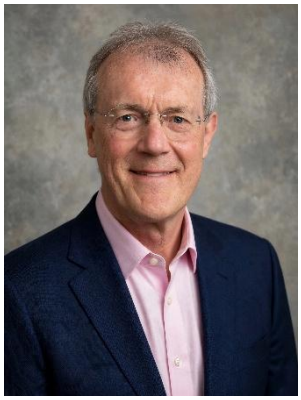
Tony Hughes – Mediator CV



As an experienced mediator Tony is a keen advocate of the continued development of and use of negotiation and mediation in the resolution of disputes which would otherwise go to court. He is also a regular user of mediation techniques in the workplace, boardroom and other contexts involving breakdown of relationships.

PROFESSIONAL BACKGROUND

Tony was accredited as a mediator with the ADR Group in 1999 and since then has acted as lead mediator, co-mediator, observer and party adviser in a wide range of mediations, specialising in the resolution of commercial disputes. He has given training on the use of mediation, and mediation advocacy and has facilitated courses on mediation and mediation techniques for lay audiences and lawyers as well as new and experienced mediators. In 2019 he was a judge in the UK Student Mediation Competition and in the University of the West of England Student Mediation Competition. As Registrar of the Association of South West Mediators, he developed protocols for civil/commercial and workplace mediations through the Association

He is experienced in handling mediations in-person and using video platforms such as Zoom and Teams for initial meetings as well as shuttle and "round-table" meetings and mediations.

He is a Civil Mediation Council Registered Civil & Commercial and Workplace mediator and is also a Fellow of the Civil Mediation Council. As an acting co-chair of Trustees, a mentor and an experienced mediator with Resolve West (formerly known as Bristol Mediation) he frequently works with other experienced mediators and is involved in developing mediators and mediation approaches in respect of community mediation services and workplace mediation. He is also a member of the National Mediation Team training for District-level mediators for Rotary Great Britain and Ireland.

Tony was awarded an Exhibition in Natural Science to read Law at University College, Oxford. Having obtained a law degree he qualified as a Solicitor with Burges Salmon in 1981. He became an equity partner with Morgan Cole and was Head of Litigation at the Swansea office before leaving to set up his own practice in 2006. He formed Enterprise Mediation in 2025.

MEDIATION EXPERIENCE

Tony's mediation experience covers a wide range of topics including the following:

- Shareholder disputes;
- Partnership and LLP disputes;
- Family Business disputes;
- Commercial contracts;
- NHS contracts;
- Community, neighbourhood and environmental issues;
- Restrictive covenants and confidential information;
- Employment and workplace;
- Intellectual property and IT contracts;
- Professional negligence;
- Medical issues;
- Landlord and tenant matters;
- Contentious Probate;
- Multi-party disputes;
- Right of way, boundary and other property disputes;
- TOLATA disputes;
- Wills, Probate, Inheritance Act and Proprietary estoppel disputes;
- Disputes between charity trustees and within clubs and organisations
- Dispute between a Parish Council and one of its members.

FEEDBACK

"His calm and focused approach was valuable in ensuring we were not only kept involved but well guided through the process."

“Tony was relaxed and listened carefully. This was a difficult case … Listened well and showed good empathy…recognised the difficulties and discussed how the parties needs could be met”

“My clients were really pleased. I asked them how they felt about the day being done on Zoom and they all said it was far better than having to go to a venue. It was easier for C to juggle her work & the children. They said that the day was less daunting and less confrontational being done online.

I hope we will be able to mediate with you again soon.”

“Thanks for your assistance…. I’d use you again, which I hope is the best feedback! I thought you handled it really well - thank you.”

“Warm, thorough …” “Tony is amazing!”

“Lovely wording … neutral, compassionate, practical, dignified…”

“X is very happy with how the mediation went and said that they … were talking again.”

“Just to say case went really well this morning, thanks to everyone's perseverance.”

“Hi Tony, Thanks for all the team work today.”

“Really good experience with professional staff, would recommend”

“Just a quick note to thank you for mediating today. I imagine that it is not easy guiding two parties to reach settlement when they have diametrically opposed views – but you did just that, which [we] are most grateful for.”

LOCATION

Tony lives and works in Bristol but will mediate along the M4 corridor to London, throughout the Midlands, the South and South West of England as well as South and West Wales.

EDUCATION

MA (Oxon) Jurisprudence; Part 2 Solicitors Qualifying Exam, College of Law Chester

Civil/Commercial mediation training with ADR Group in 1997

Received full Civil/Commercial mediation certificate from ADR Group in 1999

Trained as a Community mediator with Resolve West in 2015

Trained in workplace mediation with CEDR in 2019

INTERESTS

Tony enjoys walking, playing and watching sport (tennis and skiing), as well as singing and listening to music. He is a long-standing member and Past President of Bristol Breakfast Rotary Club.

CONTACT DETAILS

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