



The Bar Tribunals & Adjudication Service

The Council of the Inns of Court

Disciplinary Tribunal

Michael Griffiths

Called to the Bar by: Middle Temple, May 1993.

Type of hearing: 5 Person Disciplinary Tribunal.

Date of decision: 15th June 2026.

Charges:

Charge 1

Statement of Offence

Professional misconduct, contrary to Core Duty 5 and/or conduct rule rC8 of the Bar Standards Board Handbook (9th Edition).

Particulars of Offence

Mr Michael Griffiths, a barrister on 22 June 2023, whilst on a work-related trip to a conference at a Chambers in London and whilst in a position of seniority as Head of Legal Services Department for Gloucestershire Police, behaved in a manner which was likely to diminish the trust and confidence which the public places in him or in the profession or could reasonably be seen by the public to undermine his integrity, in that, he made inappropriate comments of a sexual nature in the presence of junior female colleagues, Persons A and/or B, who were also attending the conference, as follows:

a) On the train journey to London Mr Griffiths said in relation to a young woman wearing a short skirt and standing in the aisle of the train, that the woman would be, words to the effect of, 'a nice addition to the office'.

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b) When Person A suggested to Mr Griffiths that he book an overnight stay in a hotel room in London on the business card, in the presence of Person B, Mr Griffiths replied to Person A, words to the effect of:

'I can take you there if you like, but I don't think they do 20-minute sessions'

When Person A responded to Mr Griffiths, with words to the effect of:

'You'd never afford to take me in there anyway'

Mr Griffiths replied to Person A, with words to the effect of:

'Oh trust me, if I was taking you in there, I could afford it'

This conduct amounts to inappropriate and/or unwanted direct contact with Person A and Person B when Mr Griffiths was in a position of seniority and which had the purpose or effect of violating Person A and Person B's dignity, was humiliating and/or created an offensive environment for Person A and Person B and was an abuse of his senior professional position.

Charge 2

Statement of Offence

Professional misconduct, contrary to Core Duty 5 and/or conduct rule rC8 of the Bar Standards Board Handbook (9th Edition).

Particulars of Offence

Mr Michael Griffiths, a barrister, on various dates between November 2021 and June 2023, whilst in a position of seniority as Head of Legal Services Department for Gloucestershire Police, behaved in a manner which was likely to diminish the trust and confidence which the public places in him or in the profession, or could reasonably be seen by the public to undermine his integrity, in that, he exchanged WhatsApp messages with a junior female colleague, Person A which were inappropriate as between a senior barrister and a junior colleague, which are contained within the WhatsApp messages in **Annex A** and set out below:

a) On 27 August 2022, at 21.56, Mr Griffiths messaged Person A by WhatsApp:

I've missed u

3%

Maybe 4%

loon

i know you is unique xxx

we love you x

b) On 11 September 2022, at 21.13, Mr Griffiths messaged Person A by WhatsApp:

i do miss u

a bit

id miss u

c) On 11 September 2022 at 21:30, Mr Griffiths messaged Person A by WhatsApp:

i miss u when ur not in the office xx

d) On 4 January 2023 at 21.36, Mr Griffiths messaged Person A by WhatsApp:

missed u 0.1%

I missed nobody but you bro !! x

miss u

miss u 0.000000000002 , %

e) On 5 January 2023 at 00.00, Mr Griffiths messaged Person A on WhatsApp:

'You like me??'

f) On 5 January 2023 at 00.01.26, Mr Griffiths messaged Person A on WhatsApp:

'U like me?'

g) On 13 January 2023 at 22.10.48, Mr Griffiths messaged Person A on WhatsApp:

'sos I asked u if u like me not appropriate me was drunk truly sorry x'

'genuinely'

This conduct amounts to inappropriate and/or unwanted direct contact with Person A when Mr Griffiths was in a position of seniority and which had the purpose or effect of violating Person A's dignity, was humiliating and/or created an offensive environment for Person A and was an abuse of his senior professional position.

Charge 3

Statement of Offence

Professional misconduct, contrary to Core Duty 5 and/or conduct rule rC8 of the Bar Standards Board Handbook (9th Edition).

Particulars of Offence

Mr Michael Griffiths, a barrister, on or around 15 December 2022, whilst in a position of seniority as Head of Legal Services Department for Gloucestershire Police, behaved in a manner which was likely to diminish the trust and confidence which the public places in him or in the profession, or could reasonably be seen by the public to undermine his integrity, in that, he shared intimate details about his sexual relationship with his wife with Person A. This conduct amounts to inappropriate and/or unwanted direct contact with Person A when Mr Griffiths was in a position of seniority and which had the purpose or effect of violating Person A's dignity, was humiliating and/or created an offensive environment for Person A and was an abuse of his senior professional position.

Charge 4

Statement of Offence

Professional misconduct, contrary to Core Duty 5 and/or conduct rule rC8 of the Bar Standards Board Handbook (9th Edition).

Particulars of Offence

Mr Michael Griffiths, a barrister, on various dates between November 2021 and June 2023, whilst in a position of seniority as Head of Legal Services Department for Gloucestershire Police, behaved in a manner which was likely to diminish the trust and confidence which the public places in him or in the profession, or could reasonably be seen by the public to undermine his integrity, in that, he exchanged WhatsApp messages with a junior female colleague, Person A which were excessive with some of the content inappropriate in nature as between a senior barrister and a junior colleague and which are contained within the WhatsApp messages in **Annex A**.

Findings:

Charge 1	Proved
Charge 2	Proved
Charge 3	Proved
Charge 4	Proved

Sanction:

Disbarment.

The BSB are not to issue Mr Griffiths with a practising certificate pending any appeal.

The Tribunal ordered Mr Griffiths to pay costs in the sum of £2,880 to the BSB.