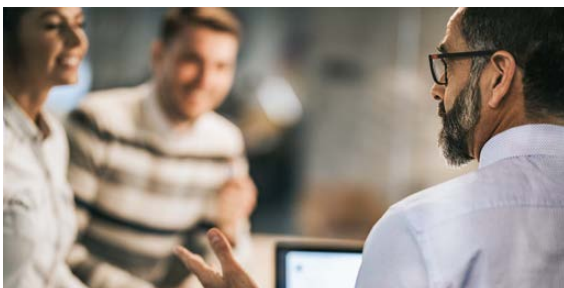


**Ashtons**  
LEGAL

# Ashtons Mediation



TRANSFORMING CONFLICT INTO COLLABORATION - WHEN IT MATTERS MOST



[www.ashtonslegal.co.uk](http://www.ashtonslegal.co.uk)

Ashtons Mediation provides a multidiscipline, effective and reliable alternative dispute resolution service. Whether you are facing a civil, commercial or workplace dispute, we are here to help you find practical, balanced and sustainable solutions.

Our commitment is to deliver results-driven outcomes through the concept of mediation - facilitated by experienced and diverse professionals from across the legal sector – and assist people in conflict to avoid the commonly regarded inefficiencies and discrepancies of formal litigation (court proceedings).

By offering in-person, remote and hybrid mediation, we ensure flexibility and accessibility for all.

Having each attained internationally recognised accreditation from the Centre for Effective Dispute Resolution (CEDR), our mediators have extensive experience of the mediation process and understand the pivotal role mediation plays in resolving disputes.

Whilst we are always happy to consider instructions on a variety of disputes, our main areas of expertise are commercial disputes and workplace disputes.

### Meet the team



**Tom Bailey**  
Partner & CEDR-Accredited Mediator



**Ross Strowger**  
Partner & CEDR-Accredited Mediator

### Contact us

We're here to help you find a fair and peaceful resolution. If you're interested in mediation, reach out to our team today – we'll answer your questions, explain the process, and guide you every step of the way.

**[mediation@ashtonslegal.co.uk](mailto:mediation@ashtonslegal.co.uk)**  
**0800 915 6037**

# What is Mediation and how can it help?

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Mediation is a voluntary, confidential process where an impartial third party – called a mediator – helps people in conflict to communicate more effectively, understand each other’s perspectives, and work towards a mutually acceptable resolution. Unlike court proceedings, mediation is informal, flexible and focused on finding practical solutions rather than assigning blame. It gives each party a voice and a safe space to express concerns, explore interests and clarify misunderstandings, with the guidance of accredited professionals.

For people in conflict, mediation offers a way to move beyond entrenched positions and towards constructive dialogue. It can also reduce hostility, preserve important relationships and prevent costly litigation.

At its core, mediation is about transforming conflict into collaboration - when it matters most.

## Fee options

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### Civil & Commercial Disputes

<p><b>Option 1:</b> disputes up to £250K</p> <ul style="list-style-type: none"><li>• 3 hours mediation</li><li>• 30-min pre-mediation call</li><li>• Preparation</li><li>• Max. 2 parties</li></ul> <p><b>£800 plus VAT per party</b> (Remote only)</p>	<p><b>Option 2:</b> disputes up to £1m</p> <ul style="list-style-type: none"><li>• 7 hours mediation</li><li>• 30-min pre-mediation call</li><li>• Preparation</li><li>• Max. 3 parties</li></ul> <p><b>£1,500 plus VAT per party</b></p>	<p><b>Option 3:</b> disputes up to £2m</p> <ul style="list-style-type: none"><li>• 7 hours mediation</li><li>• 30-min pre-mediation call</li><li>• Preparation</li><li>• Max. 3 parties</li></ul> <p><b>£2,000 plus VAT per party</b></p>
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### Add ons

- **Extra hours:** £300 plus VAT per hour (split equally between all parties).
- **Travel expenses:** Please request at the time of making your enquiry.
- **Room hire at Ashtons Legal:** £300 plus VAT per day (split equally between parties).

*For mediations with 4 parties or more and for disputes over £2m, we are happy to provide a free, no obligation quotation upon request.*

### Workplace Disputes

We are happy to provide a tailored quotation upon request.

# Terms of Business - summary

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## Fees

To be invoiced and paid in full not less than 7 days before the agreed mediation date.

For any add-ons not already invoiced and paid, these shall be invoiced within 48 hours of the mediation concluding, with payment falling due upon receipt of our invoice.

## Cancellation fee

If the mediation is cancelled within seven working days of the agreed mediation date (whether by the parties or by Ashtons Mediation), Ashtons Mediation reserves the right to charge the parties a cancellation fee of not more than 50% of the agreed mediation fee.

## Mediation Agreement

To be signed by all relevant parties (or their legal representatives) within seven working days of confirmation of booking.

## Mediation Bundle

To be provided not less than five working days before mediation.

## Mediation Statement

To be provided not less than two working days before mediation and not to exceed four A4 pages in length.

# Client reviews

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## Tom Bailey

"The team is headed by Tom Bailey who is an exceptional lawyer and fantastic with clients. They team has a very strong regional offering attracting large corporate clients who are committed to the firm."

"Tom Bailey is a standout lawyer, ranked highly amongst peers and clients alike, who always brings his A-game, yet concurrently brings serenity to high pressure litigation. With a wealth of knowledge and experience to offer, Tom is always keenly focused on the commercial optics and outcome, though when it's time to turn up the heat he does so with ease."

"Tom Bailey's personable yet judicious approach are qualities that have seen him excel, together with his mastery of franchise law. He is without question a very 'safe pair of hands' who in complex disputes one would much rather have on side than be against."

## Ross Strowger

"He is extremely approachable and knowledgeable. He has assisted me with some complex matters and I would not hesitate to recommend him."

"Ross Strowger has an excellent understanding of the issues and always understands what we as the client want to achieve."

# Our mediators

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## Tom Bailey

**Partner**  
**Dispute Resolution**

**T** 01603 703090  
**E** tom.bailey@ashtonslegal.co.uk



As Head of Ashtons' Dispute Resolution Team, Tom has significant heavyweight commercial litigation experience, including breach of contract, director and shareholder disputes and professional negligence claims. Tom is recognised as a franchise disputes specialist and acts for a number of market-leading networks as part of Ashton Legal's globally recognised Franchising Team. Tom's work often has an international element, and he has experience in litigation and arbitration involving the UAE, Kingdom of Saudi Arabia, China and the USA.

## Ross Strowger

**Partner**  
**Employment**

**T** 07921 922822  
**E** ross.strowger@ashtonslegal.co.uk



As Head of Ashtons Legal's highly acclaimed Employment Team, Ross leads in the conduct of both non-contentious and contentious employment law work across the Eastern Region. His work has included several successful enforcements and defences of post termination restrictive covenants as well as complex discrimination and whistleblowing cases.

Ross has a particular interest in directors' service agreements and directors' duties more generally with the emphasis on employment issues arising from a boardroom bust up.

Ross works closely with the firm's Corporate Team on people issues arising from restructuring, business transfers or outsourcing (especially those involving insolvency issues). He advises on all aspects of confidentiality and data protection law relating to the employment relationship and frequently deals with Subject Access Requests and data privacy issues as part of his employment practice.