

Annual Report 2022



Shaping the next 40 years

After the pressures of living through Covid-19, Resolution has been able to weather the storm and come out the other side in a much stronger position than any of us thought possible.

It sounds perverse but some good has come out of the pandemic. The way members work and the way we run our organisation has changed, but we remain committed to our Vision, Mission and Values. The prevalence of remote working, and our collective embracing of Zoom and Teams meetings has not only changed the way we work as a team, but has also transformed our organisation.

We see increased participation from more members and from more diverse backgrounds in committee meetings across the country. Video meetings avoid the need (and time) to travel, so has made volunteering more accessible than ever before. Of course, there is no substitute for face-to-face meetings, but being able to hear from more members, from all parts of the country, more regularly, has to be a good thing and as a membership organisation, we are more connected than before.

Last year we continued to see a steady increase in member numbers, and we have more than a thousand members actively involved by volunteering in Resolution at any one time. Across all areas of our work, we see volunteer members and staff working together, in genuine partnership, to support our wider membership.

It has also been great to see that we have more members from different professional disciplines and backgrounds, with our EDI Committee leading the way in transforming how we reach out to previously under-represented groups.

Being more inclusive is not an optional extra or a luxury, it is absolutely fundamental to our organisation's future and speaks to the very heart of our values. Undeniably there is much work to do, but the EDI Committees' achievements and the inclusive conversations they have initiated across the membership are like a pebble in a calm pond rippling across Resolution in a very good way (see page 26).

So too, the way we are viewed by government and the media has grown significantly in the last year (pages 12 and 14). We held an event in Parliament to mark the introduction of no-fault divorce, where we were addressed by two former Lord Chancellors, the current Family Justice Minister, and Lady Hale. We also continue to push for funding for early legal advice, hosting a round table in November 2022. These events go some way to demonstrating the high regard in which Resolution is now held by policymakers and other senior figures in the family justice system and government more widely.

In 2022, we introduced Resolution Together – a new way for lawyers to work with and advise couples jointly, including providing appropriate legal advice, for those members and clients who wish to do so. This is yet another approach that will help minimise conflict between separating families. 2022 was a year dedicated to developing guidance, training, and other resources to help those who want to offer this new model of practice.



And so to the future

In 2023, Resolution celebrates its 40th anniversary. There will be plenty of opportunities for you to join in the celebrations through our National Conference and inaugural Awards Gala Dinner on 13 September. I want to reflect on just how far we've come in the past four decades. From an idea that a couple of dozen matrimonial solicitors had in the early 80s, to where we are now, as an organisation of more than 6,500 professionals, all committed to supporting families, to resolving disputes, and minimising conflict.

Let's be proud of what we've achieved, together, so far. And let us continue to work together as we shape the next 40 years for our members, your clients and their families.

We will continue to stand up for you and for your clients, we will push for reforms to improve the way family disputes are resolved, in line with our Code. We will continue to build on our success, looking at further ways to improve the family justice environment in which you all work, to help you provide more support to the people you help every single day.

Juliet Harvey
National Chair

Colin Jones
Chief Executive

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2022 at a glance



1,012
responses to our
Vision for Family
Justice survey



517
delegates at our
National Conference



500,000
social media accounts
engaged with posts about
Good Divorce Week



601
new members
in 2022

1,157
attendees to our
events and courses

1,296
YRes members



6,351
Resolution
members

1,477
Resolution
accredited specialists



108
articles published in
The Review



9,000

downloads of
Talking Family Law,
the official podcast
from Resolution



360

volunteers

28

Resolution
committees



15,600

followers
on Twitter



7,600

followers
on LinkedIn



39

Regional Groups



71,000

visits to
Resolution.org.uk



60+

courses and events
scheduled on our brand
new Training Calendar

Be proud of our past ... and part of our future



40 years making divorce less confrontational.
40 years supporting professionals.
40 years helping families find 'A Better Way.'

In 2023 we celebrate our 40th Anniversary. Throughout our history we have pioneered new approaches and new ways of working that minimise conflict and promote a constructive approach in line with our founders' vision.

*We want to build
on the success of the
last 40 years and look at
further ways to improve the
family justice environment
in which you all work.*



While our 40th Anniversary provides an opportunity to reflect upon just how far we've come since John Cornwell and others established our organisation, it also provides an opportunity to look ahead and think about what we want the next forty years to look like.

In September 1982, London based family lawyer, John Cornwell, gathered together a group of 30 family lawyers who were concerned about the aggressive and confrontational approach often taken in family law. They believed that there was a better way of conducting family law cases and of serving their clients. They wanted to improve the practice of family law to prevent the legal process increasing acrimony between separating couples and to avoid family law being seen as simply another type of litigation.

In the forty years that have passed, the way our members work and the way we run our organisation has changed, but the core principles at the heart of it never will.



While the quality of the family court service is something we're working hard to improve, Resolution is and always has been about much more than a court-based approach. We want to build on the success of the last 40 years and look at further ways to improve the family justice environment in which you all work, to help you provide more support to the people you help every single day.

In 2023, we will be working with our committees and talking to our whole membership about the changes you want to see to the family justice system as we seek to influence government thinking on a whole range of different areas. We'll also be putting on some of our biggest events ever, including our inaugural Gala Awards night in September and the return of our face-to-face National Conference.

40 YEARS

OUR HISTORY

- **Resolution was founded in 1982** by a group of family lawyers who wanted to take a more constructive and less adversarial approach to family disputes.
- **1983** – 35 members
- **1988** We hosted our first National Conference
- **1995** The launch of Young Resolution (YRes) the future of family law
- **1997** Specialist Accreditation introduced
- **In 2005** we changed our name to Resolution, a name which reflects our ethos and our members' approach. The change also reflected the wider range of family justice professionals joining the organisation, including barristers, family mediators and financial advisers.
- **2018** Resolution's Head Office moves to Southwark Bridge Road
- **2019** – The Government has published the Divorce, Dissolution and Separation Bill, which will provide for no fault divorce, after successful campaigning of Resolution and its members.
- **2020** – Juliet Harvey becomes the first-ever Chartered Legal Executive appointed Chair of Resolution
- **Today** we have a membership of over 6,500 family justice professionals, and we are committed to supporting our members in their work with families and individuals.

The launch of our Alumni project

“You see, you never really leave Resolution.”

Earlier this year, Resolution launched its Alumni project – offering those retiring from practice the opportunity to stay connected with the profession, their peers and Resolution, whilst providing the chance to share their expertise, knowledge and wisdom with our practicing members.



To date, non-practicing members have had the option of becoming a “Supporter”, but we knew that this did not fully recognise their longstanding commitment to the organisation, keeping them on the periphery rather than recognising and embracing the contribution they can still make to developing and promoting our Code and our values.

The creation of a Resolution Alumni will enable individuals, who we would otherwise lose from our ranks, to stay connected with the profession, their peers and Resolution, whilst providing the opportunity to share their expertise, knowledge and wisdom to our practicing members.

We know there are many members who, when they are reaching the end of their careers or entering retirement, still want to give something back to Resolution. And, in return, we do not want to entirely lose the benefit of their vast experience and expertise in helping develop the next generation of family justice professionals.

So we are currently setting up a working party to develop that offer, and look at ways that we can both support members stepping back from. The Working Party is currently developing what Resolution can offer its Alumni. We are planning to hold an event in the new year and, just as importantly, we are looking into what the Alumni might offer existing members.



