, undertaking media activity and publishing blogposts. There were 94 pieces of print, online and broadcast coverage, generating over 8 million opportunities to read, hear and learn about the guide.

On social media, members generated over 2,000 posts using the hashtags #GoodDivorceWeek and #ABetterWay reaching an audience of 3.4 million potential users.

Former family lawyer and Resolution member Siobhan Baillie MP helped to raise awareness of the guide with colleagues in Parliament by penning an opinion piece published on Politics Home.

Members across the country used the week to engage the public and Members of Parliament.

"I took part in media interviews during Good Divorce Week. It was a great opportunity to speak directly to viewers and listeners about divorce, separation and parenting. I was able to share important advice directly from the guide, which our firm is sharing with all parents who need support."



Nicholas Le Quesne
Partner, Corbett Le Quesne

"I met my MP during Good Divorce Week to discuss how parents and children could be better supported through family separation. We discussed the Parenting Through Separation Guide and my MP is now going to make sure all local pro bono legal services know about the guide."



Taler Kelly
Solicitor, Irwin Mitchell

The week in numbers

94 pieces of print, online and broadcast coverage

8 million opportunities to read, hear and learn about the guide

2,000 posts using the hashtags #GoodDivorceWeek and #ABetterWay

3.4 million potential users reached on social media

ON TWITTER



Siobhan Baillie MP @Siobhan_Baillie

Pleased to see @ResFamilyLaw are focusing their annual campaign week on parenting through separation. There are thousands of children caught up in the court system.



Paula Barker MP @PaulaBarkerMP

I'm supporting @ResFamilyLaw and #GoodDivorceWeek, providing free advice and resources for separating parents to find #ABetterWay. Their free Parenting Through Separation guide is available below, with advice to help you put your children first



Linda Hunter @LindaFamilyLaw

Pleased to have had an opportunity recently to speak with my local MP @MarkTamiMP about the work of @ResFamilyLaw and its members in finding #ABetterWay to separate. #GoodDivorceWeek

Exclusive YouGov Research shows



Our Membership



6,496

members

(end of Dec 2021)



322

student members

(end of Dec 2021)



771

new members

(joined during 2021)

All Resolution members

Members	85.6%
Associates	14.4%

New members

Members	71.5%
Associates	28.5%



Members

Solicitor	85.4%
Legal Executive	6.6%
Barrister	4.1%
Mediator	2.2%
Paralegal	1.1%
Resolution Accredited Financial Professional	0.6%

Associates

Financial Professional	29.4%
Resolution Supporter	5.9%
Trainee	19.9%
Other Family Justice Professional	11.4%
Expert witness	3.2%
Lawyer from other jurisdiction	4.7%
Therapeutic Professional	4.2%
Other	1.3%

Profession

Solicitor	58.1%
Trainee Solicitor	10.4%
Financial Advisor	7.3%
Barrister	5.6%
Legal Executive	3.5%
Other	15.1%

Gender

Male	18.5%
Female	81.5%

Age

Under 30*	29.8%
30-39	30.7%
40-49	18.6%
50+	20.9%

*includes student members

Resolution Staff



Colin Jones
Chief Executive



Karen Rushton
Complaints Manager



Matt Bryant
Director of Communications



Louisa Gridale
Training and Learning Manager



Claire Easterman
Director of Operations



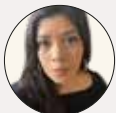
Alison Bradley
Project Manager



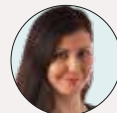
Rachel Rogers
Head of Policy



Tanya Nyakudya
Marketing Manager (maternity cover)



Sophina Khan
Head of Professional Development



Sara Baba
Marketing Manager



Ken Savage-Brookes
Head of Marketing



William Murphy
Communications Manager



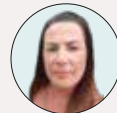
Paul Milner
Head of Editorial and Publications



Denise Sullivan
Dispute Resolution Administrator



Angela Lake-Carroll
Consultant Head of Standards



Leah Ashcroft
Membership Administrator



Mathieu Smeed
Head of Central Services



Mavis Wright
Membership & Finance Coordinator



Kimberley Carvalho
Training and Events Assistant

Financial Overview

Resolution is in a robust position to continue supporting members

2021 represented a recovery year for Resolution as the organisation, our staff and members adapted to hybrid ways of working throughout the global pandemic.

