



The Honourable Society of the Middle Temple

Committed to establishing and maintaining equal treatment for all

**ENSURING ACCESSIBILITY
WITHIN THE INN:**

**A statement of the Inn's policies and objectives
in relation to disability**

August 2013

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Foreword by Master Treasurer, Mr Christopher Symons, QC

It is only a short while since the London Paralympic Games 2012 provided an inspirational reminder of what can be achieved by people who have been written off by some as “disabled”. But already the evidence is that those Games have had little or no effect on the numbers of disabled participants and spectators regularly involved in sport on a day-to-day basis.¹ There is, unfortunately, a long way to go before the goal of equal access for all becomes a practical reality.

The same phenomenon applies more widely. There is now a much greater emphasis than there used to be on providing “disabled access”. But much of that apparent improvement can prove illusory in practice. What is needed is not disabled access – that is, access that does not work – but access that does work, and that enables everyone readily to take full advantage of all the services that they want and need. If that can be achieved, no-one need be disabled.

The legal system, in particular, should be accessible to all – and not least to the judiciary, members of the Bar, and those who instruct them (or who would like to). There have been problems in bringing that about, due partly to the limits imposed by the historic buildings in which so much of the legal process seems to take place. However, even more significant has been the mind-set that sees access issues as being someone else’s problem.

The Middle Temple is in the forefront of tackling these problems. It has now adapted all of the principal well-used buildings in the Inn, to ensure that they are readily accessible by all, without the use of temporary ramps or special back routes. And it has started to address the others, so that in ten years from now it should be possible for everyone to reach almost the whole of the Inn. The changes that have been made so far, and those that are planned, are described in this Statement.

Those improvements will take time; and in one or two cases they will cost a great deal of money, which may be difficult to find in the current economic climate. They need to be revisited after a while, to ensure that they have in fact delivered the improvements that were expected. However, many other changes cost little or nothing; and involve merely a change of attitude or procedure rather than the carrying out of expensive building works. These are just as important.

This Statement is a welcome reminder of what has been achieved to date, and a useful challenge to prevent complacency in the future. It will be made widely available and published on the Inn’s website; and it will be regularly updated. So we welcome comments and suggestions – which should, in the first instance, be submitted to the Director of Estates. I warmly commend it to all.

Christopher Symons
Master Treasurer 2013

¹ *Olympic and Paralympic Games: Legacy Survey*, Sport and Recreation Alliance, 2013.

Note

This Policy Statement was compiled in draft on behalf of the Accessibility Working Group, and approved by the Middle Temple Parliament in June 2013.

The current members of the Working Group are the Under Treasurer, the Director of Estates, Dr Charles Mynors (Chair), and Mr Olav Ernsten.

The Inn is grateful to all who assisted in its production.

“The 1995 Act” means the Disability Discrimination Act 1995, as amended by the Disability Discrimination Act 2005.

“The 2010 Act” means the Equality Act 2010, which has replaced the 1995 Act.²

“Accessible” means generally accessible by disabled people, in particular by those with impaired mobility; and “access” should be construed accordingly.

“The *Services Code of Practice*” means the Code of Practice issued by the Commission in 2011, under the terms of the 2010 Act, entitled *Services, Public Functions, and Associations – Statutory Code of Practice*.³

“The Commission” means the Commission for Equality and Human Rights, which in October 2007 replaced the Disability Rights Commission.

“Disabled person” should be construed in accordance with **1.2** and **1.4**, and is sometimes used as a short-hand term for “person with a physical impairment”; and “disability” should be construed accordingly.

“The Inn” is used in this report to refer both to the Honourable Society of the Middle Temple as a body, and also to the property (buildings and land) owned by that body in Central London.

² See **1.6**

³ See http://www.equalityhumanrights.com/uploaded_files/EqualityAct/servicescode.pdf

Executive summary

The Middle Temple has a variety of roles, determined by law and tradition. It is the owner of around 3 hectares of land in Central London, including the Hall, the Bench Apartments, the Library and other facilities (in the newly refurbished Ashley Building), as well as chambers leased to sets of barristers. It is a provider of professional education, and calls men and women to the Bar; and offers other services to barristers. It provides some services to the public, and is responsible (along with the Inner Temple) for the Temple Church. In addition, it is a public authority, albeit with very limited responsibilities.

In the course of carrying out the various functions outlined above, the Inn seeks as far as possible to provide equal opportunities for all to take advantages of the facilities it offers. However, some find it more difficult than others to take advantage of those opportunities due to physical impairments (including learning difficulties). The Inn thus aims to ensure that it provides at all times equal treatment for all; and, in particular, that it does not discriminate unreasonably against people because they are disabled. These aims will be achieved regardless of whether or not they are strictly required by law. As a matter of policy, it seeks as far as reasonably possible: -

- to ensure that all those who work or live in or visit the Inn are treated equally;
- in particular, to ensure that people with physical impairments can enjoy full access to and within the Inn, and take full advantages of the services and amenities that it provides;
- to embrace the diversity of the Middle Temple as a source of learning and opportunity for members, staff and visitors;
- to challenge and eradicate discrimination against disabled people; and
- to involve disabled people so far as possible in all the activities of the Inn, and in particular in the formulation and implementation of policies to achieve the above objectives.

This Statement considers these matters in more detail, partly to enable those who are not disabled to focus on what are the real, as opposed to the imagined, needs and aspirations of those with particular impairments.

Over the last decade, a major programme of works has been undertaken to ensure that step-free access is now available to and within the principal areas in the Inn that are used by the greatest numbers of people, including the public – the Hall and the Bench Apartments, the Ashley Building and the Temple Church. Access to and inside many of the sets of chambers (including Lamb Building, Cloisters and Pump Court) – has also been greatly improved, as have facilities for the less mobile to get to and around most of the open areas within the Inn.

The programme of improvements will continue; with works being planned for the next decade to improve Queen Elizabeth Building, 9 Devereux Court, 4 Brick Court, 5 Essex Court, Goldsmith Building, and Garden Court,. In the longer term, major refurbishments are planned for 3 Temple Gardens, Devereux Chambers and 1-4 Essex Court. And the works

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already carried out will be monitored to ensure that they are indeed delivering the hoped-for improvements to accessibility.

However, concentration on proposals involving major building works must not distract from the desirability of more minor works that may have a greater beneficial effect for disabled people. Further, there be changes to policies and practices – possibly costing little or no money – that may also have such an effect.

So this Statement also outlines many other initiatives to which the Inn is committed – including the making of minor adjustments to the operation of the Library to improve conditions for those who are blind and partially sighted; the installation of better hearing loop systems in the Bench Apartments; the resurfacing of the paths in the gardens; the offer of alternative accommodation to those who cannot use the lodgings; the provision of a toilet with step-free access from the Temple Church; the improvement of the Inn's web-site to contain details of accessible conference facilities; and the training of staff to deal appropriately with disability issues.

Listing all of these various proposals and initiatives enables the programme to be monitored and reviewed at regular intervals. In addition, it allows others with specialist knowledge and experience to become involved and, over the coming years, influence the way forward. This is not a once-and-for-all process, ending with the production of this Statement, but a continuing one. This Statement will thus be made widely available, and published on the Inn's website. It will be regularly updated and we welcome comments and suggestions – particularly from those with disabilities – which should, in the first instance, be submitted to the Director of Estates.

1. The responsibilities of the Middle Temple in relation to disability

1.1 The role and functions of the Inn

The Honourable Society of the Middle Temple is a body of members which operates under the auspices of elected Trustees. It currently consists of around 15,500 members (called to the Bar), 461 of whom have been elected as benchers. It also currently has some 4,500 registered student members. It has a number of roles, determined partly by law and partly by tradition.

Firstly, under Royal Charter and also by direct freehold purchase, it is the owner of the buildings and other land comprising the Inn, which consists of around 3.1 hectares in central London.⁴ Some of this is effectively public space, and much of it is leased to professional and residential tenants. The majority of the buildings in the Inn are pre-1900, and many of them are statutorily listed; the entire Inn is within a conservation area. Those factors limit the extent to which it is practical to provide for those with particular physical needs to the extent that would otherwise be desirable; but they should not unreasonably prevent access to and within the Inn.

