Neil Robson Discusses FCA Non-Financial Misconduct Regime With *Law360*

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Law360 recently spoke with Financial Markets and Funds Partner Neil Robson regarding the Financial Conduct Authority's (FCA) new rules on non-financial misconduct, which take effect this week and will hold some 37,000 non-banking finance businesses, including asset managers and insurers, to the same conduct standards already in place for banks, targeting bullying, harassment, and violence at work. Lawyers have warned that the regime could unfairly jeopardize careers, as firms face both wider enforcement risk and a temptation toward excessive caution in hiring decisions and regulatory references.

Neil cautions that firms may respond to the new rules defensively, potentially at the expense of their employees. "Many firms will likely apply the new regime cautiously to avoid regulatory penalties or supervisory scrutiny over their internal cultures," Neil states.

"FCA Non-Financial Misconduct Regime Will Endanger Careers," *Law360*, August 28, 2026

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