**ACCESS POLICY**

**Introduction**

The Equality Act 2010 deals with the rights of disabled people to the provision of services. It is incumbent upon Chambers as a responsible service provider and employer to ensure that the minimum provisions are met and where possible exceeded.

**Policy Statements**

Chambers intends to provide its professional services to all who require them regardless of any disability they may have.

Chambers will employ the best candidate for the job and undertakes to make all reasonable adjustments within its power to enable the person to work within Chambers.

Chambers will continue to improve facilities to and beyond the minimum requirements of the Act as part of the ongoing maintenance and marketing plans.

**Clarification**

Chambers intends to be fully inclusive to all clients, tenants, pupils, staff and any potential tenants, pupils and staff. However, our situation in a listed building makes it difficult to give full access to the premises to those with certain physical disabilities.

The following clarification therefore sets out what Chambers will do in these situations.

**Professional and lay clients**

Professional and lay clients who cannot physically access Chambers will be offered the opportunity to have counsel visit them either at the Client’s premises, at the lay client’s home or in the specially equipped conference room in the Inner Temple. This will in no way compromise the quality of service offered to the client, be they paying or pro bono clients.

Chambers is equipped with a portable induction loop which may be requested from the clerks.

Chambers makes the commitment to informing clients of these facilities on the website and in appropriate marketing material as it is updated.

**Tenants, pupils and staff**

*Those with existing disabilities*

Chambers will at all times select the best candidate for tenancy, pupillage or employment, regardless of any disability. Full consultation will be made with the candidate regarding the provision of extra or special facilities required to enable them to do the job. Each case will be considered individually and any reasonable adjustments made.

*Those who become disabled during their time in Chambers*

People may become temporarily or permanently disabled as a result of progressive illness or accident at any time. Chambers will, with proper consultation with the affected person, make reasonable adjustments to enable the person to continue to work at Chambers.