Secondly, it is a provider of professional education, both to students and to those who have been called as barristers – primarily within the Inn but also elsewhere. In addition, along with the other three Inns of Court, it has the right to call students to the Degree of the Utter Bar. Entry to the Bar is regulated by the Bar Standards Board (BSB).

Thirdly, the Middle Temple is a provider of services to the practising Bar – both Middle Templars and others. It thus provides office accommodation for more than 130 sets of barristers' chambers, a professional library, a catering facility, conference and other facilities, and communal gardens. It also, along with the other Inns of Court, is a member of the Council of the Inns of Court (COIC), which formulates and coordinates the policies of the four Inns.

Fourthly, it provides services to the public. The Hall, the bench apartments and the gardens are available for hire; and the services and concerts in the Temple Church are generally open to all. The gardens are used by the public – principally those working nearby, during the summer months – and the whole of the Inn is visited and enjoyed by tourists and others throughout the year.

Fifthly, the Middle Temple and the Honourable Society of the Inner Temple are jointly responsible for the maintenance and upkeep of The Temple Church.

Sixthly, the Middle Temple (in the person of the Under Treasurer) is a public authority in respect of the Inn for the purpose of various statutes and regulations – which in a number of cases define it to be a local authority. This is largely a historical anomaly, and in most cases the relevant functions are in practice delegated to the Corporation of the City of London.

In carrying out these various functions, the Middle Temple employs a staff of around 90 people, all based in the Inn.

⁴ It also owns some property elsewhere, but purely as an investment.

1.2 The Inn's approach to impairment and disability

In the course of carrying out the various functions outlined above, the Inn seeks as far as possible to provide equal opportunities for all to take advantages of the facilities it offers. However, some find it more difficult than others to take advantage of those opportunities due to physical impairments (including learning difficulties).

The Inn accepts that it is society's response to a person's impairment that creates disability.⁵ A person in a wheelchair seeking to enter a building is not "disabled" if there are no steps or other barriers making entry impossible or unreasonably difficult. A blind person seeking to use a library is not "disabled" if there are available suitable aids to enable him or her to use the books and other material as easily as others. "Disabled" is a verb, not an adjective.

Whilst therefore, in this Statement as elsewhere, the phrase "disabled person" is sometimes used as a convenient shorthand for a person with one or more impairments that may in some circumstances render him or her unable to do things that others can – as defined in the Equality Act 2010⁶ – it should not be forgotten that the aim is always to remove such disability, or reduce it as far as possible, even when the impairment remains.

This Statement therefore focuses on identifying, and as far as reasonably possible reducing or removing, barriers that may cause people to be disabled when attempting to gain access (in the broadest sense of that term) to all that the Inn offers.

1.3 General policy

The principles underlying the approach to be taken by public authorities, providers of services, employers and others in fulfilling their duties to promote equality for disabled people are set out comprehensively in the statutory Codes of Practice produced by the Commission under the 2010 Act.⁷ The Inn supports those principles, and will wherever and whenever possible seek to apply them in relation to all of its various (albeit in some cases overlapping) roles, as set out at 1.1 above.

The Inn thus aims to ensure that it provides at all times equal treatment for all; and, in particular, that it does not discriminate unreasonably against people because they are disabled. These aims will be achieved regardless of whether or not they are strictly required by law. As a matter of policy, it seeks as far as reasonably possible: -

- to ensure that all those who work or live in or visit the Inn are treated equally;
- in particular, to ensure that people with physical impairments can enjoy full access to and within the Inn, and take full advantages of the services and amenities that it provides;
- to embrace the diversity of the Middle Temple as a source of learning and opportunity for members, staff and visitors;
- to challenge and eradicate discrimination against disabled people; and

⁵ This is sometimes referred to as the social model of disability, as opposed to the medical model (which classifies someone as "disabled" simply because that person has a particular physical characteristic).

⁶ See 1.4.

⁷ See 1.6..

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- to involve disabled people so far as possible in all the activities of the Inn, and in particular in the formulation and implementation of policies to achieve the above objectives.

This is part of a wider commitment to ensuring, so far as possible:

- that access to the law is available to all, regardless of circumstances; and
- that practice at the Bar is open to all who are suitably qualified, regardless of their circumstances.

The succeeding chapters of this Statement focus on the application of these principles in relation to each of the various aspects of the life of the Middle Temple noted above. The commitments contained in the remainder of this Statement (highlighted in bold⁸) are designed to ensure that this general policy is implemented.

1.4 Commonly encountered impairments

Whilst the Inn aims to consider and, as far as possible, provide for the needs and aspirations of all, it may be helpful to consider what categories of physical impairment are most likely to be encountered in practice and to plan accordingly. This enables spending and other resources to be directed appropriately and prioritised to greatest effect.

There are at present relatively few disabled people amongst the tenants and employees of the Inn, but this number is likely to grow as they now able to play an increasing role in society generally. In addition, there is probably a somewhat greater proportion of disabled people among the professional and lay clients of those working within the Inn, and also among casual visitors. However, the focus needs to be not just on those who are currently involved with the Inn but also on those who might wish to but cannot be involved due to their disability.

The statutory definition of “disability” is at section 6 of the Act, which provides that people has a disability if they have a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. That is elaborated in Schedule 1 to the Act, and the Secretary of State may issue further guidance. It seems likely that the key groups in the present context are as follows, listed roughly in order of significance):

- those with reduced upper-limb or lower-limb mobility;
- wheelchair users;
- those with dyslexia, cognitive impairments (such as learning difficulties and autism spectrum) or mental health impairments;
- those with visual impairments;
- those with hearing or speech impairments;
- those with long-term invisible impairments (such as cancer and HIV);
- those with incontinence, colitis or Crohn’s disease.

⁸ See 1.8.

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It is recognised that, in each of the above groups, the level of disability resulting from the impairment will vary from person to person, and for any particular person from time to time; and that the groups may to some extent overlap.

It is also recognised that such impairments – and other less serious but still potentially or intermittently incapacitating conditions such as arthritis – may be a particularly significant issue for those who are older.

It may also be noted that, in making special provision for those who have long-term impairments, assistance will also thereby be given to those who are temporarily incapacitated, for example following an accident or an operation, even though they are not “disabled” for the purposes of the Act.

1.5 The need for a policy

It may be argued that there is no need for the Inn to have a policy in relation to disabled people – the need to have regard to their particular circumstances is obvious, both as a matter of law and as a matter of good form.

However, it is helpful to consider these matters in more detail, partly to enable those who are not disabled to focus on what are the real, as opposed to the imagined, needs and aspirations of those with particular impairments.

It is also important that concentration on proposals involving major building works does not distract from the desirability of more minor works that may have a greater beneficial effect for disabled people. Further, in addition to building works, large or small, there may be changes to policies and practices – possibly costing little or no money – that may also have such an effect. Listing all of these various initiatives enables the programme to be monitored and reviewed at regular intervals.

Making such consideration explicit will also allow others with specialist knowledge and experience to become involved and, over the coming years, influence the way forward. This is not a once-and-for-all process, ending with the production of this Statement, but a continuing one.

Further, experience both within the Inn and elsewhere suggests that not everything that is done with the aim of improving conditions for disabled people in fact has that effect – and indeed that some well-intentioned innovations actually cause more problems than they solve. It will therefore be necessary to re-visit regularly the areas of the Inn where works have already been carried out, to see whether further improvements are necessary.

Notwithstanding such reservations, there is a clear need (and desire) for a programme of relevant works to be carried out; but inevitably the budget to fund them is not unlimited. A significant element in the value of this Statement is accordingly to enable the Inn to draw up a programme of works, and to cost them (at least in outline), so that it can be decided when and in what order they should be carried out. The effectiveness of the works carried out can then be monitored, and the programme revised and updated as appropriate.

Finally, making explicit what has been done and is to be done also makes clear what is not being done – or at least not being done yet. For example, it may never be feasible to introduce step-free access to the accommodation at the top of Middle Temple Lane, as the necessary works would be prohibitively expensive, and extremely damaging in terms of the loss of historic fabric, and benefit very few.

1.6 Duties under the Equality Act 2010 in respect of disability

Quite apart from its general policy with regard to disability, the Inn is also subject to various statutory duties.