A long time ago, in a galaxy far, far away I was the National Chair of Resolution. Some of you may know that I was trained by John Cornwell, and so Resolution ran through my career from the very outset. But now I have retired from practice and although

I am still part of the National Committee (having been co-opted to represent the Alumni project which I will touch on here), there is a looming hole where Resolution used to be.

Are you like me and find it hard to go “cold turkey” on Resolution just because you are stepping back or retiring from practice? If so, the new Resolution Alumni could be the solution.

I agreed to head up (for the time being!) a working party of Vintage Res members with a view to establishing a new category of membership for those who may have left the hurly burly of practice behind them but who still want to contribute to Resolution; to engage with it, and to benefit from the many resources which it offers. The new Resolution Alumni launched in January 2023.

Over the years we must have lost a huge amount of potential wisdom and experience by losing members in this way. Losing knowledge and experience which I think is very valuable to the continuing health and development of the organisation.

I hope the creation of a Resolution Alumni will enable individuals, who we’d otherwise lose from our ranks, to stay connected with the profession, their peers and Resolution, whilst providing the opportunity to share their expertise, knowledge and wisdom to our practicing members.

Words by Margaret Heathcote

If you would like to join the Resolution Alumni, know someone who would, or would just simply like to find out more, then we would be delighted to hear from you. Contact: ken.savage-brookes@resolution.org.uk

Vision for Family Justice

In November 2022, building on our successful campaigning work around no-fault divorce, we asked our members to share their views about the changes they would like to see to family justice.

This research seeks to shape Resolution's campaigning and lobbying activities and its wider vision for family justice.

More than 1,000 members completed our survey, and the research will help to make Resolution's campaigning and lobbying work even stronger in 2023 and beyond; standing up for you in creating a system that works for you and your clients.

As part of our 40th anniversary celebrations, we will prepare and launch our Vision for Family Justice promoting:

- The changes in family law, the family justice system and legal aid policy Resolution would like to see;
- our members' expertise, skills and services;
- and positioning Resolution as a key thought leader in the world of family justice

We will be in touch in 2023 with a full report from our Vision for Family Justice survey, as we seek to advise government on a better way for separating families. Keep an eye on our website and your inboxes for future updates, events and reports. But for now, here's some of the highlights from November's research:

KEY TAKEAWAYS

- The state of the courts, delays and lack of resources impact on children and their families.
- All families are different, and a one size fits all approach or process does not support families and children.
- The family justice system cannot be considered and changed in isolation.
- Providing more resources and a joined-up government approach to help families access early family support and to steer more cases, where appropriate and safe, away from the family justice system is needed.



Priorities For Future Campaigning

Members identified these three issues as the top priorities for future campaigning:

Legal rights for cohabitants on separation

59%

Public funding for legal information and advice

54%

Child arrangements (private children law)

51%

Resolution Awards



Our awards programme to celebrate our champions of family justice continues to grow with new categories added and our first ever stand-alone awards ceremony in the works for 2023.



Left to right: Annmarie Carvalho (Innovation champion), Marc Etherington (YRes Rising Star), Tamsin Caine (Working in Collaboration Award) and Juliet Harvey.

The 2022 winners were revealed at a black tie dinner ceremony at National Conference, a chance for us to pay tribute to our members and their commitment to the Code of Practice.

Alongside the already established John Cornwell, YRes Rising Star and Working in Collaboration awards, two new categories were added to the line-up this year in the form of the Equality, Diversity and Inclusion (EDI) Champion and the Innovation Award.

Juliet Harvey, Resolution National Chair and chair of our judges panel, said: "Each of our winners have demonstrated a thorough commitment to Resolution's core values, enshrined in our Code of Practice, and are actively helping families by

going that extra mile to resolve disputes in constructive and innovative ways. I am so proud of the work that they – and indeed, all our members – are doing to improve outcomes for families."

Looking forward, we'll be hosting our first-ever dedicated awards ceremony at the historic Church House in Westminster, London. With ten categories, including a special member-voted award, we're looking forward to celebrating our family justice champions.



The Winners 2022



The YRes Rising Star Award, which recognises members with fewer than 10 years PQE who have demonstrated potential as a future leader in family justice, was won by **Marc Etherington** of Rayden Solicitors. The judges said that Marc is a passionate advocate of Resolution and a role model for implementing the Resolution Code in their practice and is also not afraid to highlight wellbeing issues, speaking candidly of their own experiences.

The EDI Champion Award, which recognises members or groups who have shown a commitment to diversity and inclusion, was won by **Nazia Rashid** and **Ruth Oyelakin** of Anthony Gold. The judges said Nazia and Ruth demonstrated a passion for EDI both inside and outside their firm. Setting up initiatives and becoming involved in others, Nazia and Ruth are advocates for all diversity. They are educators whose work benefits both clients and society as a whole.

The Innovation Champion, which recognises members who have introduced new ways of working that have benefited clients, firms or the wider family justice community, went to the **Carvalho Consultancy**. The judges said that the firm seeks to break down barriers and support the wellbeing of all family law professionals. With an innovative solution to a longstanding problem, the Code of Practice runs through all that they do providing support to professionals who in turn then offer better support to their clients.

The Working in Collaboration Award, which recognises members who have made a difference to families by working with other professionals, sharing expertise to help clients achieve the best solutions, was won by **Tamsin Caine** of Smart Financial. The judges said that Tamsin demonstrates a clear collaborative approach who works with others to adopt a team approach; using social media as a tool to draw on expertise from other disciplines to assist clients.

The John Cornwell Award, which is named after the founder of Resolution and which recognises a family professional who has made an outstanding contribution in the field of family law, was awarded to **Denise Ingamells**, the author of the Separated Parents Information Programme (SPIP). The judges agreed that SPIP has had a far-reaching impact on the way practitioners operate and their clients, having been delivered to over 160,000 people.



National Conference

For the first time since 2019, Resolution's flagship National Conference was held in person, in Birmingham on 20-21 May 2022.

517

attendees – the largest Resolution conference ever



More than 500 members came together for the biggest annual gathering of family justice professionals and a two-day extravaganza of expert keynote speakers, workshops and Question Time panel discussions.

This year's conference was a hybrid event with a mix of online and in person content, giving members a chance to reconnect with fellow members, update professional knowledge and skills as well as hear from experts across the sector.

Highlights included:

- An opening Plenary from our National Chair, Juliet Harvey, setting out her vision for the year
- Keynote address by Professor Jo Delahunty QC and District Judge Howard Kemp
- An address by Sir Andrew McFarlane, President of the Family Division
- The latest updates on Finance and Children proceedings
- A wide range of workshops from Children and Parenting, Financial Proceedings to Family Practice and Dispute Resolution.
- A thought provoking closing question time panel
- Annual Family Law Question Time Panel
- Interactive skills workshops with expert facilitators
- A wide range of topics from mediation and tax, to equality, diversity and inclusion
- A Resolution Awards celebration dinner

On Twitter



Michelle Lewis @mlewis0712

It's great to be at [@Resconf22](#). There is a real buzz from seeing everyone in person. Looking forward to seeing @[Chifamilylawyer](#) @[LaurenLegal](#)



Forum Shah @forum_shah01

Fab keynote speech from [@JoDQC](#) at [#ResConf22](#) looking back at what the pandemic has taught us: Death by Email and the benefits of remote hearing (stand out online by preparation not stature in person) @[Dawson_Cornwell](#)



Campaigning for change

It was an incredibly busy year for family law reform in 2022 with the introduction of no-fault divorce and all the process changes that have accompanied it.



