

SRA BOARD
6 December 2022



CLASSIFICATION – PUBLIC

Rule changes relating to treatment of colleagues

Code of Conduct for Solicitors, RELs and RFLs

New standard in section 1 (maintaining trust and acting fairly):

“1.5 You treat colleagues fairly and with respect. You do not bully or harass them or discriminate unfairly against them. If you are a manager you challenge behaviour that does not meet this standard.”

Code of Conduct for Firms

New standard in section 1 (maintaining trust and acting fairly):

“1.6 You treat those who work for and with you fairly and with respect, and do not bully or harass them or discriminate unfairly against them. You require your employees to meet this standard.”

Ancillary changes to the introductions to the Code of Practice for Solicitors, RELs and RFLs and the Code of Practice for Firms

New sentence to be added to the Introduction to the Code of Conduct for Solicitors (after the second paragraph) and the Introduction to the Code of Conduct for Firms (after the first paragraph). The Introductions to the Codes of Conduct do not themselves form part of the Codes, so these additions are not themselves rule changes but are ancillary.

“Conduct does not need to take place in a workplace in order to relate to your practice – these requirements capture conduct which touches realistically upon your practice of the profession, in a way that is demonstrably relevant.”