Those duties arise primarily under the Equality Act 2010, the majority of which came into force on 1 October 2010, replacing the broadly similar Disability Discrimination Act 1995 (as amended in 2005) – as well as much other legislation. The 2010 Act makes unlawful any discrimination against people on the basis of their disability, by those in any of the following categories:

- providers of services, goods and facilities (including when provided in the exercise of a public function);⁹
- providers of premises;¹⁰
- employers;¹¹ and
- providers of education.¹²

The Inn comes within the first three of these, and has some functions that make it analogous to those in the fourth.

“Discrimination” is where a person (A) discriminates against a person who is disabled (B) by treating him or her less favourably than A would treat other people, either because of B’s disability or because of something arising in consequence of it – unless A can show that the unfavourable treatment is a proportionate means of achieving a legitimate aim, or that A could not have known that B had the disability in question.¹³ There are a number of “characteristics” protected under the Act in the same way,¹⁴ but the one that is most significant in relation to the Inn is disability.

In particular, section 20 of the 2010 Act lays upon the Inn (when it performs any of the above functions) a three-fold duty to make adjustments for disabled people:

- (1) where a provision, criterion or practice of the Inn puts a disabled person at a substantial disadvantage in comparison with a person who is not disabled, it should take such steps as are reasonable to avoid that disadvantage;
- (2) where a physical feature of its premises puts a disabled person at a substantial disadvantage in comparison with a person who is not disabled, it should take such steps as are reasonable to avoid that disadvantage; and
- (3) where a disabled person would be at a substantial disadvantage (in comparison with a person who is not disabled) in the absence of an auxiliary aid, it should take such steps as are reasonable to provide that aid.

In considering what is reasonable in relation to each of these duties, regard should be had to the various Codes of Practice issued by the Commission under the terms of the

⁹ Part 3, and Schedules 2 and 3.

¹⁰ Part 4, and Schedules 4, 5

¹¹ Part 5, and Schedules 8, 9.

¹² Part 6, and Schedules 10-14.

¹³ Section 13(1), (2), 15.

¹⁴ Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation – see sections 4 to 12.

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2010 Act and approved by Parliament. These provide much helpful advice, and are referred to in this Statement as appropriate. They are available on the web;¹⁵ hard-copy versions are available for inspection in the Under Treasurer's office. Further non-statutory guidance is available from the Commission¹⁶ and from the Government Equalities Office.¹⁷

In particular, the second limb of the duty under section 20 does not necessarily require the Inn to adjust the physical feature; it merely has to ensure that the feature does not prevent anyone from gaining access to the facilities it offers on essentially the same basis as anyone else. So, for example, there are two routes into the Garden, but it is not necessary for both to be usable by a person in a wheelchair, provided that such a person can still gain access as readily as anyone else by at least one route. This may be particularly relevant where access to a particular building (or facility) is only temporarily unavailable, perhaps because of repairs.

Further, by virtue of section 149(1) of the 2010 Act, which came into force on 6 April 2011, replacing section 49A of the 1995 Act, every public authority in the exercise of its functions is under a duty to have due regard to the need to:

- “(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic [including disability¹⁸] and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.”

The Under Treasurer is only a public authority for the purposes of the 2010 Act when exercising the statutory functions imposed upon the Under Treasurer as a local authority.¹⁹ However, the Under Treasurer is under precisely the same duty to have due regard to the aims mentioned in section 149(1) when exercising any of functions where they are “functions of a public nature”.²⁰ It is likely that many of the functions of the Inn, outlined in 1.1, fall into that category.

The 2010 Act further explains that the second of those aims involves, in particular, having due regard to the need:

- to remove or minimise disadvantages experienced by disabled people that are connected to their disability;
- to take steps to meet the needs of disabled people that are different from the needs of people who are not disabled (including, in particular, steps to take account of disabled persons' disabilities); and
- to encourage disabled people to participate in public life or in any other activity in which participation by such people is disproportionately low.²¹

It also specifically notes that compliance with the duties in section 149 may involve treating some people more favourably than others.²²

¹⁵ See <http://www.equalityhumanrights.com/legal-and-policy/equality-act/equality-act-codes-of-practice/>

¹⁶ See <http://www.equalityhumanrights.com/advice-and-guidance/new-equality-act-guidance/>

¹⁷ See <https://www.gov.uk/government/organisations/government-equalities-office>

¹⁸ 2010 Act, Section 149(7).

¹⁹ Schedule 19.

²⁰ Sections 149(2), 150(5); Human Rights Act 1998.

²¹ 2010 Act, Section 149(3), (4).

1.7 Publication of information

As noted above, the Under Treasurer of the Middle Temple, when acting as a public authority, must have due regard to further the aims set out in section 149(1) of the Act. More generally, the Inn and the Under Treasurer, when exercising public functions, must have due regard to those aims.

The Under Treasurer of the Inn, when acting as a local authority, was previously under a further duty to prepare a disability equality scheme, under the Disability Discrimination (Public Authorities) (Statutory Duties) Regulations 2005 (made under the 1995 Act). A preliminary Equality Scheme was prepared under those Regulations and submitted to the Disability Rights Commission in March 2007; it is superseded by this Statement.

That duty under the 2005 Regulations was generally replaced by a new duty, under the Equality Act 2010 (Statutory Duties) Regulations 2011, which applies to most other public authorities and bodies exercising public functions that are under a similar duty under section 149 of the Act. Under the 2011 Regulations, such authorities and bodies are required:

- to publish (not later than 31 July 2011, and annually thereafter) information including an assessment of the impact of their policies and practices, and the likely impact of their proposed policies and practices, on the furtherance of those aims; and
- to prepare and publish (not later than 6 April 2012, and every four years thereafter) objectives which they reasonably think they should achieve in order to further one or more of those aims.

That information and those objectives must be published in a manner that is reasonably accessible to the public; and may be published within another published document.²³

In common with several smaller public authorities, neither the Under Treasurer nor the Inn generally is under any duty under the 2011 Regulations to publish such information and objectives – either in relation to disability or in relation to any of the other protected characteristics.

However, this Statement aims to apply the principles behind the statutory scheme to all the functions of the Inn – and not just those of the Under Treasurer acting as a local authority – at least insofar as they relate to disability. It thus contains the information and objectives required of other public authorities and bodies by the 2011 Regulations, but within a much broader review of the Inn's policies and practices with regard to disability.

By publishing and periodically updating this Statement, therefore, the Inn is thus more than complying with the spirit of the legislation.

1.8 This Statement

The Inn established an Accessibility Working Group with effect from November 2006; its terms of reference are at **Appendix A** to this Statement (updated to take into account the coming into effect of the 2010 Act and the 2011 Regulations). The Working Group is answerable to the Estates Committee, since much of its work will relate to the carrying out

²² Section 149(6).

²³ As allowed for by regulation 4(2).

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of appropriate building works, and the subsequent monitoring of their effectiveness. It does not have any powers (or budget) to carry out works, but is able to recommend the Committee to do so – subject in some cases to liaison with other Committees of the Inn.

It is the Inn’s intention to involve disabled people as far as reasonable in the formulation of the policies, practices and objectives described in the remainder of this Statement, and it is hoped that they will be involved to a greater extent in their implementation and, where necessary, modification in the future. In addition, representatives of disabled people from outside the Inn (including the Disability Group of the Bar Council Equality and Diversity Committee) have been and will continue to be involved wherever possible – not least in order to highlight ways in which the Inn’s policies, practices and procedures, and the physical condition and layout of its buildings, have the effect of excluding disabled people or limiting their involvement in its affairs.

This Statement was drafted by the chair of the Working Group, and approved by the relevant bodies within the Inn (in particular the Estates Committee and the Executive Committee), and will be published on the Middle Temple web-site, which is itself being made more accessible (see **Chapter 11**). Copies will be distributed to professional tenants and made available elsewhere as appropriate.

However, it will not achieve its aims unless it is regularly monitored and updated. It would not be a productive use of resources for a formal review of this Statement to be published every year. But the policies and practices within it will be continually reviewed on an informal basis, and a new updated edition of the Statement can then be published every four years, generally in line with the statutory scheme applying to other public bodies (see above).

The Inn thus welcomes any suggestions (especially from disabled people) as to how it can improve its policies, practices or procedures, or the layout of its buildings, to be incorporated into the annual reviews and, in due course, to updated editions of this Statement. Any such suggestions should in the first instance be directed to the Director of Estates.