Implementation of no-fault divorce

Resolution has campaigned for no-fault divorce for many years, so we are pleased and proud that the new blame-free process finally came into force on 6 April.

Since the welcome implementation of the changes in April, we have been collating any feedback from members about how the new rules are operating in practice and will continue to do so with a view to sharing such with the Family Procedure Rule Committee in due course.

The Divorce, Dissolution and Separation Act (2020) represented the biggest shake up in divorce law for more than half a century. It ended completely the need for separating couples to apportion blame for the breakdown of their marriage, helping them to instead focus on key practical decisions involving children or their finances and look to the future.

The change brings England and Wales in line with Scotland where no-fault divorce was enacted in 2006. Scotland has seen no long-term increase in divorce rates since the reforms were introduced.

Previously, one spouse was forced to make accusations about the other's conduct, such as 'unreasonable behaviour' or adultery, or face years of separation before a divorce could be granted. This was regardless of whether a couple had made a mutual decision to separate.

The changes mean that a spouse, or a couple jointly, can now apply for divorce by stating their marriage has broken down irretrievably. It removes unnecessary finger-pointing and acrimony at a time where emotions are already running high, and spares children from witnessing their parents' mudslinging.

The Act also introduced a new minimum timeframe of 20 weeks between the start of proceedings and when individuals may apply for a conditional order of divorce. This will offer time to reflect, and potentially turn back, or where reconciliation is not possible to agree important arrangements for the future – such as those involving children, finance and property.

This historic change will mean the end of the blame game for divorcing couples, removing the outdated and unnecessary need for them to find fault with their ex on the divorce petition.

"Our members help couples facing separation and divorce to minimise conflict and find constructive, lasting solutions, putting the best interests of any children first."

"After more than 30 years of campaigning by our members, we are delighted to see this reform finally come to pass, which will result in a kinder, less adversarial divorce process in England and Wales."

Juliet Harvey, National Chair of Resolution



Recommendations on legal rights for cohabitants

The Women and Equalities Committee on The Rights of Cohabiting Partners called for the protection of cohabiting couples saying that: 'Government has a 'moral obligation' to end legal limbo for cohabiting couples.

Resolution has been critical of the Government's decision to reject several of the recommendations made. Amongst the proposals rejected includes a key recommendation to establish an opt-out cohabitation scheme.

Cohabiting families are the fastest growing family type in England and Wales and yet lack even the most basic legal protections. Ministers have a moral obligation to act now to protect them – otherwise, left unreformed, the current law will consign even more families to misery and dire financial hardship.

Graeme Fraser, Chair of Resolution's Cohabitation Committee, gave evidence to the House of Commons Women and Equalities Committee on 3 November 2021.

Resolution and our Cohabitation Committee will continue to campaign in this area throughout 2023.

"The lack of rights for cohabiting couples means millions of people – often women and others in society who are vulnerable – are at significant financial risk if their relationship ends or their partner passes away." Graeme Fraser, Chair of Resolution's Cohabitation Committee

Capital gains tax changes

Resolution has long called for a simpler and fairer approach to Capital Gains Tax (CGT) on divorce or dissolution. In the Spring Budget (15 March 2023), The Chancellor of the Exchequer announced changes to the rules that apply to the transfers of assets between spouses and civil partners who are in the process of separating. It provides that they be given up to three years in which to make no gain/no loss transfers of assets between themselves when they cease to live together; and unlimited time if the assets are the subject of a formal divorce agreement.

It also introduces some special rules that apply to individuals who have maintained a financial interest in their former family home following separation and that apply when that home is eventually sold.

It gives them more time to transfer assets between themselves without incurring a possible charge to CGT.

Resolution campaigned to government about the changes to CGT, saying that it would be fairer, simpler and more consistent with the approach to other taxes to introduce a more general relief from CGT for asset transfers arising as a result of divorce.

Join our journey as we continue to campaign for change

To find out how you can be involved, contact: Rachel Rogers, Head of Policy. rachel.rogers@resolution.org.uk



We are incredibly proud of our past and we want our members to be part of our future as we continue to support families in new and innovative and more seamless ways. Here's what some of our members have said about our campaigning work over the last 12 months:

"Keep lobbying...a most important function of Resolution."

"Well done to Resolution as always for continuing to campaign for better!"

"I appreciate all that Resolution does to continue to improve the services available to separation families to try to allow them to do so in a more collaborative way."

"Thank you Resolution, for all you do and for being there for us."

"Things are so much better in Family Law than when I started 25 years ago, mostly due to Resolution innovation."

Good Divorce Week 2022



During Good Divorce Week in 2022 we raised awareness of court backlogs while promoting how families can solve their issues away from court.

We hosted a roundtable discussion with MPs in the House of Commons allowing us to discuss how court backlogs are affecting families and what can be done about it. Among the MPs in attendance were Siobhain Ballie, the former Resolution member turned Parliamentarian and Sir Bob Neill, Chair of the Justice Select Committee, to discuss how court backlogs are impacting on families and what can be done about it.



Armed with a toolkit of resources provided by Resolution, members got involved by lobbying their local MPs, contacting local press, being interviewed on local radio and offering free advice sessions to families who need it.

Members used our resources to get media coverage across local print, broadcast and online outlets. Resolution spokespeople appeared on BBC local radio in Bedfordshire, Hertfordshire, Buckinghamshire, Oxford and Kent raising awareness of how families can resolve disputes away from court.

In addition, dozens of Resolution members met with their local MPs in constituencies during the week and some of them consequently showed their support for our campaign on social media.



Over **500,000** social media accounts engaged with posts about Good Divorce Week.

On Twitter



Tonia Antoniazzi MP @ToniaAntoniazzi

I'm supporting @ResFamilyLaw and this year's #GoodDivorceWeek raising awareness of how families can resolve their disputes away from court. Parents can find advice to help manage the separation process in this free guide created by family professionals.



Daisy Cooper MP @libdemdaisy

Bringing up children after separation can be very difficult. For #GoodDivorceWeek last week, @ResFamilyLaw published a free Parenting Through Separation Guide with practical advice on how to put their children first during this time - you can read it here <https://tinyurl.com/mtjfnx55>



Family Practice Conference

More than 150 people attended our Family Practice Conference 2022. This conference has quickly become one of our flagship events and we were delighted to be able to return to an in-person event for the first time in two years.

The conference put innovative practice and family dispute resolution front and centre. Throughout the day there were plenty of networking opportunities among a packed schedule of keynotes, lectures and interactive workshops featuring some of the biggest names in family law.

Highlights included:

- A keynote address from Sir Andrew McFarlane, the President of the Family Division
- An interactive debate about advising clients about out of court practices;
- and a choice of workshops focussing on:
 - Harmful Traditional Practices and UK Law
 - Business Assets in Divorce
 - Psychodynamically informed approaches to working with clients in high conflict cases
 - How adopting a coaching approach can improve the quality of your and others' thinking



On Twitter



Yanoulla Kakoulli @YanKaks1

Incredibly proud of these women today opening up about their own experiences with neurodivergence and enlightening and educating us all [#FPCConf22](#) [@ResFamilyLaw](#) [@DuncanLewis](#) [@RaviKaurMahey](#) [@PougherRound](#)



Louise Buttery @Louise_Buttery

Wise words Angela Lake-Carroll: "We've got to stop spending time arguing who's process is better. They all have application. They are not commodities we offer in a competing manner. We have to work together and not apart. All of us need all of the skills." [#FPCConf22](#) [@ResFamilyLaw](#)



Louise Buttery @Louise_Buttery

Wise words Angela Lake-Carroll: Sir Andrew McFarlane, President of the Family Division, beaming into [@ResFamilyLaw](#) [#FPCConf22](#) on the big screen!