Despite continued external challenges in the family law environment, and the persisting general economic uncertainty compounded by Covid-19, 2021 saw our membership numbers remain very strong with 771 new members joining Resolution – the highest annual figure for five years. This is a result of Resolution’s continued development and improvements to our membership offer and the support and services we provide for members.

Maintaining rigorous financial management and investing in services for members, means Resolution remains in a robust position to support members in new and different ways, to help them address current and future challenges in their professional work.

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

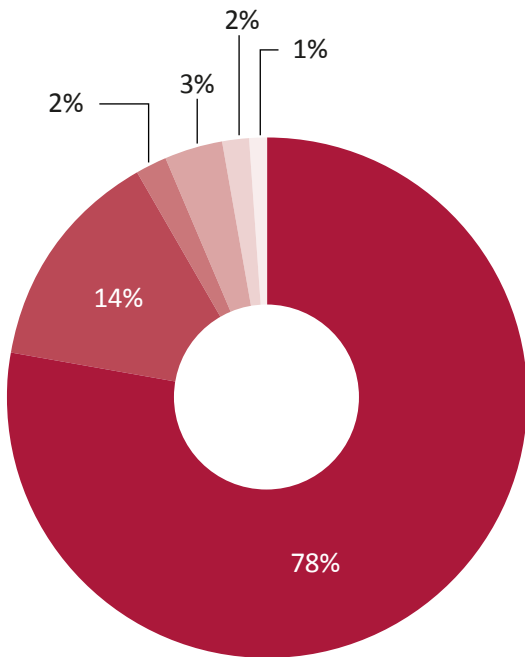
Covid-19 meant our 2021 National Conference and most of our training and professional development had to be delivered online for the second year. Resolution continued to support members through the pandemic, providing hundreds of hours of online training available free of charge, as part of our commitment to support family justice professionals and their firms as the sector emerges from lockdown. This training – estimated to be worth the equivalent of £5,000+ per member – covered a wide variety of topics, from digital working to negotiation skills, black letter law and conferences.

We also invested staff and member time in further improving our Equality, Diversity and Inclusion agenda and continued to exploit the benefits of video conferencing to include more members in our organisation.

We will continue to monitor our financial position closely to ensure continued support for members, in line with our Vision, Mission and Values.

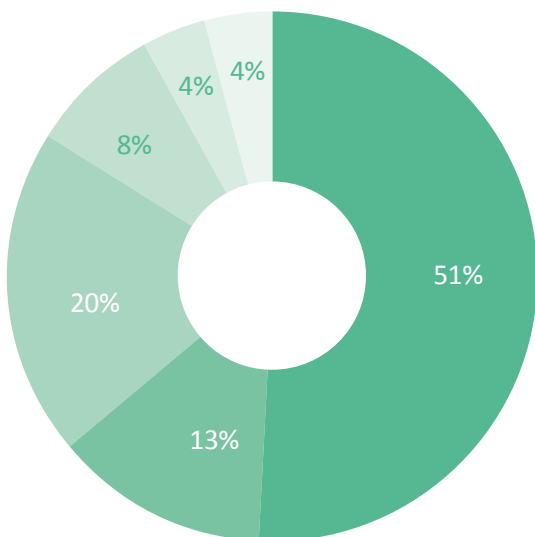
In terms of our future plans, some £170k of our reserves (13%) remains earmarked over the next two to three years for projects to develop training and learning opportunities for our members, increase our profile with the public, professionals and policymakers, and to develop new services in line with membership feedback and the changing external environment.

In 2023 Resolution will celebrate 40 years of successfully supporting families facing separation and other issues. During 2021 the National Committee began to consider our future vision for family justice as we look towards our fifth decade. Moving forward, members and future members will be engaged in this work as practice alters and develops, as families and the support they need change and the political landscape transforms post Covid-19.