The specific commitments, **highlighted in bold** throughout this Statement, are gathered together at the end. They are stated to be “short term” (to be implemented within four years, by summer 2017), “medium term” (by the summer 2021), “long term” (in 2022 or later), or – most commonly – “continuing”.

1A	The effectiveness of the measures referred to in this Statement will be monitored on a continuing basis by the Accessibility Working Group.	Continuing	Accessibility Working Group
1B	The Statement will be updated whenever necessary but no later than spring 2017 and thereafter every four years, for approval by the Estates Committee.	Medium term	Accessibility Working Group; Estates Committee

2. Membership and governance of the Middle Temple

2.1 Student members

Each year the Inn admits between 500 and 600 student members. It would clearly be wholly inappropriate to discriminate against applicants for student membership on the basis on their disability.

The Middle Temple Student Association is available to assist students with particular problems, and will, in cooperation with the Inn’s Education Department, be able to put students and prospective students with disabilities in touch with practitioners or others who can provide appropriate specialist advice and assistance. It will be important for the Association to have amongst its officers someone with particular awareness of those with particular needs, and who knows where to obtain further advice and assistance as required.

More generally, the particular needs of students are considered later in this Report.²⁴

2A	The MTSA will have a designated officer with particular responsibility for making available specialist advice and assistance to students and prospective students with particular needs.	Continuing	MTSA
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2.2 Members of the Inn

Being called to membership of one of the four Inns is an essential pre-requisite to practice at the independent Bar. In addition, some of those who have been called to the Bar go on to practice at the employed Bar; others chose to pursue careers outside the law.

As would be expected, there is a duty on a qualification body not to discriminate against people on the basis of disability.²⁵ Even if there were no such duty, it would be wholly inappropriate when considering the suitability of a person for call to the Bar to have any regard to whether or not that person has any disability. Indeed, it would be highly desirable for the number of disabled people in practice at the Bar to increase; and the measures set out in this Statement are designed to further that end, and are fully supported by the Bar Council’s Disability Group.

However, it would be very unfortunate if a person with a physical impairment, on being called to the Bar as a member of Middle Temple, were then to find it impossible or unreasonably difficult to take a full part in the life of the Inn. In particular, it is recognised that a member with particular physical impairments may have to incur additional expenses

²⁴ See Chapter 5.

²⁵ 2010 Act, Section 53.

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if required by the Inn to attend an event provided by the Inn, such as the costs of attendance by a carer at a special dinner or an advocacy training session. Expenses reasonably incurred in such circumstances may be reimbursed by the Inn on a claim being made to the Treasury Office. To facilitate this, and to assist in trying to minimise the need for such claims having to be made in the first place, the Treasury Office will maintain a register of all such claims.

This scheme will be reviewed after four years.

2B	Where those with particular physical needs, who are registered as such, are required by the Inn to attend events but can only do so by incurring additional expenses that cannot be reimbursed from elsewhere, such expenses if reasonable may be reimbursed by the Inn on a claim being made promptly to the Treasury Office	Short-term	Director of Finance and Resources
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2.3 Information as to the number of members with a disability

It is not known how many of the c. 15,000 members of the Inn are in any way disabled. Since 2002, those being admitted to the Middle Temple as students have been invited on a voluntary basis to fill in a form (the equality and diversity monitoring questionnaire) that asks, amongst other things, whether they consider themselves to be disabled.

General experience of such monitoring investigations reveals that the results can be extremely inconsistent – possibly depending on the context in which the relevant question is asked – and thus unreliable. Thus the Bar Standards Board accepts that the most recent figures, collected in the annual chambers returns and published in the 2012 *Bar Barometer*, indicate “very high levels of missing data”.²⁶ They indicate that the proportion of practising barristers (either self-employed or employed) disclosing a disability is 0.5% (precisely the same as in 2011 and 2011); and contrast markedly with data made available to the Bar Council in 2007 suggesting that around 7 per cent of members of the Bar describe themselves as disabled.²⁷

These figures can be compared with those produced by the Office of National Statistics labour force survey in 2009, indicating that 18.6% of people of working age have a disability, and 3.5% are available and willing to work.

Whilst such data may therefore be of some value over the longer-term, as an indicator of trends, it should be used with considerable caution as an indicator of the position at any one time; and may indeed be too heavily relied upon in the formulation of policy.

Further, the gathering of such data at the point of admission does not of course take into account those members of the Inn (and the Bar in general) who are subsequently affected

²⁶ *Bar Barometer*, December 2012, Bar Standards Board, Chapter 6.

²⁷ Report of the Analysis of Demographic Data collected from the Practising Bar in November 2007, prepared for the Bar Council in 2010 by Dr Deborah Price and Dr Anne Laybourne of the King’s Institute for the Study of Public Policy; available on the Bar Council web-site.

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by a disability, or whose needs change – possibly gradually – from time to time. It would probably not be either possible or appropriate to require such information to be supplied on a compulsory basis to the Inn (or to the Bar Council). In particular, there seems little point in seeking further data from those being called to the Bar, as call will usually follow only a few years after admission as a student member.

In any event, the current form completed by those applying for student membership of the Inn, regulated by the BSB, asks merely whether the applicant considers himself or herself to be disabled. This is not particularly helpful, as it gives no clear indication as to the nature of any disability that may be involved. The form is therefore being amended to invite those completing it to supply details of the nature of their disability, to enable the Inn to have a clearer understanding of which disabilities particularly need to be catered for.

There needs to be further effort made to obtain a more accurate picture of how many members of the Inn consider themselves to be disabled and – more particularly – how they see that as causing problems in practice. In addition, it would be helpful to remind those being called to notify the Inn if at any time in the future they consider themselves to be disabled – either permanently or for a significant period.²⁸ This will enable the Inn (and others involved) to take a more focussed approach to meeting the particular needs of those who are finding it difficult to progress at the Bar. It will also enable it in the future to offer assistance to entrants and prospective entrants with such needs (and to those who have such needs later in their career), by introducing them to existing practitioners in similar circumstances.

It may also be noted that the need of any one person for reasonable adjustments to be made may vary over time; it is therefore important for those requiring such adjustments to communicate with the Inn as the need arises, and for the Inn to respond promptly and appropriately.

2C	The form on which prospective entrants for student membership of the Inn apply for membership will be amended so as to invite those being admitted to supply details of any particular needs, and to remind them to notify the Inn if those needs should change in the future.	Short term	Bar Standards Board, prompted by COIC
2D	Steps will be taken to gather more accurate information as to the number of members of the Inn with particular disabilities	Continuing	Director of Membership and Development

2.4 Committees and other groups

The various committees, sub-committees and *ad hoc* groups that are responsible for the day-to-day running of the Inn are made up of benchers and elected or co-opted junior members.

²⁸ It is known that the Bar Council is seeking to obtain more accurate information as to the position in relation to the Bar as a whole.

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Firstly, therefore, it is necessary for all meetings, functions and activities to take place as far as possible in locations that are appropriately accessible.

Many of the meetings, functions and activities generally take place in the Hall and the Bench Apartments, which are and will remain accessible in any event – as described later in this Statement.

Other meetings – such as those of small sub-committees and *ad hoc* groups – may be held in other locations; and it will be important to ensure that the choice of a venue does not prevent attendance by particular members (for example, in a room that does not have a hearing loop, or that is only accessible up stairs or by means of a heavy door that is difficult for those with arthritis). This will typically require the chair or secretary of each such body to make himself or herself aware of any members with particular needs, and to take appropriate care in the choice of venues for meetings.

Secondly, at least as important as physical accessibility, it will be important to ensure that the administrative arrangements for particular meetings and functions do not prevent or make unreasonably difficult attendance by members with particular requirements. For example, a blind or partially sighted person may have software to enable him or her to read e-mails and other electronic documents, and may therefore require more lead-time before the meeting than others. Where a committee contains such a person, therefore, agendas may need to be circulated further in advance than would otherwise be the case – and documents may need to be broken down into smaller chunks to enable them to be read.

