



Resolution West Mids Newsletter

resolution
first for family law

January/February 2018



@ResWestMids

Christmas Party 2017

The annual Resolution Christmas party was once again held at St Philips Chambers. We hope you enjoyed yourselves and all the festivities that Christmas brings. Here are a few photos of the evening. Many thanks to all who attended for making it such a great night!



Upcoming Events

Resolution West Midlands have a number of events and Seminars planned for 2018.

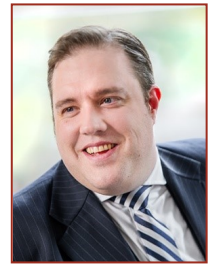
Please watch out for updates and flyers by email and [@ResWestMids](https://twitter.com/ResWestMids).

- March** - Collaborative foundation training – please see flyer attached.
- April** - Resolution National Conference – Bristol Further details TBC
- May** - George Mathieson – Mathieson Consulting – Pensions; current issues of interest.
- July** - Resolution Summer Party – Anthony Collins Solicitors.

YResolution Events

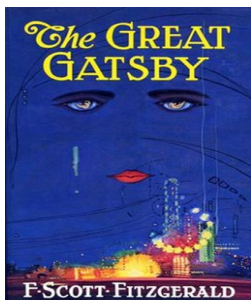


YResolution's event schedule kicks off in March with a Public and Private Law Seminar presented by Matthew Maynard of St Ives chambers and Julie Moseley from St Philips Chambers please watch out for more details on twitter [**@YResWestMids**](#)



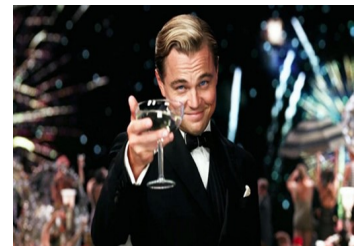
Please see attached flyer for more information.

YResolution Spring Ball – The Great Gatsby



YResolution West Midlands are planning a spring extravaganza with a 'Great Gatsby' themed ball at the Burlington Hotel on the 18th May.

An excellent time to dust off those posh frocks and bow ties! More details to follow by email and twitter [**@YResWestMids**](#)



Resolution round up

Did You Know? - Resolution are launching a 121 mentoring scheme which will be first aimed at YRes members (Resolution members with 10 or fewer years PQE).

The mentoring scheme is in direct response to a survey of YRes members showing that 74% of young members thought they had inadequate support available to them. Please see attached flyer for more details on how to get involved!

Watch out! The eagerly anticipated Supreme Court appeal decision in the case of Owens is set to be handed on the 18/19 May – watch this space ...

The citation for the Court of Appeal Judgement is *Owens v Owens* [2017] EWCA Civ 182. The decision to refuse the Appellant Wife's appeal certainly makes for an interesting read.

Did you see?

Coming back from the Christmas break many of us on Resolution Committee were surprised to learn that the Government had decided to change many of the Court forms we often use and had given little or notice of the change. The new forms are now mandatory. In case you've not seen the new forms they can be downloaded at:

<https://hmctsformfinder.justice.gov.uk/HMCTS/FormFinder.do>

How to follow us

The best way to keep up-to-date with national and local Resolution news is using our twitter feeds:-



@ResWestMids



@YResWestMids

Useful information can also be found on the West Midlands page of the Resolution Website. It can be found at

http://www.resolution.org.uk/West_Midlands_about/



Children Law Update

7th March 2018

YRES West Mids are proud to present this update on the latest developments in public and private children law matters, to be delivered by Matthew Maynard (St Ives Chambers) and Julie Moseley (St Philips Chambers).

Where: Irwin Mitchell, Imperial House, 31 Temple Street, Birmingham.

Registration: 5.30pm; Start: 6.00pm.

Cost: £5 for members; £10 for non-members.

Payment via BACS:

Sort code: 20-07-84

Acc No: 60563986.

RSVP: Hollie.Orgree@IrwinMitchell.com



www.resolution.org.uk

Collaborative foundation training

With Helen Garlick, collaborative practitioner and trainer; and Suzy Power, collaborative practitioner and consultant in dispute resolution.

14-16 March 2018, BIRMINGHAM

"The course was run in a very positive, interesting way which ensured I stayed engaged throughout. I have a very short attention span but was not bored once on this course. The most enjoyable training I have had to date."

2014 course participant

Collaborative law has genuinely changed the backdrop and practice of family law in this jurisdiction, and the new revitalising connections and professional relationships have positively improved practitioners experience in working as family lawyers.