Income

	£000s	%
Subscriptions	1,548	78%
Seminars	277	14%
Accreditation and Publications	36	2%
Other	72	3%
The Review	36	2%
Investment income (excl gains)	17	1%
TOTAL	£1,986k	100%



Expenditure

	£000s	%
Training – general, accreditation, publications	976	51%
Member support	244	13%
Influencing and engagement	397	20%
Office and administration	158	8%
Committee and governance	86	4%
Projects	88	4%
TOTAL	£1,949k	100%

National Committee

National Committee brings together a core group of members to play a key strategic role in leading the organisation.



Juliet Harvey
(Chair)
Birketts



Grant Cameron
(Vice-Chair)
Trethowans



Margaret Heathcote



Sarah Green
Michelmores



Sharon Kay
Kay & Pascoe



Peter Burgess
Burgess Mee



Tom Farrell
Tom Farrell Financial
Planning & Mediation



**Melanie Bataillard-
Samuel**
MBS Family Law



Zoe Fleetwood
Mills & Reeve



Claire Blakemore
Withers



Joanne Edwards
Forsters



Farhana Shahzady
Family Law Partners



Simon Blain
Forsters



Edward Cooke
Edward Cooke Family Law



Alison Bull
Mills & Reeve



Elsbeth Thomson
David Gray



Graeme Fraser
OGR Stock Denton



Bina Modi
Jones & Duffin Solicitors



David Emmerson
Anthony Gold



Helen Tulloch
Russell Cooke



Caroline Elliott
Shakespeare Martineau



Jane Wilson
Family Mediation Centre



Nigel Shepherd
Mills & Reeve

Thank you to our volunteers

Everything Resolution does is for members, by members. We couldn't operate without the expertise, commitment and passion of our volunteers to keep the wheels of family justice turning during the bleakest of times.