Further, arrangements should be put in place to ensure that those who cannot physically be present at particular meetings or other functions (perhaps because they are working at home due to a permanent or temporary disability) can nevertheless take a full part in the life of the Inn through the use of video links, electronic mail and other means. This too will largely depend on sensitivity on the part of those responsible for such occasions to avoid inadvertently excluding those who could take at least some (if not full) part.

In addition, it will be helpful for those responsible for selecting the membership of each such body to ensure that wherever possible it is able to take into account the special requirements of people with particular impairments (as highlighted in the remainder of this Report) along with other relevant considerations, when making policy decisions and fixing budgets – for example, when decisions are taken as to the allocation of parking spaces, or the location of recycling facilities, or as to the layout of the gardens, or the provision of facilities in the library.

2E	Wherever possible, each of the committees, sub-committees and <i>ad hoc</i> groups that are responsible for the day-to-day running of the Inn will contain at least one member who either is disabled or has particular awareness of the needs of people who are disabled.	Continuing	Chairs of all Inn committees
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<p>2F</p>	<p>The arrangements for the functioning of all such groups, including the timing and location of meetings, and the communications between members, will be such that no member is unable to take a full part in its affairs.</p>	<p>Continuing</p>	<p>Chairs of all committees and other groups</p>
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2.5 Benchers

Eighteen benchers are elected each year from amongst the membership of the Inn, based on criteria relating to their distinction, seniority, and contribution to the life of the Inn. Typically, the benchers are aged 45 and upwards. They often take an active part in the running of the Inn, serving on its committees and in other ways, until they reach the age of 70, when they have the option to give up their voting rights

There are currently 556 benchers of the Inn, including 387 below the age of 70. Of these, it is thought that eight are disabled in some way, including one below 70.

Here too, it would obviously be inappropriate when considering the suitability of a person for election as a bencher to have any regard to whether or not the candidate has any particular disability. However, it would be an empty gesture to elect people as benchers if it were then impossible or unreasonably difficult for them, because of such impairments, to exercise their duties and privileges as such. And the responsibility for ensuring that this does not occur lies with the Inn.

But the needs of benchers in this regard are no different from those of other members of the Inn taking an active part in its management, and they will accordingly be met (as far as that is possible) by the measures outlined under the previous heading.

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3. The Middle Temple as a property owner and landlord

3.1 Background

Amongst the various functions of the Inn, the most significant in the present context is its role as landowner.

The pattern of use and layout of the buildings and open spaces within the Inn determines the extent to which (and the ease with which) disabled people may in practice gain access to the Inn and to the buildings within it, and to take advantage of the facilities that are offered either by the Inn itself or by its tenants. Many of the proposals in the later chapters of this Statement thus relate to the issue of making adjustments to buildings and open areas. Further, the duties laid upon the Inn under the 2010 Act, in its capacity as provider of services to the public, as landlord and as employer, also include a duty in certain circumstances to make reasonable adjustments to premises.

It is also significant because, whereas the initiatives referred to elsewhere involve little if any expenditure, initiatives involving building works have (potentially major) financial implications. The approach taken hitherto, and which is proposed for the next few years, is thus not to carry out all possible works at once, but to have a twelve-year programme, reviewed and updated annually. This enables works to be prioritised – with projects yielding the most immediate benefits being done first – and also enables the Inn to benefit from experience when planning future works.

This chapter summarises the principles that guide the Inn in considering making physical adjustments to assist those who are disabled. And it summarises the works that have been carried out so far, and what still needs to be done to maximise the value of those works. The following chapter considers what works still needs to be done.

It must be borne in mind that the whole of the Temple is within a conservation area; many of the buildings within the Middle Temple are listed or scheduled – see the table at **Appendix B**. Some date back to the seventeenth century, pre-dating the Great Fire of London. It is therefore not always possible to make the reasonable adjustments that might otherwise be desirable to enable access by all.

However, notwithstanding those difficulties, the Inn aims to make as many as possible of its buildings fully accessible to people with physical impairments – or at least to minimise those parts of buildings that cannot be made accessible. Clearly this cannot all be done at once – partly because of financial constraints, and partly because of practical and legal constraints. The approach has therefore been, as explained below, to give the highest priority to the works that which will have the most immediate impact, relative to their cost. Equally, there is likely to come a point when further works would be prohibitively expensive by comparison with the likely benefit – or would be unreasonably damaging to historic fabric and would thus not obtain the necessary statutory consents.

As a general principle, therefore, the aim in all the works carried out has been to achieve full equal access for all – and that remains the aim in all future works. This will generally mean that all users of a particular building should be able to gain access to and within it by the same route – that is, without the creation of a special access to be used only by those who cannot negotiate steps. In addition, wherever possible, schemes to achieve access

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will be designed so as to avoid the need for stair-climber and platform lifts, which require expensive maintenance and can be prone to mechanical failure.

Equally, it is important to ensure that solving one problem does not create another. It is recognised that, whereas some disabled people prefer ramps to steps, others prefer steps. Wherever possible, steps will be retained as an alternative to all but the shortest ramps.

The Temple Church is the joint responsibility of both the Middle and Inner Temples. It is accordingly dealt with separately later in this Report.²⁹

3A	As far as is reasonably possible, the Inn will make all of its buildings, accessible to disabled people.	Continuous	Director of Estates
3B	Each building will wherever possible be adapted so that all users gain access to and within it by the same route – that is, without the creation of a special access to be used only by disabled people.	Continuous	Director of Estates
3C	Reliance on mechanical solutions such as stair-climber and platform lifts will be minimised.	Continuous	Director of Estates

3.2 The 2001 Access Feasibility Study

In the light of the prospective coming into effect of the 1995 Act in October 2004, the Middle Temple engaged disability consultants, Purcell Miller Tritton, in 2001 to undertake an 'Access Feasibility Study' of all of the buildings and open spaces forming the Inn's estate in Central London. The conclusions of that Study are summarised at **Appendix B** to this Statement.

Of the recommendations of that Study, those relating to the common areas (the Hall, the Library etc) have generally been implemented. A start has been made on those relating to other buildings, including most of the sets of barristers chambers; the remainder are programmed to be carried out, but in some case not for a while. In addition, the 2001 Study recognised that some buildings were effectively incapable of being adapted to become accessible.

The Estates Committee has thus been responsible for the carrying out of a continuous programme of works to the Inn's properties, to make them accessible as far as reasonably possible. The approach so far has been to concentrate on the courts and roads, and on those buildings that are most used (notably the Hall, the Bench Apartments, the Library and the Church). That programme is largely complete, as described below.

Attention has more recently focussed on the barristers' chambers, starting with those buildings where adjustments are easier to achieve – not least so as to gain experience that can be applied to assist with the design of works to the remaining buildings. The programme of adjustments is continuing.

²⁹ See **Chapter 8**.

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In addition, those refurbishment schemes that have been carried out to the two major buildings that have been relatively recently added to the Inn – Blackstone House and Burnton Buildings (7-15 Fleet Street) – were designed so as to make them completely accessible for disabled people, in full compliance with Part M of the Building Regulations.

3.3 Vehicular access to the Inn

Disabled people with limited mobility visiting the Inn – whether as barristers, clients, students, or members of the public – will generally arrive in their own vehicles, and will therefore need spaces where they can park as close as possible to their eventual destination.

A space will be made available in each of the two main car park areas (in Brick Court and by Queen Elizabeth Building) for use at no charge (or at a significantly reduced rate) by blue badge holders having business in the Inn. Each space is designed to comply with BS 8300:2001. The Inn’s parking staff will monitor the use of the designated spaces, to ensure they remain available for use by those for whom they are intended. When both dedicated spaces are taken, cars being used by disabled people will be able to use the other parking spaces on the same basis, subject to availability. Further dedicated spaces will be made available if justified by demand.

In addition, there may be people having business in the Inn who are temporarily incapacitated for some reason – for example, following an accident or an operation. Such people are not technically “disabled”, since their impairment is not long-term, and so are unable to qualify for a blue badge, but their needs are just as real as those who are.³⁰ To deal with this problem, the Treasury Office will respond sympathetically to approaches from those who need to visit the Inn by car because they have limited mobility, if supported by appropriate documentation, and will issue a temporary permit – valid either for a single visit or for a specific period, as appropriate – that can be displayed on the dashboard of a car to justify the use of the special spaces on the same basis as use by blue badge holders.

