

# Joseph Tyler Grey

## Employee

### 806638

[Sanction Date: 3 June 2024](#)

## Decision - Sanction

Outcome: Rebuke

Outcome date: 3 June 2024

Published date: 6 June 2024

## Firm details

### Firm or organisation at time of matters giving rise to outcome

Name: Plexus Legal LLP

Address(es): Josephs, Well Hanover, Walk, LEEDS, LS3 1AB

Firm ID: 638317

### Firm or organisation at date of publication

Name: Davis Group Ltd

Address(es): 8-10 School Road, Tilehurst, READING, RG31 5AL

Firm ID: 441538

## Outcome details

This outcome was reached by SRA decision.

## Decision details

1.1 Joseph Tyler Gray (Mr Gray), a former employee of Plexus Legal LLP (the Firm), agrees to the following outcome to the investigation of his conduct by the Solicitors Regulation Authority (SRA):

- a. he is rebuked
- b. to the publication of this agreement
- c. he will pay the costs of the investigation of £600.00.

## Reasons/basis

4.1 The SRA's Enforcement Strategy sets out its approach to the use of its enforcement powers where there has been a failure to meet its standards or requirements.

4.2 When considering the appropriate sanctions and controls in this matter, the SRA has taken into account the admissions made by Mr Gray and the following mitigation which he has put forward:

- a. Mr Gray has shown insight into his actions by then completing several courses relating to equality and diversion, of his own volition.
- b. Mr Gray has shown remorse for his actions and has repeatedly apologised for his actions.
- c. Mr Gray was dismissed from his employment as a trainee solicitor and lost his offer of employment as a solicitor.

4.3 The SRA considers that a written rebuke is the appropriate outcome because:

- a. the incident occurred whilst attending a work social event and therefore the conduct of all those attending should be in line with what is expected from the profession in those circumstances.
- b. the incident was an isolated incident with no lasting harm.
- c. due to the nature of the incident and the actions taken by Mr Gray since the incident there is a low risk of repetition.

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