Mahie Abey	Thomas Boyce	Cora Cornell	Stacy Fox	Lizzie Haynes	Katharine Kilburn	Sue McArthur	Hannah Perry	Elizabeth Saxby	Amanda
Jeremy Abraham	Charlotte Bradley	Helen Cort	Darren Francis	Annabel Hayward	Suzanne Kingston	Sarah McCarthy	Katrina Pescott	Hannah Saxe	Trappes-Lomax
Stephanie Adams	Rachel Brand	Maria Coster	Brett Frankle	Naomi Hayward	Juliette Kinsey	Cris McCurley	Danielle Peters	Beverley Sayers	Amy Trench
Gemma Adams	Nikki Brauer	Jan Coulton	Graeme Fraser	Brenda Head	Anthony Kirk QC	Alexandra McGrady	Hannah Petherick	Gareth Schofield	Charles Tresidder
Richard Adams	Lisa Bray	Holly Covington	Debra Frazer	Sarah Heathcote	Helen Kirkham	Maura Mckibbin	Richard Phillips	Philip Scott	Janet Tresman
Oluwapelumi	Jane Bridge	Jane Cowley	Rachel Freeman	Margaret Heathcote	Clare Kitteridge	Sarah McLoughlin	Nicole Phillips	Suzan Scott	Suzan Scott
Amanda Adeola	Lyn Brisley	Adrienne Cox	Natalie Friday	Lee Henderson	Benitia	Vanessa McMurtre	Amanda	Sarah Scott	Michelle Truelove
Roopa Ahluwalia	Megan Brookfield	Simon Craddock	Vanessa Friend	Steven Hennessy	Knowles-Wright	Mei-Ling McNab	Phillips-Wyds	Margaret Sculpher	Claire Trundley
Aysel Akhundova	Amanda Brown	Jane Craig	Caroline Frost	Parissa Henney	Tammy Knox	Sean McNally	Alice Pickard	Bharti Shah	Helen Tulloch
Susan Alexander	Laura Brown	Christina Cree	Rachel Frost-Smith	Gavin Henshaw	Mark Kosmin	Anita Mehta	Helen Pidgeon	Farhana Shahzady	Fiona Turner
Sarraz Ali	Victoria Brown	Kim Crewe	Eleanor Fry	Ann Herd	Sushma Kotecha	Rowan Mellalieu	Richard Sharp	Richard Sharp	Deborah Turner
Robyn	Jazmin Brown	Rebecca Crofts	Nicola Furnston	Ruth Hetherington	Santosh Kumar	Jacqueline Mensah	Lydia Pilati	Fiona Sharp	Arabella Turner
Allardice-Bourne	Anne Brown	Delia Crofts-Turnbull	Lauren Gaines	Rebecca Heyworth	Katherine Lacey	Robert Micklem	Melanie Pilmer	Rosemary Sharp	Ben Twitchen
Pippa Allsop	Barry Browning	Marie Gallacher	Lauren Gaines	Samantha Hickman	Angela Lake-Carroll	Jennifer Miles	james pirrie	Peter Shaw	Lottie Tyler
Stephen Anderson	Thomas Brownrigg	Elizabeth Gallagher	Elizabeth Gallagher	Sean Hilton	Amanjit Lalli	Magnus Mill	Jessica Pitt	Richard Shaw	Marjana Uddin
Frances Anderson	Jill Bruce	Shelley Cumbers	Jan Galloway	John Hind	Jason Lee	Charlotte Millard	Helen Pittard	Matthew Shaw	Rita Veitch
Colin Anderson	Elizabeth Bruce	Simon Dakers	Sally Gandon	Richard Hoare	Angela Langlois	Christopher Miller	Frances Place	Anne Shears	Amey Venters QC
Claire Andrews	Matthew	Polly Dalryn	Mary Gaskins	Emmie Hodges	Kirstie Law	Barbara Mills	Poonam Poojara	Naomi Shelton	Yvette Walczak
Mathew Angell	Brunsdon-Tully	Francis George	Francis George	David Hodgson	Emma Lawler	Eleanor Mills	Tracy Poolman	Nigel Shepherd	Karin Walker
Fiona Apthorpe	Anna Brun	Beryl Darling	Rebekah Gershuny	Ben Lawson	Ben Lawson	Hannah Minty	Andrew Powell	Laura Sherlock	Ian Walker
Sarah Archibald	Emma Bugg	Loraine Davenport	Debbie Gibbons	Sian Hopkin	Nicholas Le Quesne	Dipika Mistry	Suzy Power	Kirstin Sibley	Victoria Walker
Aimee Aspinall	Alison Bull	Kimberley Davies	Jessica Gibson	Emma Hopkins Jones	Simon Leach	John Mitchell	Priyanka Power	Trisha Siddique	Alexis Walker