There are already over 1,700 trained collaborative lawyers in England and each 'DR e-newsletter' brings with it news of yet more exciting developments in DR across England and Wales.

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

The training will be followed up with a further one day negotiation skills training which will need to be completed within 12 months. Participants within their local PODs will then be encouraged to undertake interdisciplinary training when, regionally, they feel they are ready and ripe to do so. At this stage you will simply be asked to complete the initial three day training.

This foundation course is available to all family lawyers who are solicitors, barristers or Filex, who have had at least three years' specialist family law experience and who are members of Resolution. In addition it is now possible for paralegals who are Resolution members to train provided they fulfil the criteria. (Please contact head office for more information.)

About the course

This three-day foundation course will explain and demystify the collaborative process, show how it works and provide you with the opportunity to gain and enhance the skills you will need to be an accomplished collaborative practitioner.

After this training, you will be able to offer your clients an additional alternative way to seek to negotiate the resolution of their family difficulties. Many clients are now asking for this means of dispute resolution specifically as the public gains awareness of its benefits.

Collaborative practice demands different skills from the lawyer than you may be used to using. Some find the shift from traditional practice to collaborative practice harder than others. We strongly urge you to contact your local POD or someone who has already done the training and is working collaboratively in advance of the training and discuss with them the process and the differences in practice. This will assist in preparing you for this course.

We're keen for this movement to take root all over the country and indeed those roots are already running deep. Historically, the quick success of local collaborative communities has come about by a significant number of practitioners in a local area all training together. For this reason, we would urge you to check on the Resolution website to find out who in your community is already trained and who is not so that you can get on the telephone to those who have not done the training to encourage their attendance at future courses.

“I have thoroughly enjoyed the 3 days and feel re-invigorated and optimistic. Thank you Helen and Suzy.”

2014 course participant

“The course was so much better than I had expected from the publicity. Suzy and Helen are both fantastic trainers and I wish I could do this course all over again.”

2014 course participant

About the trainers

Helen Garlick

Helen's professional appointments include being a Resolution accredited family mediator, collaborative lawyer and practitioner member of the Law Society's family mediation panel. She's a consultant with Gordons Partnership LLP with offices in London and Guildford.

Helen is well known as a writer and an experienced trainer and she is passionately committed to standards of excellence and helping participants achieve their full potential through the creation of vibrant, effective training. She's also DR Editor of the Lexis-Nexis Butterworths Family Law Service for which a DR Binder was published in 2013 reflecting the ever increasing role of dispute resolution processes. In addition, Helen has authored six editions of the Which? Guide to Divorce as well as other published works.

Helen's family mediation training began in 1988 with the Institute of Family Therapy before training on the first SFLA Mediation Foundation Course with Henry Brown and Felicity White in 1996. She then became a mediation trainer and authorised course provider for the Law Society in her own right, as well as lecturing at the Oxford Institute of Legal Practice. She completed NLP training with Q Learning as an NLP Practitioner in 1998. Helen was also a management committee member and then chair of national charity The National Council for One Parent Families.

She has co-written this Collaborative Practice Foundation Course with Suzy Power.

Suzy Power

Suzy is a mediator, family consultant and dispute resolution specialist. She works alongside a number of family lawyers offering support to their clients on an individual basis as well as to couples in relation to parenting issues.

Suzy has an active mediation practice regularly managing high conflict cases and is an experienced collaborative practitioner. She is an accredited mediator mediating in north and central London and has co-written Resolution's Collaborative Practice Foundation course together with a number of one day courses focusing on family dispute resolution.

Suzy co-presents the eight day Resolution Mediation Foundation course and has written and presented advanced mediation and collaborative courses on cohabitation, domestic abuse, the effects of conflict, separation and divorce on children, negotiation skills and more recently, managing litigants in person. She has written and presented courses to train mediator supervisors and consultants and continues to work as a professional practice consultant for individual mediators as well as a number of mediation peer groups.

During the last few years she has also presented mediation and collaborative courses in Dublin and Belfast as well as running Resolution's first interdisciplinary collaborative foundation course in Hong Kong.

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

2014 course participant



Practicalities

- The course carries 24 CPD hours (including CPD allowances for pre-course reading and reading and preparation during the course itself).
- Registration starts at 8.45am on each day and you should arrive by 9am each day to ensure a prompt 9.30am start.
- The course will end by 5.30pm on each day.
- Please arrange your travel plans/book your trains accordingly, as full attendance on the course is expected and those who miss part of the course may have to repeat all or some of the course at a later date and further course fees will be payable.
- The cost to Resolution members is £1106 (VAT inclusive) for the three days and includes £86 (VAT exempt) DR subscription.
- Resolution reserves the right to make changes to the advertised trainers if required.