"Well done for being at conference and for all you do in your practice. The tectonic plates are moving. A key thing is the move to the one lawyer two clients model."

Training and Events

Professional development is at the heart of everything we do, and 2022 was a year like no other, where we put on more than 30 courses and events to develop our members' skills, knowledge and understanding.

1,157 delegates
attended our
courses in 2022

Training & Events Calendar

Resolution's Professional Development team proudly published its Training and Events Calendar at the start of 2023. The calendar acts as a one stop shop to all professional development activity, and includes our flagship conferences, courses, and in-person, online and hybrid events.

More than 60 courses and events have been loaded onto our Training and Events Calendar, detailing all the professional development opportunities available to you over the upcoming year.

The calendar has been created to ensure that our members have plenty of notice about upcoming training and events, giving everyone a fair opportunity to attend. It is regularly updated, with our expert-led training and engaging events added throughout the year.

This was a new way of working for the team, and special thanks must go to our trainers who have committed in advance to ensure our courses are planned months in advance.



30+ courses
and events
hosted

On Twitter



Ian Hawkins @Ian__Hawkins

Having a moment of calm - reflecting on this weeks @ResFamilyLaw #collaborativelaw training. A fantastic enthusiastic group who will no doubt use their new skills to benefit their clients #abetterway

Collaborative Foundation training

The Collaborative Foundation training was redeveloped in 2022. The working party of Tasha Bevan-Stewart, Ian Hawkins and Catherine Sousa, looked at all the previous training content including The Collaborative Practice Handbook to modify and revamp the training into an engaging and interactive programme.

The revamped programme introduces the essential skills you will need and gives you the opportunity to try these out in a safe space. It helps delegates to understand the collaborative model overall and advise you on how to set up collaborative cases.

The three-day Collaborative Foundation course will give all participants an excellent grounding and understanding of how to start and run their collaborative cases.

Authored by Resolution's Consultant Head of Standards, Angela Lake-Carroll, the handbook is your essential guide to collaborative practice covering everything you need to know about this practice area.

The Collaborative Practice Handbook sets out good practice guidance for collaborative members of Resolution

and for those members who work closely as part of or with the collaborative community. It explains the principles of collaborative practice, the principles and standards for practice and sets a framework for the conduct of consistent and high-quality collaborative practice.

The professional development team worked hard to edit, format and build the 150-page handbook and upload it online for the first cohort of the new and improved training in November.

Resolution Together

Resolution Together is a new way for lawyers to work with and advise couples jointly through a divorce or separation, including providing appropriate legal advice.



To date we have had nearly 300 individual bookings on at least one of the four modules of our innovative new training model.

Resolution Together was launched after the implementation of the Divorce, Dissolution and Separation Act which allowed couples, for the first time, to make joint applications to end a marriage collectively. As a result, Resolution developed a new approach to serve separating couples which reflects the change in legislation and the desire to reduce unnecessary conflict between individuals to the benefit of all those involved.

In July, members of the Resolution Future Practice Group, who helped develop Resolution Together, launched the new model of working at a webinar (pictured right), where they discussed the key points of the scheme.

It works by allowing a single legal professional to provide advice to a separating couple who want to manage their separation together. It is suitable for those whose joint aim is to reach an outcome together that meets their needs and if they are parents, the needs of their children.

Resolution Together offers lawyers and clients an exciting new way to work to help minimise conflict between separating families. It is not a compulsory approach expected of our members, but yet another option for practitioners to help couples reach lasting agreements and minimise conflict for them, and any children they may have.



There is a full learning and development programme for Resolution Together practice designed in modular format so that members can complete any learning they feel they need. There are four modules available:

- Resolution Together Principles and Procedure
- Domestic Abuse and Safeguarding
- Essential Skills
- An introduction to Out of Court Dispute Resolution approaches

Each of the modules is designed to provide members with an easy and flexible way to complete the learning they need. Full guidance and eligibility criteria are set out in the Training and Learning Guidelines for Resolution Together practice.

Resolution has worked with the Solicitors Regulatory Authority (SRA) to ensure that Resolution Together operates within current regulations and provides as much support and reassurance for members as possible.

Members who wish to practice using the Resolution Together way of working must complete four unique training modules before they offer this service to clients.

On Twitter



Linda Hunter @LindaFamilyLaw

Interesting training today, keen to get things set up to start offering this to our clients.

Overwhelmingly separating couples want a way to separate that reduces conflict and achieves an amicable resolution.

Hoping Resolution Together is another option we can offer to help.

[#ABetterWay](#)

Specialist Accreditation

Resolution's Specialist Accreditation Scheme recognises members who demonstrate excellence in the practice of family law and in their specific areas of expertise.

Total
accredited
specialists
1477

59
People
accredited
this year

Our specialist accreditation scheme has gone from strength to strength over the years, and in 2022 we completed our 50th round of accreditation.

Thanks to the work of the previous chair, Peter Jones, the new Co-Chairs Kate Hamilton & Michaela Heathcote and others, we now have more than 1,450 accredited specialists around the country.

Accredited specialists are highly competent, our accreditation is a mark of excellence in practice, recognised by the public, members, the judiciary and the Legal Aid Agency. It demonstrates the outstanding level of skills and expertise of the members who achieve accreditation.

"Being an accredited specialist will help you attract new clients and grow your practice. By being a recognised specialist in family law you can position yourself as a trusted and reliable source of support for clients which can help you build your reputation and attract new business."

**MICHAELA EVANS,
CO-CHAIR OF THE SPECIALIST
ACCREDITATION COMMITTEE,
RESOLUTION**



Congratulations to all our members who became accredited specialists in 2022:

Rachael Anderson	Hazel Kent
Molly Ashcroft	Angela Kwokori
Vivienne Atkinson	Maisie Lockyer
Hannah Barlow	Hannah Marshall
Michelle Bettell	Hannah Minty
Taryn Brandt	Elaine Marie Morrison
Megan Brookfield	Daniel Norris
Rosalind Brown	Kesha Pabari
Claire Chisnall	Rebecca Pantelli
Francesca Cosstick	Kayla Parker-Livesey
Alexandra Dancey-Tucker	Sumayya Patel
Natalie Drew	Anesha Pavaday
Adam Dunkley	Clara Perry
Hemna Fargi	Sarah Peters
Moska Gharanei	Sabrina Powell
Jennifer Gray	Evangeline Pritchard
Emily Hall	Ciara Pugh
Amayi Hampson	Rachael Pyke
Mohamed Haris Qureshi	Sophie Rayment
Phoebe Hill	Joely Roberts
Laura Hunter-Watkins	Michelle Saxton
Kate Jackson	Bryan Scant
Sandra Joe-Ejim	Afsana Shaukat
Bianca Jones	Sara Sowden
Felicity Jones	Monneka Tahir
Meinir Jones	Terri-anne Taylor
Rhian Jones	Maryana Tuka
Lucy Jones-Clarkson	Abigail Whelan
Lousie Kelly	Elizabeth Whittle
Claire Kendrick	



Publications

Resolution publications are written by our members with a focus on practical, constructive solutions to everyday family law issues.

