



Events and training code of conduct

October 2026

Purpose

The Bar Council is committed to providing an environment in which everyone is treated with dignity and respect. The purpose of this code of conduct is to ensure a safe, respectful and inclusive environment for anyone involved in our events and training courses.

Scope

The code of conduct applies to everyone involved in any aspect of our events and training courses, including all in-person and online events and training courses. We expect all attendees, including delegates, guests, trainers, exhibitors, speakers, volunteers, press and media, organisers, venue staff, suppliers, contractors, sponsors and partners to comply with this code of conduct. This list is not exhaustive but demonstrates that the code of conduct applies to anyone involved in any aspect of our events and training courses.

Key principles

The Bar Council is committed to providing an environment in which all individuals are treated with dignity and respect. We want everyone to be able to engage with

our events and training courses without fear of harassment, bullying, humiliation, pressure, intimidation, or injury.

We expect all participants to act professionally and be respectful of others, both at the event or training, and in any interaction before or after the event or training.

We do not tolerate behaviour which is, or which could be perceived to be, harassment, discrimination, bullying, offensive language, physical or verbal abuse, or any form of inappropriate conduct.

Unacceptable behaviour

The following is a non-exhaustive list of behaviour we deem unacceptable:

- Harassment including sexist, racist, or exclusionary comments or jokes
- Inappropriate, unwanted physical contact, sexual attention or innuendo
- Physical harassment, or threats and acts of violence
- Deliberate intimidation, threatening behaviour, stalking, photography or recording of an individual without consent
- Offensive comments related to gender, sexual orientation, disability, physical appearance, body image, age, race, religion or belief, gender reassignment, marriage and civil partnership or pregnancy and maternity
- The use, display or distribution of content which is inappropriate or offensive for our diverse, professional audiences, including sexual language and imagery
- Belittling or insulting other attendees
- Use of illegal substances. The Bar Council and the venues we use operate a strict no illegal substance policy, and any person found to be in possession of, or using, such substances will be immediately removed from the venue, with the possibility of police involvement.

Expected behaviour

- Treat all other participants with respect, dignity and consideration.
- Where alcohol is served at events, attendees are expected to consume alcohol responsibly.
- We ask all participants to look out for one another and to report to event staff any inappropriate behaviour directed at you or others.

What to do if you witness, or experience, unacceptable behaviour

If you, or anyone else in attendance at a Bar Council event or training, is made to feel uncomfortable, witness harassment of any type, or if you have any concerns regarding your welfare, or the welfare of another attendee, please speak with a member of Bar Council staff.

There will always be a member of the Bar Council team onsite at in-person events, who will be identifiable by their pink staff lanyard. At online events and training courses there will always be a member of Bar Council staff in attendance. You can contact them using the details provided in the joining instructions for that event or training course.

All Bar Council staff and trainers are fully briefed on this code of conduct.

If you become aware of an incident after the event or training course itself, please still report it, by email or by telephone - the details of the relevant Bar Council staff member can be found on the specific event or training course arrival or joining instructions, or you can email trainingandevents@barcouncil.org.uk

When reporting an incident, please provide as much detail as possible to allow us to fully investigate the matter. This should include where possible:

- the name and/or description of the alleged perpetrator(s)

- the behaviour displayed
- the time and place of the incident
- the names of any witnesses, or descriptions of witnesses
- anything else which might help us investigate the matter

Any reports will be treated in confidence, and we ask that disclosure to third parties is kept to a minimum to give us the opportunity to fully investigate and respond to the situation, in line with due process.

Possible outcomes

Our response will depend upon the situation, but may include any one or more of the following actions:

- addressing the incident with the alleged perpetrator(s), or their superiors
- removing the alleged perpetrator(s) from the event or training
- issuing a warning to the alleged perpetrator(s)
- informing the venue security personnel
- reporting the matter to the Bar Standards Board
- referring the matter to the police
- preventing the alleged perpetrator(s) from attending future Bar Council events or training either for a period of time or on a permanent basis.