Similarly, those who are driven by carers or who arrive or depart in taxis will need suitable drop-off and pick-up points. Three points are accordingly being identified where disabled people can be dropped off and picked up at all times, as follows:

- Middle Temple Lane, by the Hall;
- Brick Court Car Park, by the attendant’s hut; and
- in the car park by Queen Elizabeth Building.

Those who have used these drop-off points will be able to use the dedicated parking spaces noted above while they are waiting to pick-up the disabled person.

3D	The Inn’s parking staff will monitor the use of parking spaces designated for use by cars carrying disabled people	Continuous	Head Porter
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³⁰ This may change in the future; see section 6.6.1 of the report *Eligibility for the Blue Badge Scheme* (published in 2007 for the Department for Transport) at <http://www.dft.gov.uk/transportforyou/access/bluebadge/background/pastresearch/bluebadgefinalegibility.pdf>

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3E	Temporary permits will be issued in appropriate cases to enable those with short-term disabilities to gain access to the Inn by car	Continuous	Treasury Office; Head Porter
3F	Further such parking spaces will be created if justified by demand	Continuing	Director of Estates

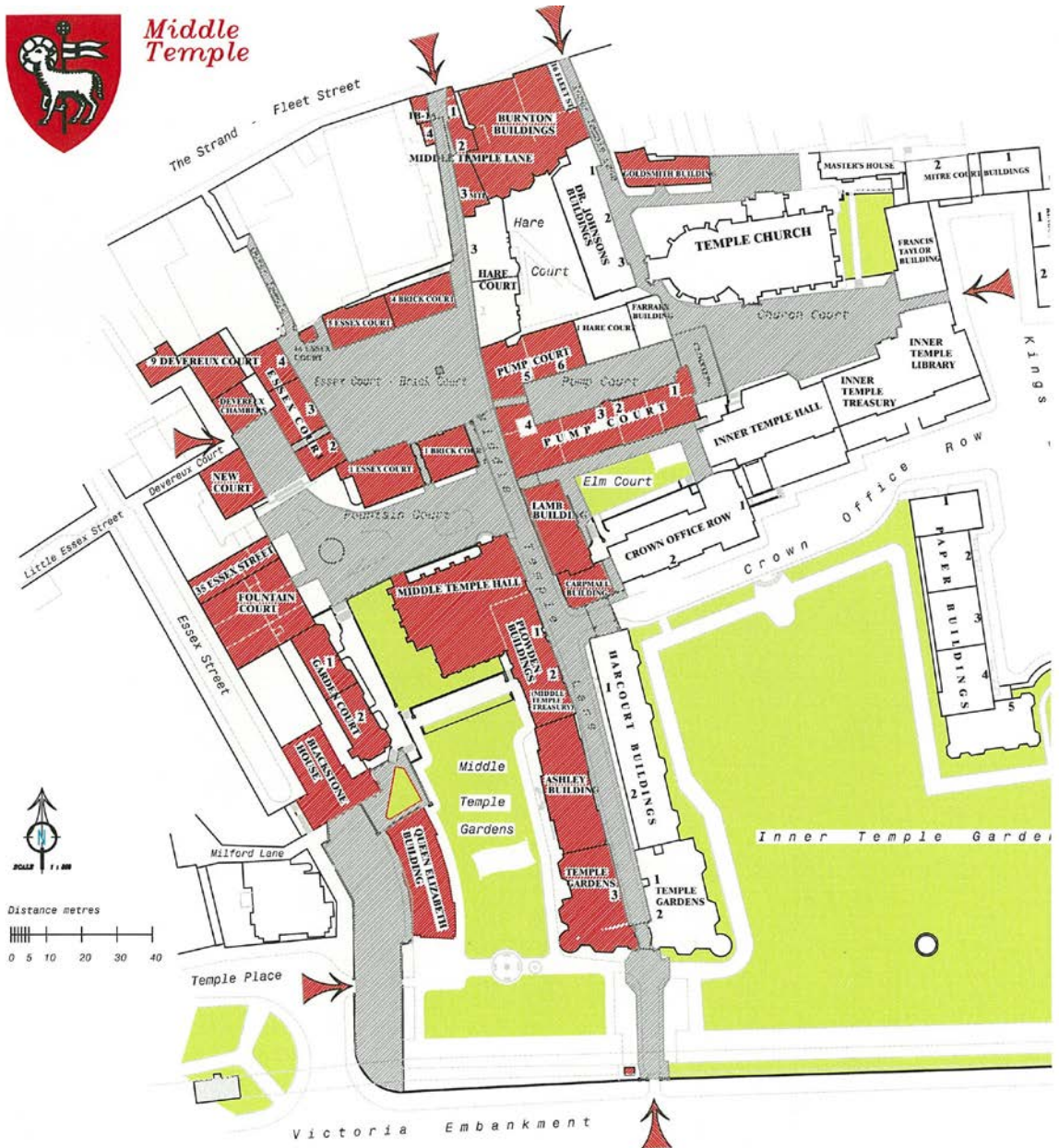


Figure 1. External areas within the Inn that are accessible without using steps (shown in grey)

3.4 Pedestrian access within the Inn

To assist those visiting the Middle Temple on foot or in a wheelchair, various works have been carried out, including the following:

- installation of dropped kerbs, ramps and handrails throughout the Inn;
- fitting of contrasting nosings to exterior sets of steps;
- formation of an access ramp to Outer Temple;
- incorporation of wheelchair friendly crossing points over cobbled areas;
- improvement of exterior lighting; and
- placing of benches in Fountain Court.

These works mean that almost all parts of the Middle Temple are now in principle capable of being reached without having to negotiate steps, as shown in **Figure 1**. This has incidental benefits, not least for the many who now use wheeled luggage.

The notable exception to this is the area of paving outside Garden Court, which can only be reached down stairs from Fountain Court or up stairs from the car park by Queen Elizabeth Building. Ways of overcoming this problem are being explored, possibly in conjunction with any future refurbishment of Garden Court itself (considered in **4.3**). In addition, the steps up from Fountain Court to New Court cannot be used by those in wheelchairs – although they can reach the paved areas at the top and the bottom.

In addition, the existing handrails on the steps between Fountain Court and Garden Court have been extended.

3.5 The Hall and the Bench Apartments

This group of buildings is of key importance, as being the most visible part of the Inn. They are also the buildings that are most used by the public, and by a wide cross-section of barristers and others – including, inevitably, a number who are to a greater or lesser extent in need of special facilities.

The buildings are in most cases listed; and Middle Temple Hall is also a scheduled monument. It has therefore not always been possible to make adjustments that might otherwise be desirable. However, the following works have been carried out:

- installation of a platform lift at the main entrance to the Hall;
- installation of an induction loop inside the Hall;
- formation of accessible WC facilities to serve the Hall and the Bench Apartments;
- formation of accessible WC facilities to serve the kitchen area and staff mess room beneath the Hall;
- improved lighting
- alternative wheelchair access via the Library entrance

The installation of the new lift at the entrance to the Hall was a rare example of reliance on a technological solution, as there was no alternative means of achieving step-free access; it also involved the creation of a new doorway in an important historic building.

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After initial technical difficulties had been overcome, the lift is now operational and is checked daily, to ensure that it continues to function satisfactorily.

As a result of these works, the Hall and the Bench Apartments are now generally accessible.

It will also be important to ensure that disabled people are able to evacuate the buildings readily in the event of fire or other emergency, when lifts will normally not be usable. This is a matter that has until recently received insufficient attention; it will be the subject of ongoing consideration, to ensure that adequate plans are in place that comply with the Regulatory Reform (Fire Safety) Order 2005, which applies to ensuring safe means of escape by disabled people just as much as by anyone else.

3G	Escape plans will be drawn up to ensure that disabled people are able to exit rapidly and safely from the Hall and the Bench Apartments in the event of a fire or other emergency	Short-term	Director of Estates
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3.6 The Ashley Building (the Library and the Treasury Office)

The Ashley Building is one of the areas of the Inn most used on a regular basis, containing – in addition to the Library – the newly created Treasury Building and advocacy suite. Most of the interior has recently been the subject of significant investment and improvement in recent years, much of which has had the result of substantially improving facilities for those with impaired mobility.