Cohabitant Separation Agreements



The numbers of cohabiting couples whose relationships have come to an end and who are seeking advice on separation are ever increasing, yet the remedies available to them are limited and only partially address their requirements.

Many cohabitants who jointly own property, have children, common business interests, joint bank accounts or investments may agree to ongoing financial obligations or connections because of these factors.

Resolution's Cohabitant Separation Agreements is a set of precedent clauses designed to enable separating cohabitants' financial commitments and ongoing obligations to be pulled together in one binding document.

These precedents are accompanied by footnotes which include helpful tips, explanations, and legal background where relevant.

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®.

On Twitter



graeme fraser @gsf1996

On the eve of [#ResConf22](#), I am delighted to share the cover for [@ResFamilyLaw](#) Cohabitant Separation Agreements crafted by the Cohabitation Committee & others. Please check the programme on how to view our [#cohabitation](#) webinars online & visit our workshop this Saturday.



Why choose a Resolution member?

We recently updated this resource so that our members could better highlight to its clients and potential clients the benefits of working with a Resolution professional, in clear easy to access language.

If you haven't done so yet, we encourage our members to make these available in your office, and add them to your client communications, so you can show clients what they can expect from working with you with our new, free Code of Practice client leaflet.

The Code has been at the heart of Resolution's ethos for decades and was updated in 2016 by members for members.

The Review

This year we published six issues of our bi-monthly magazine, *The Review*, produced exclusively for Resolution members, bringing you closer to your society, your peers and your profession.

In 2022, we published more than 100 articles to keep members ahead of the curve, bringing family law leaders the latest insight and knowledge from across the profession, and we thank each and every one of our contributors and readers for supporting this publication.

Each issue was packed with features collating career-enhancing content from a global network of family law leaders.

Look out for how *The Review* is changing in 2023, complete with redesign, to celebrate our 40th Anniversary, to bring you a creative and dynamic, engaging and entertaining magazine that you can be proud of.



108
articles

110
contributors

On Twitter



Annabel Andreou @AndreouAnnabel

If you've received your [@ResFamilyLaw](#) magazine in the post, have a read of my article with your next cuppa (mince pie/biscuits optional) Discussing the good divorce, some myth busting and [#TheSplit](#)



More than 50 member updates were delivered straight to your inbox, highlighting all the latest family law news and ways to get involved with Resolution.



Talking Family Law

The Resolution Podcast



Simon Blain
(co-host)



Anita Mehta
(co-host)

LISTEN AND SUBSCRIBE AT
resolution.org.uk/podcast

Talking Family Law Podcast

Insightful and entertaining conversations around the latest trends and topics impacting Family Law.

Each month, hosts Simon Blain and Anita Mehta speak to some of the leading minds in the profession, tackling a topical debate in family law in a lively and engaging way.

A further seven episodes of Talking Family Law were released in 2022 and the podcast is now heading towards its third series, which promises to be bigger and better than ever before.

As of March 2023, Resolution has released 16 episodes of Talking Family Law and we are looking for more experts to share their experiences and anecdotes from their career for Series 3 and beyond.

SEASON 2 GUEST LIST

Dr Mark Berelowitz

Andrzej Bojarski

James Brockhurst

Rebecca Fisher

HHJ Hess

Katharine Landells

Antonia Mee

Sarah Phipps

James Pirrie

HHJ Roberts

Rachel Spicer

Alex Verdan KC



On Twitter



Edward Cooke @Chifamilylawyer

I strongly recommend this podcast to all lawyers handling high conflict children work. The best analysis of the contested issue of "parental alienation" (and the perils of labelling as such) that I've heard. Superb discussion between Dr. Berelowitz @alexverdant and @WiseowlBlain

PLAYLIST

S2 EP 4: Private FDRs | DEC 2022

An insight into a project to ensure that women are being put forward as private FDR evaluators and discuss what is key to having a successful private FDR.

S2 EP 3: View from the Judiciary | NOV 2022

We discuss the future for remote hearings, vulnerable witnesses, the benefit of the change to divorce law, and why we should consider applying for judicial appointment.

S2 EP 2: Crypto-Assets | NOV 2022

Andrzej Bojarski and James Brockhurst talk about Crypto-Assets including what they are, essential terms, tracing, taxation and division.

S2 EP 1: CGT and the Finance Bill 2022 | SEP 2022

Rebecca Fisher talks about CGT and the Finance Bill 2022.

S1 EP 9: A foot in both camps – civil and family proceedings | MAR 2022

Simon Blain and Anita Mehta talk to Brie Stevens-Hoare QC and Charlotte John about the intersection between civil and family proceedings.

S1 EP 8: Finding the Middle Ground – Parental Alienation and High Conflict | FEB 2022

Dr Mark Berelowitz and Alex Verdan KC discuss how to manage parental alienation and high conflict cases.

S1 EP 7: Child support – in search of a simpler formula | JAN 2022

Simon Blain talks to Rachel Spicer and James Pirrie about their approach to cases involving the Child Maintenance Service.

Your Committees

Resolution is run for members by members and committees lead the way on much of our work. It was another productive and prosperous year for Resolution, supported by its committees who have been busy developing training, putting on events and delivering guides and handbooks and advising government.

Children

It has been an exciting year for our Children Committee as it extended its reach in Wales to discuss including Resolution material in the Welsh language on Welsh government websites, with CAFCASS Cymru and with the Children's Commissioner for Wales. The Committee also recruited new members, with a particular focus on modern families work to ensure that the Committee was able to offer expertise across the full range of issues arising in family law. In 2023, the Committee will be presenting its Modern Families Forum day on 15 June. They also plan on considering the Government's response to the Law Commissions consultation on surrogacy, and will be hosting a joint workshop with YRes Committee at the Resolution Annual Conference.

Cohabitation

The Cohabitation Committee published online and book versions of their Cohabitant Separation Agreement, a set of precedent clauses designed to enable separating cohabitants' financial commitments and ongoing obligations to be pulled together in one binding document. The Committee also endorsed Resolution's oral and written evidence to the Parliamentary Inquiry on the Rights of Cohabiting Partners by the Women and Equalities Committee, and collaborated with the University of Exeter on the creation of "Modern Families" Lesson Plans for 14 to 16 year olds. These lesson plans are aimed at dispelling the common law marriage myth and to create awareness about the lack of rights for those who participate in religious-only marriages and other non-legally binding ceremonies.

Collaborative Practice Working Party

The Collaborative Practice Working Party produced guidance for Collaborative practitioners with the publication of the new Collaborative Practice Handbook. The Committee also relaunched its Collaborative Practice Training following a two-year hiatus due to the pandemic and continued to issue a regular e-newsletter to its members. The committee also hosted its Collaborative Practice Forum, an online webinar discussing what works well and not so well in collaborative practice and what the future holds for collaborative work. Last year the committee expanded due to a recruitment drive and will continue to support Collaborative Practice and multi-disciplinary working through developing links with practice groups, training, forums and its e-news.



Dispute Resolution

The Dispute Resolution Committee made a significant contribution to the development and launch of Resolution Together, a new way of working with couples jointly through separation or divorce, and the subsequent training by members. The Committee was also involved in the planning for and delivery of Family Mediation Week, raising awareness of the benefits of mediation and how it can help families to resolve disputes more productively. As well as this, they assisted with developing training and learning for mediators and other professionals working with mediators, updated and launched the Family Mediation Handbook, and developed a worldwide guide to mediation practice and usage.

