



SELBORNE CHAMBERS

Anti-Harassment Policy (“AHP”)

1. This AHP covers all those working in Chambers (except for employees, see paragraph 2), visiting Chambers and providing services to Chambers.
2. As to employees of Chambers, the relevant policies in the Staff Handbook (including the Anti-Harassment and Bullying Policy, and the Equal Opportunities Policy) apply instead of this AHP. This AHP does not form part of any employee’s contract of employment or of any contract with any contractor.
3. Chambers is committed to promote a work environment in which all individuals, clients and the public are treated equally and with dignity and respect.
4. A copy of this policy is published on Chambers’ website on the Equality, Diversity and Inclusion page, and is thereby provided to all those for whom Chambers constitutes a working environment, including members of chambers, pupils, squatters, clerks and other employees, temporary workers, those who provide services to Chambers, as well as visitors such as mini-pupils and work experience students.
5. Harassment in any form will not be tolerated or condoned by Chambers. Harassment includes any unwanted conduct related to sex, race, disability, gender re-assignment, religion or belief, sexual orientation or age. Such behaviour may take many forms including:
 - a. Conduct which is unwanted by the recipient and perceived as hostile or threatening;
 - b. Conduct which gives rise to a hostile or threatening work environment;
 - c. Conduct which creates an atmosphere in which it is feared that rejection or submission will be used as a basis for decisions which have an impact on the recipient at work such as allocation of work or a tenancy decision.



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6. The following are examples of types of behaviour which may amount to harassment:
 - a. Physical or sexual assault;
 - b. Requests for sexual favours in return for career advancement;
 - c. Unnecessary physical contact;
 - d. Exclusion from social networks and activities or other forms of isolation;
 - e. Bullying;
 - f. Compromising suggestions or invitations;
 - g. Suggestive remarks or looks;
 - h. Display of offensive materials, including on a computer screen;
 - i. Tasteless jokes or verbal abuse, including any sent by email. It is important to note that “banter” can amount to harassment – just because a comment is intended as a joke does not mean it is not capable of constituting harassment;
 - j. Offensive remarks or ridicule;
 - k. Dealing inappropriately or inadequately with complaints of harassment.

7. This policy applies to all Chambers related situations and events, including:
 - a. The working day in Chambers;
 - b. Chambers social and marketing events.

8. Harassment is unlawful under Section 26 of the Equality Act 2010. In addition to the above unwanted conduct, it can arise where a person engages in any kind of unwanted sexual behaviour (or gender reassignment-related or sex-related behaviour).



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9. Unlawful harassment does not require a course of conduct – an isolated incident can amount to unlawful harassment.
10. An incident does not have to fulfil the legal definition of “harassment” to be dealt with under this Policy.
11. Complaints of harassment may be raised informally with Chambers’ EDI Officer or formally – whichever method is used, Chambers’ Internal Complaints Policy and Procedure applies. That Policy and Procedure emphasises that complaints will be treated seriously and sensitively, refers to the various forms of support which a complainant may wish to use, such as speaking to Chambers’ Wellbeing Officer for confidential advice or assistance.
12. Chambers is committed to ensuring that no-one who makes an allegation of harassment in good faith should be subjected to any detriment as a result.
13. Harassment is a breach of the Handbook for barristers.
14. Everyone who works at Chambers is encouraged to take steps to stop, deter and prevent harassment. Anyone who witnesses such behaviour directed at another, is encouraged to challenge it rather than let it pass (unless to do so would place themselves in danger), and to bring it to the attention of the Equality, Diversity and Inclusion Officer informally or formally.
15. Any barrister who has reasonable grounds to believe that there has been sexual or other harassment by another barrister also has a professional duty to report it to the Bar Standards Board. To fail to do so is a breach of the Handbook, unless they reasonably believe that the misconduct has already been reported to the BSB by someone else. If you are not sure whether an incident should be reported, or has already been reported, you can seek advice from the BSB or Bar Council, or Chambers’ Equality, Diversity and Inclusion Officer. Guidance from the BSB, and a link to a form which can be used to report the misconduct to the BSB, can be found here: <https://www.barstandardsboard.org.uk/for-barristers/reporting-serious-misconduct.html> and/or advice can be obtained from the BSB by calling them on 0207 611 1444 or from the Bar Council by calling their Ethical Queries Helpline on 0207 611 1307.
16. At the date of this policy, Chambers’ Equality and Diversity Officer is Daniel Webb, who may be contacted at daniel.webb@selbornechambers.co.uk or on 020 7420 9500. Daniel Webb should be the point of contact for all queries regarding this policy.
17. This AHP was adopted on the date below. Chambers’ Equality, Diversity and Inclusion Officer is responsible for monitoring the effectiveness of this policy. It is intended that this policy, and its operation, should be regularly reviewed.



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This Policy comes into effect on the date specified below; the Anti-Harassment Policy approved by the Board on 24 April 2019 and reviewed by the EDI Officer on 17 December 2020 is revoked.

Approved and implemented by the Secretary in consultation with the Head of Chambers pursuant to delegated powers:

I.J.C

2 January 2024