Anika Aston	Denise Bullock	Lindsay Davies	Ian Giddings	Stephen Hopwood	Rebecca Ledgerwood	Emma Mitchell	Lauren Preedy	Margaret Simpson	Karen Wallace
Sarah Atkinson	Debbie Bulmer	Richard Gilbert	Richard Gilbert	Eleanor Hopwood	Fiona Lee	Nicola Mitchell	Jacqueline Price	Hannah Sims	Nicola Wallace
Jenna Louise Atkinson	Sarah Bunn	William Giles	Martina D'Avino	Belinda Hornsby Cox	Jennifer Lee	Bina Modi	Daniel Priest	Holly Skelton	Gaynor Walsh
Debbie Austin	Barry Bunyan	Sharon Giles	Rhia Davis	Alexandra Horsley	Dominic Lee	Margot Moffitt	Emerald Priscott	Kevin Skinner	Eileen Walsh
Lyn Ayrton	Simon Burge	Claudia Gilham	Henry Dawson	Sandra Horwood	Justin Lees	Adam Moghadas	Rachel Pritchard	Rachel Pritchard	Victoria Walters
Frances Bailey	Peter Burgess	Amandeep Gill	Tina Day	Sarah Hoskinson	Mark Leeson	Leia Monsoon	James Prothero	Laura Small	Lowri Walters
Sue Bailey	Christopher Burns	Susi Gillespie	Danielle Day	Rachael House	Sarah Jane Lenihan	Jodie Moore	Marie Proud	Ruth Smallacombe	Voirrey Ward
Linda Bailly	Sebastian Burrows	Ruth Gilliat	Laura Dempsey	Nicola Howarth	Paul L'Estrange	Kate Moran	Charlotte Purves	Alice Pybus	Julie Waring
Janet Baines	Laura Burrows	Veronica Gilmour	Neil Denny	Nicola Howe	Justin Lees	Helen Morgan	John Pybus	Sarah Smith	Elizabeth Wark
Richard Baker	Lisa Burton-Durham	Philip Goodall	Helen Derry	Claudene Howell	VVY Lewis	Catherine Morgan	Jason Quirk	Sabina Smith	Jennifer Warriner
Remyhs Baker	Jane Busby	Alexandra Gooden	Kiren Dhillion	Bernadette Hoy	Wendy Lidster	Catherine Anne	Joanne Radcliff	Mark Smith	Andrew Smith
Antony Ball	Demelza Butler	Donna Goodsell	Peter Dodd	Sophie Hughes	David Lillywhite	Morley	Ivana Radovic	Cathryn Smith	Andrew Watson
Sheridan Ball	Paula Butterworth	Caroline Goorney	Angela Donen	Sarah Hughes	Vicky Ling	Carla Morphet	Maggie Rae	Lizzie Smith	Philip Way
Adele Ballantyne	Ian Butterworth	Emma Gordon	Harriet Donovan	Matthew Humphries	Sarah Linnett	Beverley Morris	Dominic Raeside	Catherine Smith	Claire Webb
Colette Bane	Deborah Butterworth	Daniel Gornall	Kauser Dossani	Anthony Hunt	Paul Linsell	Kirsty Morris	John Randle	Hannah Smith	Clare Webb
Katy Barber	Louise Buttery	Wendy Gouldingay	Michael Gouriet	Helen Hunt	Felicity Lister	Simon Mortimer	Nazia Rashid	Becki Smith	Stuart Webber
Karen Barham	Sarah Buxton	Michael Gouriet	Elizabeth Graham	Oliver Gravell	David Lister	Belinda Moseley	Jacqueline Rawcliffe	Jacky Smith	Clive Weir
Christopher Barnes	Jennie Byrne	Natalie Drew	Elizabeth Graham	Clare Hunter	Samantha Little	Clizia Motterle	Mary Raymond	Elisabeth Sneade	Jane Wells
Annabel Barrons	Michael Caffyn	Jennifer Duggan	Oliver Gravell	Claire Hunter	Christopher	Rebecca Muirhead	Fiona Read	Moiri Sofaer	Elsheth Wells
Joseph Bartlett	Grant Cameron	Gillian Graveson	Rhian Gray	Lloyd-Smith	Lloyd-Smith	Felicia Munde	Sophie Read	Kiran Solanki	Michael Wells-Greco
Melanie	Helen Camidge	Rhian Gray	Alexandra Gray	Philip Hunter	Catherine Loadman	Christopher Myles	Mark Reeves	Justine Soper	Gemma Whitchurch
Bataillard-Samuel	Andrew Campbell	Mark Green	Mark Green	Quang Huynh	Anna-Laura Lock	Susan Nash	Susan Regi	Catherine Sousa	Rhian Whiting