Drafting

The Drafting Committee used their collective knowledge to pull together Resolution's guide to Marital Agreements – a comprehensive guide to preparing pre and post nuptial agreements. These precedents are accompanied by footnotes which include helpful tips, explanations, and legal backgrounds where relevant. In 2023, the Committee is planning on returning to their work on consent orders and identify additional useful clauses. They are also looking at how the order and prenup builders work for Resolution members. ➡

Domestic Abuse

In 2022 the Domestic Abuse Committee continued to closely monitor and be involved in the implementation of the Domestic Abuse Act 2021, built ties with other relevant grassroots domestic abuse organisations and updated a range of resources available to our members including the good practise guides, the domestic abuse toolkit and the online training available to those working with victims of domestic abuse. In 2023 the committee aims to undertake inter-committee work on parental alienation and the interface with domestic abuse, to raise awareness of how lawyers can inadvertently perpetuate the risk of ongoing domestic abuse, and to bring to light and challenge the way that economic abuse is treated in financial remedy proceedings.

Innovation

2022 has been a year of change for the Innovation Committee. The Co-Chairs have been looking at restructuring the IG[?] and that will be implemented in 2023 ahead of the Committee's first forum. The group will also be presenting a workshop at the 2023 National Conference focussing on sustainability in practice. Keep an eye out on The Review for regular articles from the Group and its members.

Legal Aid

In the last twelve months, the Legal Aid Committee continued to engage with the Ministry of Justice and the Legal Aid Agency to support members who undertake legal aid and their clients including contributing to the Means Test Review. The Committee also lobbied to exclude the cost-of-living payments from legal aid assessments. In 2022, the Committee continued to publish its monthly Legal Aid E-news, an invaluable tool for legal aid solicitors and mediators. In the coming year the Committee hopes to represent members' interests in the government review of civil legal aid, support Resolution members through the next civil contract round and encourage the next generation of legal aid lawyers and mediators to stay in the profession.

Litigants in Person

The Litigants in Person Committee recently updated its guides for LiPs following the Efficiency Statement. The Committee also created a guide for LiPs instructing an expert and hosted a webinar, titled: Support Through Court showcasing cases involving litigants in person for Resolution members to gain more insight into difficulties experienced by LiPs. Next year is shaping up to be a busy year for the committee, they are currently creating a guidance for LiPs for preparing bundles and drafting statements, putting together a glossary of terms for the website and plan on streamlining the location of resources for LiPs and members on the Resolution website to better identify and promote these resources to members.



Parenting After Parting

It was another busy year for Resolution's Parenting After Parting Committee. The committee released its Parenting through separation guide, that aims to give parents access to information and support that helps them throughout their parenting journey, through separation, divorce and beyond. The Committee also reviewed a number of resources for parents and professionals and took its first foray into the world of podcasts with a very special sit-down interview with Sir James Munby. In 2023, the committee will create a Parenting Plan that will be 'fit for purpose', easy to use and linked to the updated separation guide, as well as working with the Children and EDI committees to develop and update many more modern parenting resources.

Publications

In 2022 the Publications Committee oversaw the publication of various resources released by Resolution and helped to coordinate the promotion and sharing of these valuable guides. After the departure of Paul Milner, a number of ideas have been developed to accelerate the work of the committee in 2023, these include the release of a Capacity textbook, a Maintenance textbook and an Immigration information guide. The Committee will also spend time reviewing Resolution's bi-monthly membership magazine, The Review, to ensure it develops into an engaging, informative and essential read for our members.

Specialist Accreditation

Last year the Specialist Accreditation Committee produced a full review of the prospectus rules and guidance and competencies for both the lawyer and financial advisor schemes. These changes reflected the provisions of DDSA 22. The Committee also undertook a full review of the prospectus, guidance to ensure that it is in line with Resolutions commitment to equality, diversity and inclusion. Over the next 12 months the Committee will be launching the integrated practise portfolio to include Resolution Together and will work with the Learning and Development committee to progress modular development working towards a diploma. They will also be conducting a review of the Accreditation Scheme to reflect changing working practices.

Standards

In 2022, the Standards Committee helped develop, consider, and approve the proposed changes to Resolution's Annual General Meeting and its National Committee elections process. In addition to this they continued their stellar work in liaising with other committees to ensure continued compliance with the code of practice, as well as updating and maintaining our good practice guides and guidance notes. Next year the Committee will be considering amendments and updates to the Code in Practice Court, including overseeing the potential introduction of a Code in Practice refresher course, a face-to-face course and/or a modular course.



Training & Learning

Alongside various other committees, The Training and Learning Committee successfully rolled out the training for Resolution Together, which provides a single legal professional with the knowledge and know-how to provide advice to a separating couple who want to manage their separation together. The committee also continued their work on developing the Resolution Skills Diploma and the first modules will be released later in 2023. As well as unveiling a diversity, equality and inclusion toolkit for event and training organisers, ensuring inclusive participation is considered at every stage of Resolution's events diversity guidance for training for Resolution events.

Wellbeing Committee

After its launch in September 2022, the Wellbeing Committee hosted its first meetings where they planned an exciting calendar of activity for 2023. The Committee is working on several projects to cover training and resources for members: including articles for The Review and our online forums, surveys and much, much more. The Committee will also be running a workshop at the YRes National Conference and run seminars at several other events.

Working Together Group

The Working Together Group established a new committee that represents non-legal members of Resolution and their commitment to help work as one unified professional team. The committee ran a workshop at National Conference and a number of its members represented Resolution on the Smart Divorce podcast series, a podcast that helps people to make the right decisions about moving forward with their divorce in order to reach an amicable solution. Next year the committee will once again be running a workshop at the National Conference, which will provide inspiration for the committee to plan a programme of events, webinars and articles to respond to the issues raised.

2022 in pics



▲ Delegates celebrate at our Awards Gala Dinner



▲ Christina Warner (left) and Remyhs Baker discuss the role of diversity, equality and inclusion within family law



◀ From left to right: Annmarie Carvalho (Innovation champion), Marc Etherington (YRes Rising Star), Tamsin Caine (Working in Collaboration Award) and Juliet Harvey



▲ Packed house at our 2022 National Conference



▲ Professor Jo Delahunty KC presents her keynote speech at National Conference



▶ Vanessa Sampaio moderates one of our fascinating National Conference workshops



▲ Samantha Little, partner and head of the children law team, Russel Cooke, speaks to our members



▲ Polly Dallyn became Co-Chair of YRes



▲ Our flagship events are fantastic networking opportunities



▲ From left to right: Resolution's Matt Bryant, Rachel Rogers, Colin Jones, Juliet Harvey and Will Murphy ahead of our MP briefing during Good Divorce Week

▶ Committee members went to Westminster in March for a special no-fault divorce event



Equality Diversity and Inclusion

Resolution is committed to being an inclusive, welcoming and supportive organisation for all of its members. In 2022, Resolution, supported by its Equality, Diversity and Inclusion (EDI) committee, produced a number of resources and policies to ensure we work in and provide our members with an environment that supports, respects and welcomes everyone.

Introducing our EDI Policy

We believe diversity makes us a stronger organisation, able to attract the best available talent, to understand the environment we operate in, to better serve our members, and support the families they work with. With this, we recently released our Equality, Diversity and Inclusion Policy. The policy is a declaration of our commitment to eliminate discrimination and encourage and value diversity across Resolution.

We will work to ensure our values of equality, diversity and respect for all are embedded into everything we do.