The Building was modified several years ago to incorporate access for those in wheelchairs, and to adjust the lift so as to create a step-free route from the entrance to all upper levels.

The new archive store, created in 2009 in what was previously an unused loft, was also designed to be fully accessible. Most recently, the Library Building has been adapted to accommodate the Inn's Treasury Offices and Reception area at Upper Ground Floor level, and the layout of the American Library (at Third Floor level) has been modified to provide advocacy training facilities (including the Sherrard Room). The library facilities have been retained on the intermediate floors.

These changes bring the Inn's core functions together under one roof, all designed so that for the first time the facilities they offer are more readily accessible by all.

Other works carried out so far are as follows:

- the formation of a new access ramp and steps to the main entrance to the building;
- the installation of accessible WC facilities at upper ground level;
- the installation of an induction loop system to the main enquiry desk in the Library;
- the modification of the Library generally to improve facilities for the partially sighted, including contrasting or tactile surfaces, improved lighting and signage (works only partially complete); and
- the modification of the main lift to make it usable by all.

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Appropriate signage is being introduced to indicate the availability of this facility.

The operation of the Library itself is considered later in this Statement.³¹

The comments above relating to safe exit in case of fire or other emergency obviously apply to the Ashley Building as they do to the Hall and the Bench Apartments.

3H	Appropriate signage will be displayed to make known the availability of facilities for disabled people in the Ashley Building	Short-term	Director of Estates
3J	Escape plans will be drawn up to ensure that disabled people are able to exit rapidly and safely from the Ashley Building in the event of a fire or other emergency	Short-term	Director of Estates

3.7 Adjustments to benefit those who are deaf or hard of hearing

Induction loops have been installed in the Hall and the Bench Apartments and in the Ashley Building, to assist those who are deaf or hard of hearing. These need to be continually tested to ensure that they are functioning correctly.

The technology is continuously improving in this area. The availability of improved facilities will be monitored, in association with Action on Hearing Loss, to ensure that the system is kept up-to-date (possibly with the use of infrared radiation systems). The installation of such devices is relatively inexpensive.

Just as important as the use of appropriate technology is awareness of how best to communicate with the deaf and the hard of hearing. This will be the subject of appropriate training.

3K	The facilities for those who are deaf or hard of hearing will be regularly tested, to ensure that they are working properly.	Continuous	Head Porter
3L	The upgrading of such facilities will be kept under review	Continuous	Director of Estates

3.7 Barristers' sets: principles

Most of the buildings within the Inn are leased to sets of barristers' chambers, and used as professional offices (although many contain residential accommodation on the top floor). The offices are occupied by barristers in independent practice, and their clerks. Each of the barristers in a set may be a member of any of the four Inns of Court.

³¹ See 6.3

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A barrister in private practice is a provider of services to the public – either through the intermediary of an instructing professional or, in some cases directly. Barristers will accordingly be under a duty under the 2010 Act (as already explained in the context of the duty laid upon the Inn³²) not to discriminate against disabled people, and will have to ensure that their practices, policies and procedures, and those of the chambers of which they are a member, are framed accordingly. This is very important, as it ensures that access to legal advice is available to all, regardless of any disabilities.

It is not entirely clear whether the Inn, as a landlord, is under a similar duty to the public.³³ However, as a matter of policy, the Inn undertakes its role as provider of accommodation to barristers' chambers as though it were a service provided directly to the public, and as though the duty under the 2010 Act applied.³⁴ It accordingly seeks to comply so far as relevant with the *Services Code of Practice*.

It follows that the Inn takes all reasonable steps to ensure that none of its practices, policies or procedures have the result that the services offered by its professional tenants to professional or lay clients with disabilities are offered to a standard that differs from that on which such services are offered to others.

Further, physical features of the Inn (including those arising from the design or construction of a building or the approach or access to it) sometimes make it impossible or unreasonably difficult for people with particular physical impairments to make use of the services being offered by one of its tenants. In such cases, the Inn is taking all reasonable steps in order to:

- remove the feature, alter it; or provide a means of avoiding it; or
- provide a reasonable alternative method of making the service available to the person.

This means, in particular, that the Inn seeks to ensure that, as far as is reasonably possible, the common parts of the buildings it lets to tenants are fully accessible. This includes entrance areas, staircases, lifts, and landings. This responsibility may diminish as the Inn's rationalisation policy results in each staircase within a building serving only a single set of chambers occupying a complete building, without any residential units. In addition, chambers are tending to amalgamate into larger sets, which has the same result.

The Inn is thus primarily responsible to ensure that access to the front door of each set of chambers is readily available to all, including those with limited mobility or who are otherwise disabled. This is particularly important in the case of chambers specialising in certain areas of law, as they may have a significant number of clients who have particular requirements.

As for the chambers themselves, it may be reasonable in some cases for a barrister to offer an alternative method of providing the relevant legal services. Where, for example, a professional or lay clients who have a physical impairment have available appropriate facilities at their office, or have made appropriate adjustments, it may be more sensible for the barrister to travel to the clients, rather than requiring them to attend chambers in person – which also may avoid them having to cope with public transport. Or it may be appropriate for a chambers which has no disabled members or staff and very few clients in need of

³² See 1.6.

³³ The Inn does not – in this context – provide a service to the public, but to the barrister and the chambers; it is they who provide the service to their clients, and thus to the public. See 2010 Act, section 32(3).

³⁴ See 7.1.

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special adjustments to rely on appropriate facilities at another set of chambers or premises nearby.

This will particularly apply where a building cannot be reasonably adapted to provide suitable accommodation or access for disabled people.³⁵

However, wherever possible, the Inn assists its professional tenants to provide the full range of services to clients who have particular requirements, on exactly the same basis as with any other clients. That will also have the effect of enabling chambers to recruit members, and to employ staff, who have particular requirements. The Inn thus carries out appropriate refurbishments to sets when they are vacant, and facilitates the carrying out of such works by chambers themselves. This will become increasingly important as chambers are rationalised or amalgamate.

Although works within sets of chambers are thus the responsibility of tenants, where the approval of the Inn (as landlord) is required under the terms of the lease, the Inn is not entitled to withhold approval unreasonably; nor would it ever do so. The Inn will offer all assistance where consent for such works is required from the local planning authority or others.³⁶

The comments above relating to safe exit for disabled people in case of fire or other emergency obviously apply to barristers' chambers as they do to the Inn's public buildings; but in this case the responsibility for preparing an appropriate evacuation plan is likely to lie in practice mainly with the chambers, rather than with the Inn.

Finally, in some cases, basements and attics (used for storage and other similar purposes) are also outside the areas leased to chambers, and are managed by the Inn; but ensuring access to such areas will generally be given lower priority.

The need for adjustments is likely to be increased as chambers take on new staff and acquire new clients as a result of the move to adopt new working patterns.

3M	The Inn will continue to provide full access to all sets of chambers wherever possible.	Continuing	Director of Estates
3N	The Inn will have full regard to the needs of disabled people when planning its general programme of rationalising and refurbishing barristers' chambers, as set out in Chapter 4.	Continuing	Director of Estates
3P	The Inn will support sets of chambers in seeking to obtain consents for works from outside bodies.	Continuing	Director of Estates

³⁵ See 4.6.

³⁶ Where the building in question is listed under the Planning (Listed Buildings and Conservation Areas) Act 1990, the approval of the City Corporation (as local planning authority) will be required in some cases.