I wish to attend the Collaborative foundation training in:

☐

Birmingham

14-16 March 2018

CLFT18-01M

☐☐

Name _____ Membership no _____

Firm _____ DX _____

Address if no DX _____

Email _____ Tel _____

Please send completed form and cheque for £1106 which includes your DR fee, or £1020 if you are already a RESOLUTION Mediator to Resolution Central Office, PO Box 302, Orpington, Kent BR6 8QX or DX 154460 Petts Wood 3. If you have any enquiries please contact info@resolution.org.uk or telephone 01689 820272

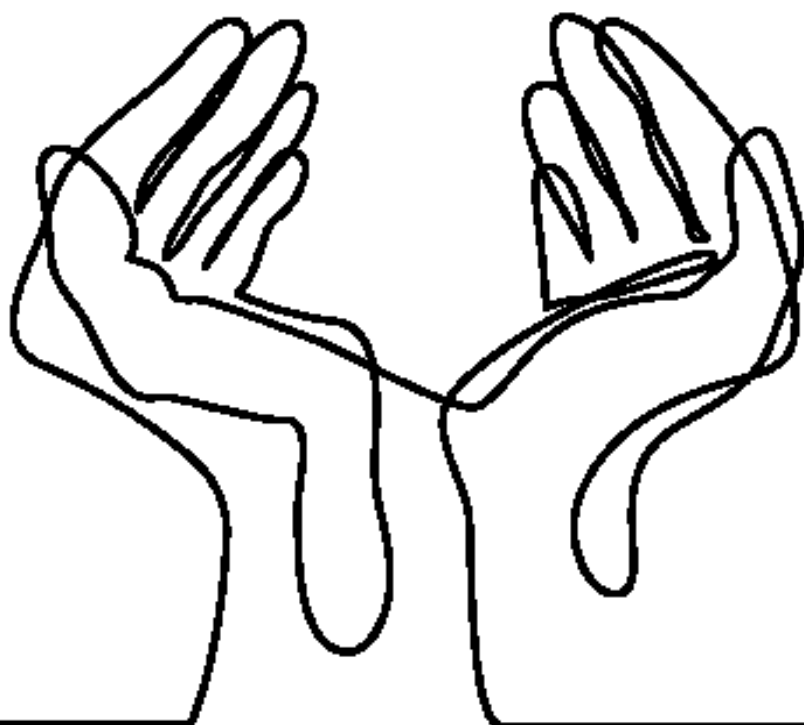
I enclose a cheque made payable to Resolution for £ _____

Refund policy: a) 100% if another delegate provided, b) 100% if event cancelled by Resolution, c) none in any other circumstances



Resolution's 121 Mentoring Scheme

January 2018



Launch of Resolution's 121 Mentoring Scheme

We are very pleased to let you know that we have launched the Resolution 121 Mentoring Scheme.

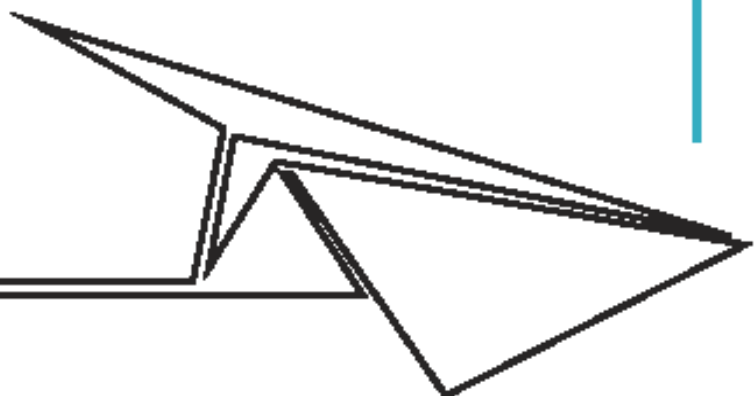
The scheme:

- has a dedicated telephone number **01689 661222** (email **121@resolution.org.uk**) and a staff team member, Karen Birch who will receive member requests and match member to mentor.
- is aimed primarily and in the first instance at our YRes members as a member benefit and in response to our survey of YRes members that showed that 74% of our young members thought that they had inadequate support available to them (and which is echoed in other research into stress amongst young lawyers).
- provides a confidential 'listening ear' for those that need it and can also be used to obtain informal guidance in relation to self management or career direction, learning and development, making best use of Resolution member resources and assistance with other sources of help and support where needed.
- builds on the 121 Peer Supporter scheme launched last year to support members who are subject of a complaint. Further information about peer supporters is available from Resolution's Complaints Manager, Karen Rushton, please email **complaints@resolution.org.uk**
- is being 'soft launched' as experience will inform how we build on and improve the scheme arrangements over time and to avoid over-subscription.