We aim to:

- Reflect the diversity of the sector across our membership, staff, committees and partners.
- Support the engagement of all groups across Resolution by removing barriers and proactively encouraging participation.
- Support and promote equality, diversity and inclusion within the family justice sector by tackling prejudice and promoting understanding.

Delivering on diversity is about empowering people by respecting, understanding and placing a positive value on those differences.



Anti-Racist Statement

At the heart of Resolution is a declaration of our commitment to eliminate discrimination and encourage diversity across the entire organisation. We value diversity and we believe it makes us a stronger organisation, to understand the environment we operate in, and to better serve our members and support the families they work with.

In 2022, we published our Anti-racist Statement. This statement underlines Resolution's commitment to embracing and adopting an anti-racism approach and being an anti-racist organisation.

Resolution members are from varied and diverse professional and personal backgrounds, they do different jobs and work in different ways. Their clients are diverse and need a range of services. Our members respect the way others work and the requirements of their profession.

Throughout the coming years, Resolution will keep our progress in tackling anti-racist practice under review and ensure that we identify and challenge issues of racism within our membership.

EDI Toolkit for event organisers

The Equality, Diversity and Inclusion committee has worked hard to produce Resolution's EDI Toolkit for Event Organisers. This practical guide for event organisers is an accessible step-by-step toolkit to assist in ensuring inclusive participation is considered at every stage of each event and to help you consider the needs of individuals and across different groups when you are making any decision about your event.

As a leading training and learning facilitator for the family justice sector we want to promote greater inclusivity at our conferences, training events, networking sessions, and on our panels.

We want to ensure that speakers and attendees reflect the diversity of all family law practitioners and communities and allow members of all backgrounds and career stages to participate and feel welcome, accepted and included.



EDI Glossary

The Committee produced a glossary of terms to help everyone understand the principles and legal aspects of our Policy for Equality and Diversity. This important A-Z will act as a starting point for our members to further their knowledge and understanding of this area.

The intention behind the development of this Glossary is to encourage a common understanding and use of EDI terminology so that our members understand what we are seeking to achieve through our EDI Policy.

Look Out For

All-Member Diversity Survey

Following the All-Member Diversity Survey in 2019, the EDI Committee has published its report with recommendations on how improvements can be made. The Committee will be running its second Diversity Survey later in this year.

Training

Online training on will be available soon too to give a colloquial approach from our EDI committee members. Working with the EDI Committee, we will provide valuable advice, training and resources, giving you the knowledge and skills needed to ensure your workplace is meeting its legal requirements in equality and diversity and is promoting a more tolerant, inclusive and diverse working environment.

Videos

The EDI Committee will be producing a series of short videos that will be hosted on our website. These thought-provoking videos will highlight our members reflections on equality, diversity, and inclusion and what it looks like in everyday practice.

Premises Review

We are working on a disability access review of Resolution's premises in London. This review will allow us to consider the disabled access available for our members and how we can make our headquarters more accommodating for our entire membership.



YRes: Reconnecting post-pandemic

It has been a busy year for YRes, our committee of family law professionals at the start of their careers. The committee embraced being able to hold face-to-face events as we returned to normality after Covid-19.



The last 12 months have been an exciting time for YRes members, as we have all gradually re-entered the world of in person events and meetings.

At the end of 2022, Marc Etherington finished his term as YRes Co-Chair. During his term Marc won the Resolution award for YRes Rising Star and has been instrumental in setting up the new Resolution Wellbeing Committee. He remains a member of that committee and will continue to work with the National YRes Committee to ensure that wellbeing for our junior members remains at the heart of what we do.



Ellen Wilkinson of Mills & Reeve, Leeds, continues her role as Co-Chair together with newly appointed Co-Chair Polly Dallyn of Family Law Partners, Horsham. Ellen and Polly now lead the National YRes Committee together and are always keen to hear from YRes members with comments, questions and suggestions about what is important to them, what is happening in their regions, and how we can support them. Polly and Ellen are looking forward to the year ahead and to working with the wider committee to continue to represent the members of YRes and champion their needs as developing lawyers.

With a newly expanded committee at the start of 2022, YRes were able to run our National Conference which took place in person in London in November. The theme of the event was “the future of family law” and there was a real buzz in the air as members came together for the first time since 2019 to connect and learn. There were fascinating workshops and panels run by a diverse range of family law justice professionals, to include talks on the new Resolution Together model, a panel on cashflow modelling, and an enlightening talk by the Family Young People’s Justice Board. We were really proud that, for the first time, the speakers and experts running the sessions included YRes members themselves— a true indicator that YRes really is the future. The event was very well attended, feedback was strong and as a result, with the invaluable support of Resolution’s staff, the YRes National Conference will now run every year. The Committee are full of ideas for this year’s conference and, as ever, would welcome input and suggestions from YRes members as to what they would like it to include.

We also held another YRes Regional Forum this year, remotely to ensure that committee Chairs and interested juniors from far and wide could attend and share their thoughts and ideas. We were delighted to be joined by juniors from many regions, including those without an established committee who were looking to set one up. The National Committee are particularly keen to support regional engagement over the next year and to ensure that each region has their voice heard and is provided with the support they need to develop and grow.

Words by Ellen Wilkinson and Polly Dallyn, Co-Chairs, YRes



YRes Conference

The 2022 YRes conference took place in November. For the first the time since 2019 we brought the YRes community together in person at the YRes Conference. There were more than 180 delegates and all feedback received was extremely positive in terms of content, speakers and our incredible venue of County Hall in London.

Our YRes Conference is the perfect opportunity to connect with other junior practitioners, develop your practice and feel energised and ready for the future. This conference focused on the future of family practice, designed to inspire and prepare you for the challenges ahead. The highlights included:

Language Matters!

Exploring ongoing issues with the language and tone used in family dispute resolution. This workshop provided an array of practical tips for written communications.

Putting children first

Experiences and top tips from representatives of the Family Justice Young People's Board, and looked at how the Family Lawyers' Charter encourages practitioners to work collaboratively and in a joined-up way

New models in Family Law

This workshop saw some of the founders of the "one lawyer, two client" model explain how it works and how it benefits clients.

The role of diversity, equality and inclusion within family law

Members of Resolution's Equality, Diversity & Inclusion committee spoke of the challenges faced by those of under-represented groups within family practice.

Developing financial remedy proceedings

The roles that technology and a financial planner can play within financial remedy proceedings.



National Committee

Our 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



Alison Bull
Mills & Reeve



Bina Modi
Jones & Duffin Solicitors



Caroline Elliott
Roythornes



Claire Blakemore
Withers



David Lister
Ward Hadaway



Edward Cooke
Edward Cooke Family Law



Ellen Wilkinson
Mills & Reeve



Elsbeth Thomson
David Gray



Farhana Shahzady
Family Law Partners



Graeme Fraser
OGR Stock Denton



Hannah Saxe
Irwin Mitchell



Helen Tulloch
Russell Cooke



Joanne Edwards
Forsters



Margaret Heathcote
Co-opted



Melanie Bataillard-Samuel
MBS Family Law



Natalie Drew
TLT LLP



Peter Burgess
Burgess Mee



Sharon Kay
Kay & Pascoe



Simon Blain
Forsters



Victoria Walker
Moore Barlow



Zoe Fleetwood
Mills & Reeve

Our Membership



6351

members
(end of 2022)



199

student members
(end of 2022)



601

new members
(joined during 2022)

All Resolution members

Members	84.6%
Associates	13.6%

New members

Members	66.9%
Associates	28.5%

Members

Solicitor	84.7%
Legal Executive	6.9%
Barrister	4.1%
Mediator	2.4%
Paralegal	1.8%
Resolution Accredited Financial Professional	0.1%

Associates

Financial Professional	36.1%
Resolution Supporter	16.5%
Trainee	24.6%
Other Family Justice Professional	9.9%
Expert witness	0.6%
Lawyer from other jurisdiction	4.3%
Therapeutic Professional	5.6%
Other	2.3%

Gender

Male	24.6%
Female	75.4%

Age

Under 30*	8.3%
30-39	20.6%
40-49	22.0%
50+	35.1%
Not Known	14.0%

Financial Overview

The last twelve months represented a continued operational recovery period for Resolution as the organisation, our staff and members adapt to on and offline hybrid ways of working post the global pandemic. Our team have adapted well and provided opportunities both on and offline for members to continue to engage with Resolution and continue their professional development.

