



**15 WINCKLEY SQUARE CHAMBERS  
CHAMBERS OF SAMANTHA BOWCOCK K.C.**

**HARASSMENT POLICY**

1. This document is intended to set out in clear terms Chambers' policy regarding any form of harassment towards a member, employee, pupil, mini-pupil or other person visiting Chambers and providing a service to Chambers.
2. 15 Winckley Square Chambers is committed to providing a work environment in which individuals, clients and the public are treated with dignity and respect. 15 Winckley Square Chambers is determined to promote a work environment in which everyone is treated equally and with dignity and can flourish.
3. 15 Winckley Square Chambers recognises that harassment can reduce the effectiveness of Chambers by undermining the confidence of members and employees, creating an offensive or hostile environment and increasing absence from work.
4. Harassment in any form will not be tolerated at 15 Winckley Square Chambers. Harassment includes, but is not limited to, 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:
  - i. conduct which is unwanted by the recipient and perceived as hostile or threatening;
  - ii. conduct which gives rise to a hostile or threatening work environment;
  - iii. 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 an allocation of work, tenancy decision or promotion.
5. The following are examples of types of behaviour which may amount to harassment:
  - physical or sexual assault;
  - requests for sexual favours in return for career advancement;
  - unnecessary physical contact;
  - exclusion from social networks and activities or other forms of isolation;
  - bullying;
  - compromising suggestions or invitations;

- suggestive remarks or looks;
- display of offensive materials, including on a computer screen;
- tasteless jokes or verbal abuse, including any sent by email;
- offensive remarks or ridicule;
- dealing inappropriately or inadequately with complaints of harassment;
- threats of any nature;
- criticising in a way which that is humiliating, intimidating or degrading;
- use of sarcasm and/or name calling with the intent to ridicule.

This list is not exhaustive.

6. Harassment is unlawful under the Equality Act 2010<sup>1</sup>. In addition to the above unwanted conduct, it can arise where a person engages in any kind of unwanted sexual behaviour (or gender reassignment or sex related behaviour).
7. Harassment does not require a course of conduct but can be constituted by one incident. It is important to realise that behaviour that one person may find acceptable may not be accepted by others. Bullying is any type of behaviour which makes the recipient feel upset, threatened, humiliated, vulnerable or that their dignity is being violated, which may undermine their self-confidence and cause them to suffer stress. Harassment or bullying may not always be intentional, but it is never acceptable.
8. All members and employees are expected to be familiar with and apply the Harassment policy. The Chambers Practice Manager will ensure that this policy and the complaint procedures are understood by all employees and are available in the staff handbook and Chambers Manual.
9. Harassment is misconduct for employees or a breach of the Bar Code of Conduct for barristers. Allegations of harassment will be dealt with under the 15 Winckley Square disciplinary procedure.
10. Complaints of harassment may be raised informally in the first instance with Christian Durham Hall (Equality and Diversity Officer), the Head of Chambers or another senior member of chambers e.g. Head of Team or Wellbeing Officer, who will agree an appropriate response. Formal complaints should be made under the 15 Winckley Square Chambers grievance procedure. Either of these two routes can be used not only for behaviour directed at the person complaining but also behaviour they have witnessed directed at others.
11. 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. Any victimisation of a complainant, witness or anyone else involved in the investigation of a complaint will be viewed as a disciplinary matter.
12. This policy was adopted on 21<sup>st</sup> August 2023 and will be reviewed no later than 21<sup>st</sup> August 2025.

15 Winckley Square Chambers – Harassment Policy

---

<sup>1</sup> S.26 Equality Act 2010