The first team of mentors have been trained and are in place, and we will be looking to recruit new mentors as demand grows, if you are interested, please contact Sue Gunn **sue.gunn@resolution.org.uk**

The terms of reference for the scheme are available by emailing **info@resolution.org.uk**

Look out for further information to be published in The Review, member bulletins and our social media channels in the coming months.



What is Resolution Mentoring?

Mentoring is using a set of skills to offer a process designed to support and assist individuals who may be more junior colleagues or learners, colleagues or simply individuals in need of structured support.

"The purpose of mentoring is always to help the mentee to change something - to improve their performance, to develop their leadership qualities, to develop their partnership skills, to realise their vision, or whatever. This movement from where they are, ('here'), to where they want to be ('there')."

Mike Turner¹

"Mentoring involves primarily listening with empathy, sharing experience (usually mutually), professional friendship, developing insight through reflection, being a sounding board, encouraging"

David Clutterbuck²

There are many definitions and forms of mentoring. Resolution views membership mentoring as a means to provide assistance, support and guidance specifically for Resolution members. A key aim is to support members in delivering services to clients to the best of their ability, making full use of and adhering to the Resolution Code. It is hoped that mentors will also be able to assist members in making the best use of Resolution resources to support and enhance their practice.

YRes Mentoring

Mentors who will be working with our YRes members may be providing a range of supporting services:

- Personal or professional support and a 'listening ear'
- Guidance with professional relationship issues
- Guidance with complex or complicated client issues
- Self-management
- Career direction
- Advice on making use of Resolution member resources e.g. learning and development, use of Guides to Good Practice and precedents etc.
- Assistance to find other sources of help and support

In the Resolution model, mentors will be working alongside members to assist, support and guide. The mentor role has clear boundaries, including but not limited to:

- Mentors do not give advice and/or legal advice – including in relation to matters regarding employment, professional negligence or misconduct, unlawful activity or in respect of insurance.

¹ Dr. Mike Munro Turner, FRSA, Jericho Partners

² Everyone Needs a Mentor, David Clutterbuck, Kogan Page 2014

- Mentoring is offered on a confidential and private basis but with conditions which are designed to protect vulnerable adults and especially children, the mentee and the mentor.
- Mentors do not act outside of their own professional skill and expertise and must be aware of their professional limitations.
- Mentors will respect the professional boundaries of their own role and that of the mentee as a member of their own firm or practice.

A note about confidentiality

All mentors and mentees will have a written agreement setting out roles and responsibilities. In respect of the privacy and confidentiality offered within the mentoring scheme, as stated above there are conditions or exceptions to the confidentiality offered:

- Where a member discloses or raises a matter which relates to issues of professional misconduct covered by the SRA or other national regulation.
- Where a member raises or discloses an issue which relates to an unlawful act, including money laundering or where there is any over-riding obligation in law to report.
- Where a member raises or discloses an issue relating to their personal safety or that of another person (especially a child or young person).

Members who take up the offer of support from the scheme must be aware of these limits and all peer supporters and mentors should ensure that they have talked with the member and that they have both signed the agreement provided by Resolution that sets out terms for the scheme.

We also provide support to our mentors and would expect that, in any event any mentor who was concerned about any aspect of confidentiality would contact us for further advice.

Providing assistance, support and guidance

Providing assistance, support and guidance is different from providing advice. The relationship between a mentor and mentee should be one of trust and equality and should not be hierarchical. Clearly, mentors by virtue of their greater level of knowledge, skill and experience could be perceived by the mentee as being 'senior' in the relationship but the skill of the mentor is in establishing a relationship which assists the mentee to feel secure to share thoughts and concerns without being worried about being 'judged' or assessed.

In a hierarchical relationship there is often an expectation that the more senior person will, in effect, tell or advise the other person on what to do. Mentoring is about assisting the mentee to explore whatever concerns, interests or experiences they have and to draw from that exploration their own learning and decision making. The mentor can aid the mentee by providing a reflection of the mentee's thoughts, signposting to other resources or agencies and in assisting them to consider and decide upon the 'next steps' to take. In this way mentors should empower and build confidence in their mentee rather than dependence.

