



Events and training anti-harassment policy

October 2026

The law and definitions

- **Harassment** is defined by the Equality Act 2010 as 'unwanted conduct ... which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual'.
- **Sexual harassment** is defined by the Equality Act 2010 as unwanted or unwelcome behaviour of a sexual nature which violates someone's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for someone. It can be sexual harassment if the behaviour has one of these effects even if it was not intended, or was intended to have one of these effects, even if it did not have that effect.
- **Bullying** is defined by ACAS as 'as unwanted behaviour from a person or group that is either offensive, physical or emotional harm to someone.' intimidating, malicious or insulting or an abuse or misuse of power that undermines, humiliates, or causes.
- **The Equality Act 2010** is the UK's discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society. The protected characteristics covered by the legislation are age, disability, gender reassignment,

marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation

- **The Worker Protection (Amendment of Equality Act 2010) Act 2023** makes provision in relation to the duties of employers and the protection of workers under the Equality Act 2010
- **The Employment Rights Act 2025** expands on the duty of employers as relates to harassment, sexual harassment and bullying.

Policy

- The Bar Council is committed to providing an environment where everyone feels safe, respected, and included. We want everyone to engage with our events and training courses without fear of harassment, bullying, humiliation, pressure, intimidation, or injury.
- We expect everyone involved in our events or training to adhere to the Bar Council events and training code of conduct.
- The Bar Council takes active steps to prevent harassment at our events and training, including the following:
 - Conducting risk assessments for all events and training
 - Ensuring all participants receive a link to our code of conduct and are asked to read it before attending a Bar Council event
 - Providing anti-harassment and active bystander training to all staff
 - Ensuring a member of staff is present at all training/events and is contactable by attendees
 - Ensuring a secondary, senior member of staff is contactable by the onsite staff member in the event of a serious incident.