Victoria Batstone	Helen Cankett	Sarah Green	Sarah Green	Maisie Huynh	Denise Lockett	Emma Nash	Helen Rendell	Heather Souter	Louisa Whitney
Julian Beard	Zhenja Cann	Hannah Greene	Hannah Greene	Rosanna Hyett	Nicola Logan	Georgina Nelson	Christine Renouf	Lucy Sparks	Tim Whitney
Kim Beatson	Brian Cantwell	Mike Greenleaves	Mike Greenleaves	Leanne Instrall	Sarah London	Yvonne Nevill	Phillip Rhodes	Rachel Spicer	Alice Wightman
Daniel Beattie	Rebecca Carlyon	Peppy Griffiths	Sandra Edwards	Charmian Jackson	Matthew Lord	Eleanora Newbery	Barbara Richardson	Anna-Jane Spirit	Ellen Wilkinson
Katie Beaven	Jo Carr-West	Kelly Grigg	Samantha Edwards	Jeremy Jackson	Katie Lowe	Karen Newman	Elaine Richardson	Sarah Stace	Bernadette Willems
Rosie Beaven	Benjamin Carter	Rebecca Eels	Rebecca Eels	Irene Jackson	Eleanor Lowes	Joanna Newton	Emma Rias	Sally Stanway	Stephen Williams
Jennifer Beck	Lisa Carter	Nameeta Gujral	Nameeta Gujral	Helen Jacobs	Dawn Lowry	Evie Niblock	Graeme Roberts	John Stebbing	Sion Williams
Karen Beevers	Jane Chanot	Samantha Gunnell	Samantha Gunnell	Angela Jayne Hunt	Cherise Luke-Bennett	Hannah Nicholls	Kate Robinson	Tracy Stephenson	Jennifer Williamson
Marilyn Bell	Amy Chapman	Lauren Guy	Lauren Guy	Angela Jayne Hunt	Fiona Lyon	Deborah Nicholson	Helen Robson	Rebecca Muirhead	Antonia Williamson
Sarah Bell	Rebecca Charity	Elizabeth Guylor	Elizabeth Guylor	Claire Hunter	Adam Maguire	Daniela Nickols	Christina Rockwood	John Randle	Jane Wilson
Laura Bell	Robin Charrot	Kirsten Hale	Kirsten Hale	Lloyd-Smith	Sharon Mahmood	Sue Nickson	Lucy Rodgers	Sophie Read	Vanessa Strum
Kadie Bennett	Joanna Chawla	Andrew Hall	Andrew Hall	Lloyd-Smith	Izzy Jaques	Saamir Mahmud	Penny Rogers	Mark Reeves	Michael Stocken
Susan Benson	Anna Chenoweth	Anne-Marie Hamer	Anne-Marie Hamer	Lloyd-Smith	Samantha Jeanes	Caroline Makin	Stephen Root	Susan Regi	Stephen Root
Alison Benson	Austin Chessell	Paula Hamilton	Paula Hamilton	Lloyd-Smith	Sarah Jelly	Hindu Malkan	Adrian Rose	Helen Rendell	Helen Stoller
Danielle Bentley	Vikkie Chetcuti	Katherine Hamilton	Katherine Hamilton	Lloyd-Smith	Joanne Johnson	Hazel Manktelow	Philip O'Connor	Christine Renouf	Laura Rosefield
Emma Benyon-Tinker	George Chick	Emma Hamilton Cole	Emma Hamilton Cole	Lloyd-Smith	Jessica Johnson	Harjinder Mann	Rosalyn	Phillip Rhodes	Martin Ross
Miriam Best	Abbie Churchill	Helen Handley	Helen Handley	Lloyd-Smith	Sarah Johnson	Alexandra Mann	O'Donnell-Teelan	Barbara Richardson	Jennifer Roulston
Simon Bethel	Laura Clapton	Mark Hands	Mark Hands	Lloyd-Smith	Peter Jones	Paula Mansfield	Victoria Oerton	Elaine Richardson	Amy Rowe
Michelle Bettell	Simon Clark	Carolyn Hanes	Carolyn Hanes	Lloyd-Smith	Lorraine Jones	Sarah Marchant	Karen O'Leary	Francesca Rowland	Francesca Rowland
Rachel Bevan	Lucia Clark	Nina Hansen	Nina Hansen	Lloyd-Smith	Caroline Jones	Carolina Marin	Catherine O'Mahoney	Nicola Rowings	Nicola Rowings
Tasha Bevan-Stewart	Nigel Clarke	Sharron Hardman	Sharron Hardman	Lloyd-Smith	Sarah Jones	Pedreno	Jemma O'Neill	Jack Rundall	Jack Rundall
Mandip Bhachou	Victoria Clarke	Lauren Harley	Lauren Harley	Lloyd-Smith	Stephen Jones	Lindsay Markey	Hollie Orgee	Karen Rushton	Karen Rushton