Despite continued external challenges in the family law environment and persisting general economic uncertainty as we recover from the impact of the Covid-19 pandemic, 2022 saw our membership numbers remain very strong indeed. Nearly 6,500 practitioners either remained with or joined Resolution - 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.

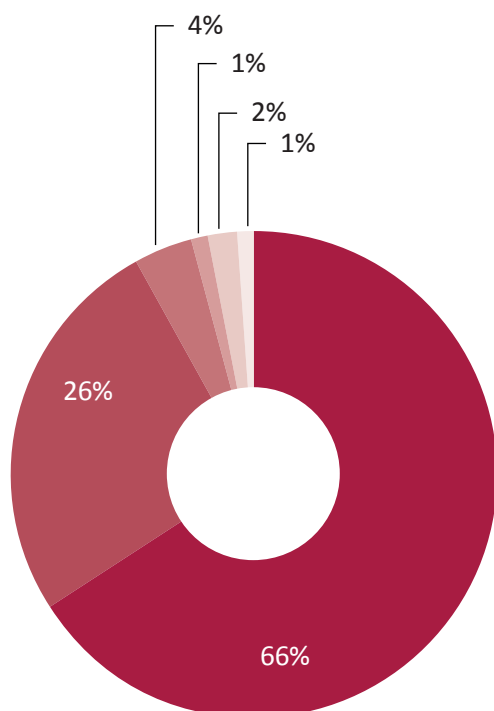
Our 2022 National Conference in Birmingham was attended by almost 600 members; our first in-person conference since 2019. Professional development across the board returned to 2019 pre-pandemic levels as Resolution continued to support members both on and offline, and continues to provide hundreds of hours of online training available free of charge, as part of our commitment to support family justice professionals and their firms as the sector continues to battle with the changes post the global pandemic.

Resolution has over 1,500 active volunteers engaged in our organisation. Members meeting virtually continues the positive impact of more members being engaged in our organisation that would otherwise be able to because of travel and time restraints.

Our elected National Committee continues to set the strategic direction of Resolution and has strategic oversight of operational activity delivered on a day-to-day basis by our committed staff team, working in conjunction with our membership via our committees. We continued to invest staff and member time in further improving our support for Resolution regional groups across the country, our YRes network to members in the early stages of their careers as well as training and learning products to support all members with their professional development.

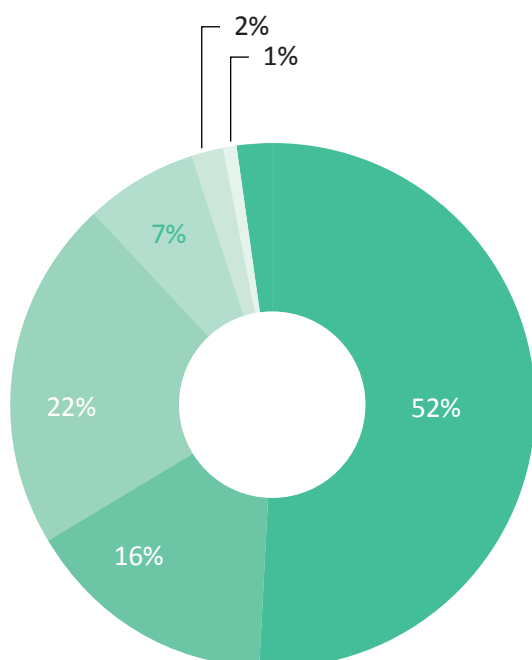
In terms of our future plans, some £175k, of our reserves (15%) remains earmarked over the next two to three years for projects to develop training and learning opportunities for our members, increase our profile with the public, professionals and policymakers, and to develop new services in line with membership feedback and the changing external environment. We retain £700k in managed reserves in the event that the organisation needs to be wound up – this represents approximately six months running costs. The remaining funds, approximately £400k, provide working capital for the organisation.

During 2023 Resolution celebrates 40 years of successfully supporting members to help families facing separation or other issues. Through prudent use of our resources, we have put ourselves on a firm financial footing to continue to support our members in this and future years, as we continue to develop new and improved ways to help them in their day-to-day work and transform the face of family justice.



Income

	£000s	%
Subscriptions	1,518,928	66%
Training and Events	599,600	26%
Accreditation and Publications	97,989	4%
Other	28,779	1%
The Review	37,080	2%
Investment income (excl gains)	13,013	1%
TOTAL	2,295,389	100%



Expenditure

	£000s	%
Training – inc accreditation and publications	1,163,729	52%
Member support	350,706	16%
Influencing and Engagement	484,699	22%
Office and administration	158,714	7%
Committee and governance	54,943	2%
Projects	25,623	1%
TOTAL	2,238,415	100%

Resolution Staff



Colin Jones
Chief Executive



Matt Bryant
Director of Communications



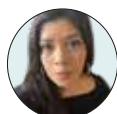
Ali Bradley
Interim Director of Operations



Claire Easterman
Director of Operations



Rachel Rogers
Head of Policy



Sophina Khan
Head of Professional Development



Esther Pilger
Head of Editorial and Publications



Ken Savage-Brooks
Head of Marketing



Mat Smeed
Head of Central Services



Karen Rushden
Head of Complaints



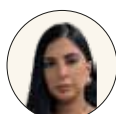
Louisa Grisdale
Training and Events Manager



Sarah Baba
Marketing Manager



Gemma Sim
Project Manager



Sasha Wilson
Project Manager



Anthony Kendrick
Communications Manager



Kimberley Carvalho
Training and Events Assistant



Denise Sullivan
DR Administrator



Leah Ashcroft
Membership Coordinator



Mavis Wright
Membership and Finance Coordinator



Sara Merniz
Standards Administrator



Lirika Shkreli
Central Services Coordinator

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.

Adam Paterson	Ed Heaton	Jennifer Crossthwaite	Matthew Saunderson	Rosemary Sharp
Adele Ballantyne	Edward Cooke	Jennifer Duggan	Matthew Shaw	Sally Gandon
Aimee Aspinall	Elaine Foster	Jennifer Lee	Matthew Taylor	Sally Stanway
Alexandra Bishop	Elaine Richardson	Jennifer Obaseki	Maura Mckibbin	Samantha Jeanes
Alexandra Mann	Eleanor Fry	Jennifer Roulston	Melanie Bataillard-Samuel	Samantha Little
Alexandra Tribe	Eleanor Lowes	Jessica Gibson	Melanie Murphy	Samara Brackley
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