

- 1) I bet my wig that you couldn't find a barrister who has not been the brunt of behaviour from a Judge that would be unacceptable in a 'normal' place of work. The most egregious BDH generally happens counsel to counsel and that is what rightly grabs headlines and is something bar council have campaigned against for a long time. However, judicial bullying and behaviour is a more day to day and improvements in this area are likely to have a more positive immediate effect to more barristers. It is also harder to challenge this behaviour given it is seen as just part of the job and we all recognise the important role the judiciary hold in our society.
- 2) There needs to be a look into what it is about being a judge, particularly in the Crown Court which leads them to developing what is termed 'judgeitus' which would be characterised by being unkind and unsympathetic to barristers. This can include shouting, bullying and general unnecessary firmness which would not be tolerated in a 'normal' place of work. There is clearly something that happens to Judges. People who go to the bench do not aspire to develop these habits, yet so many do. For example, I have heard anecdotally that this is because being a judge is a lonely job, with little chance to decompress as they often end up in their chambers after a difficult hearing rather than getting to go to the robbing room and making light of it. To help understand this, I would invite that court clerks are spoken to.
- 3) There should be a formal process in place for there to be someone who could speak to judges when a complaint has been made. This should be allowed to be anonymous but would only result in formal word being had with the Judge and also added to their file.

- 4) The BSB must deal with complaints of misbehaviour faster. It severely undermines confidence in the system whilst people continue to practice for years whilst under investigation.