Elizabeth Bilton	Adrian Clarke	Madeleine Harrington	Madeleine Harrington	Lloyd-Smith	Sarah Jones	Melissa Markham	Andrew Ormrod	Daniel Rushton	Daniel Rushton
Jeanette Birch	Laura Clay-Harris	Kim Fellowes	Kim Fellowes	Lloyd-Smith	Eleri Jones	Samantha Markham	John Osborne	Lisa Russell	Lisa Russell
Lucy Birch	John Clegg	Gemma Fenton	Gemma Fenton	Lloyd-Smith	Rebecca Jones	Deborah Marsh	Justine Osmotherley	Miss Ryle	Miss Ryle
Alexandra Bishop	Julie Cliff	Hannah Field	Hannah Field	Lloyd-Smith	Emma Jones	Peter Marshall	Jo O'Sullivan	Lauren Sadler	Lauren Sadler
Gavin Blackman	Helen Clyne	Chantal Findlay	Chantal Findlay	Lloyd-Smith	Anna Jones	Sandra Marshall	Priya Palanivel	Gurminder Saini	Gurminder Saini
Simon Blain	Victoria Cobham	Melanie Hartley	Melanie Hartley	Lloyd-Smith	Nicola Jones-King	Hannah Marshall	Sue Palmer-Conn	Nadia Salam	Nadia Salam
Claire Blakemore	Paul Cobley	Juliet Harvey	Juliet Harvey	Lloyd-Smith	Yanoulla Kakoulli	Greta Martens	Robert Parker	Vicki Sales	Vicki Sales
Zoe Bloom	Howard Cohen	Tristan Harvey	Tristan Harvey	Lloyd-Smith	Sharon Kay	Sarah Martin	Grace Parker-White	Vanessa Sampaio	Vanessa Sampaio
Lisa Boileau	Claire Colbert	Elizabeth Hassall	Elizabeth Hassall	Lloyd-Smith	William Kaye	Vikki Martin	Sheila Parkes	Elizabeth Sandelands	Elizabeth Sandelands
Laura Bond	Emma Collins	Pam Hatfield	Pam Hatfield	Lloyd-Smith	Sarah Keily	Jayne Martins	Claire Parsons	Jennifer Sanders	Jennifer Sanders
Catherine Bonnett	Laura Collins	Kerry Haugh	Kerry Haugh	Lloyd-Smith	Lisa Kellett	Janet Martland	Susie Parsons	James Sandiford	James Sandiford
Matthew Booth	Edward Cooke	Julian Hawkhead	Julian Hawkhead	Lloyd-Smith	Gemma Kemp	Beth Mason	Harish Patel	Tara Sangar	Tara Sangar
Caroline Bourn	Joshua Coombe	Rebecca Hawkins	Rebecca Hawkins	Lloyd-Smith	Katherine Kennedy	Kay Masters	Adam Paterson	Bhupendra Sankhla	Bhupendra Sankhla
Andrea Boutcher	Daniel Coombes	Ian Hawkins	Ian Hawkins	Lloyd-Smith	Nicole Kerr	George Mathieson	Rebecca Patience	Lorraine Saunders	Lorraine Saunders
Jennifer Bowden	Sarah Lucy Cooper	Natalie Haydon-Young	Natalie Haydon-Young	Lloyd-Smith	Vivienne Keys	Gregory Saunders	Marina Pedro	Gorry Saunders	Gorry Saunders
Cheryl Bowden	James Copson	Charlotte	Charlotte	Lloyd-Smith	Baldish Khatar	Bunting	Talvinder Penaser	Matthew Saunderson	Matthew Saunderson
Lesley Bowen	Emma Cordock	Pauline Fowler	Pauline Fowler	Lloyd-Smith	James Kiely	Christopher Maulkin	Julia Perrins	Fiona Sawkins	Fiona Sawkins
				Lloyd-Smith				Charlotte Trace	Charlotte Trace
				Lloyd-Smith				Nicolette Zarka	Nicolette Zarka

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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.

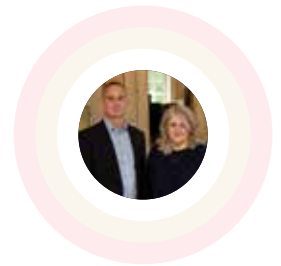
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We welcome members from all areas of family justice, this diversity enriches our network and makes us a strong force for change. Whatever your professional background or stage in your career we have a membership to suit you.

Find out more at
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