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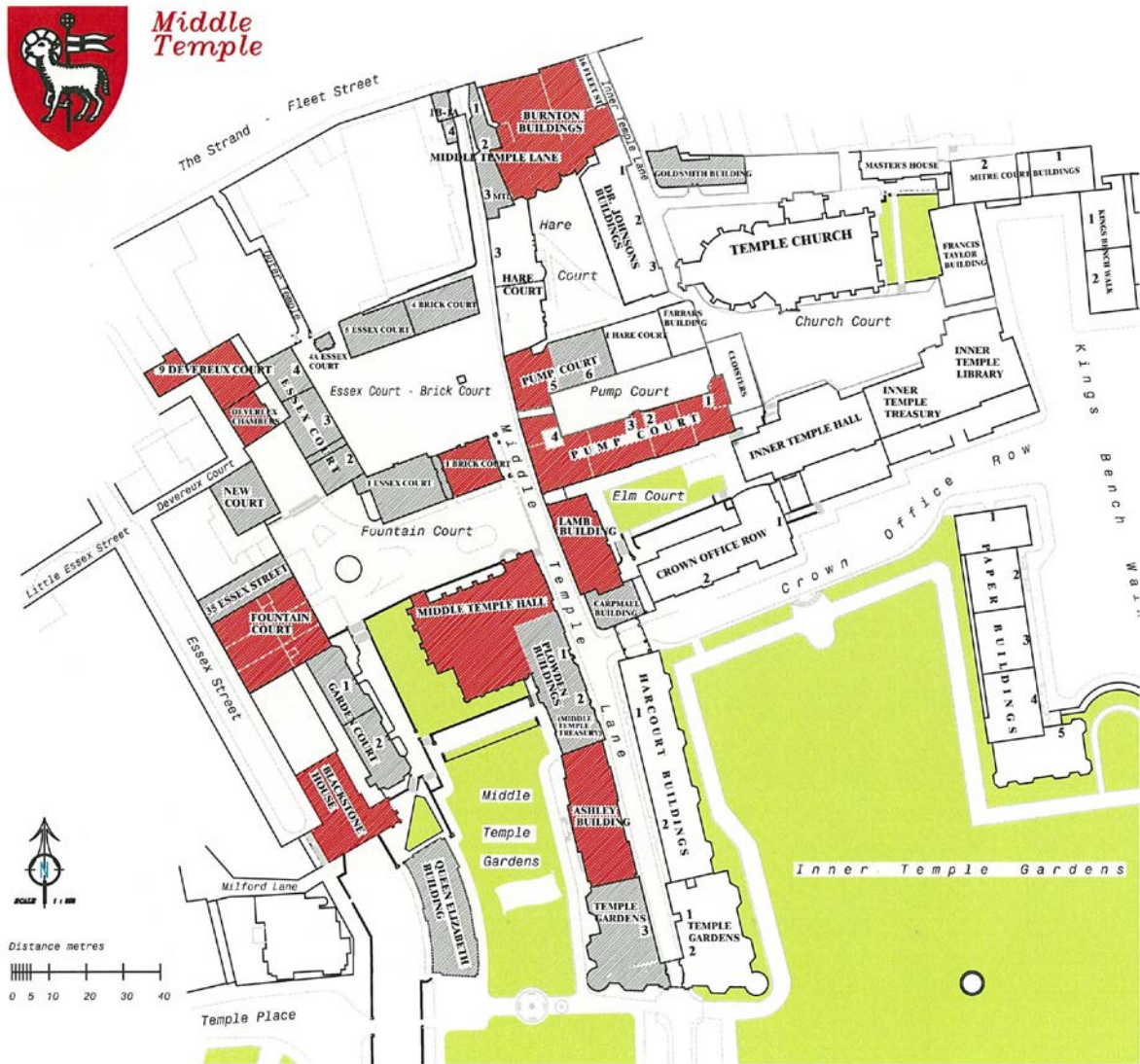


Figure 2. Works already carried out to improve accessibility to and within buildings. The buildings affected are shown in red.

3.8 Barristers' sets: works carried out to date

Works so far carried out to improve barristers' chambers in line with the policy explained above include the following – highlighted on **Figure 2**.

In **Lamb Building**, a new ramp and steps have been constructed to enable the main entrance to be fully accessible; and works have been carried out to upgrade the lift to accommodate those in wheelchairs. These improvements also allow step-free access to **Carpmael Building** first floor north through interlinked units on the west side.

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At **Cloisters / 1 Pump Court**,³⁷ a ramp has been formed to enable access to the building entrance. The lift has been upgraded, and a platform stair lift installed. The doors at the entrance to the building have been modified to provide improved access; and the double-leaf doors have been replaced by a wider single-leaf door.

Similar improvements have also been implemented to the doors at **1-4 Pump Court, 5 Pump Court, 6 Pump Court and Goldsmith Building**. The disposition of the accommodation in 1-4 Pump Court has been rationalised, to provide step-free access to all professional chambers. External handrails have also been added to the external steps at **4 and 5 Pump Court** to facilitate easier access.

A new step-free entranceway into the main staircase of **2 & 3 Pump Court** has been provided via a new doorway from Elm Court. This also provides level access to the existing lift at lower ground floor level, which has also been modified. This new facility therefore also benefits **Cloisters, 1 Pump Court and 4 Pump Court**, and thus removes the need to form further entrance ramps into Pump Court.

At **Queen Elizabeth Building**,³⁸ the external paving has been re-levelled to provide step-free access, and the main entrance doors have been modified to provide powered opening.

The ground outside **Fountain Court** has been adjusted to enable step-free access.

3.9 Accessible meeting rooms

For a number of years a meeting room in the basement of Brick Court, which was accessible by those in wheelchairs by means of a stair-lift, was available for hire. However, that resource was rarely used (on average, one or two times per year); and it represented an inefficient use of office space. Once it had been established there were available a number of accessible meeting rooms and conference facilities in chambers throughout the Temple and that these could be hired, the facility was withdrawn.

Instead, the Inn will be developing a web-site (possibly in conjunction with the Inner Temple) providing details of meeting rooms and other facilities accessible to those with various kinds of impairments, to enable those who require such facilities to make appropriate arrangements independently. That may also assist in the longer term in enabling the Inn to monitor the need for such facilities, and to make good any shortfall.

3Q	The Inn will create a web-site (possibly with the Inner Temple) providing details of conference and other facilities available to assist those with particular needs	Short-term	Director of Estates
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³⁷ Currently two disabled barristers working in chambers.

³⁸ Currently one disabled barrister in chambers.

4. Future programme of building works

4.1 Programme

As already explained, it is the general policy of the Inn is to make all of its buildings accessible to all, as far as is reasonably possible, and subject to the constraints outlined earlier in this Statement. The principles underlying the implementation of that policy been outlined in the previous chapter. The works carried out to date, also described in that chapter, have had the result that access is now readily available to a significant proportion of the buildings within the Middle Temple, and in particular to those most used by the public.

However, there are some buildings that are not yet accessible; and a few that may never be.

Each year the Director of Estates presents a costed programme of building works to be undertaken within the Inn. An element of this is the programme of works and other measures necessary to achieve full accessibility for disabled people, drawn up in conjunction with the Accessibility Working Group. The scope of the works and the budget are in turn approved by, the Estates Committee, the Finance Committee and Parliament. This process ensures that the necessary checks and balances are in place to ensure the programme is fully implemented within a reasonable timescale. Works are tendered, ordered and supervised by the Director of Estates and the staff of the Estates Department.

This is against the background of the work being carried out by the Estates Strategy Group, which is looking at the strategy that should be adopted by the Inn over the longer-term future in relation to the management of its estate, to ensure that it is used to the best advantage. The need to ensure that as far as possible all of the estate will eventually be fully accessible is a major element in the work of the Group.

The approach of the Inn is over the long term to carry out whatever works are reasonable. Given the historic nature of some of the buildings involved, it is very unlikely that all of the buildings within the Middle Temple will ever be accessible; on the other hand, wherever reasonably possible, the Inn will seek to achieve a standard of accessibility that exceeds the bare minimum. When planning refurbishment works, it will also seek to include a range of other improvements such as specifying lift controls that assist the blind and the partially sighted.

This Chapter describes the further works that are to be carried out in the coming years, in accordance with the principles described above, to maximise accessibility.

The carrying out of these works (and their timing) will also be subject to the Inn being able to obtain the necessary statutory consents.

4.2 Common areas of the Inn

As noted in the previous chapter, the works that have already been carried out mean that most parts of the Middle Temple are now in principle capable of being reached without

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having to negotiate steps. However, some further improvements are planned – subject to any necessary consents being obtained. And suggestions for any others (to be made to the Director of Estates) will be gratefully received

The fact that the Inn is built on land that slopes relatively steeply from the River Thames up to Fleet Street means that it is not particularly easy for those in wheelchairs to reach all parts of the Inn. Middle Temple Lane in particular is at an average gradient of 1:15, which is no greater than the recommended gradient for new pedestrian routes to be used by those with walking difficulties or in wheelchairs; but the length of the Lane is obviously much greater than that of a normal ramp. There would seem to be little if anything that can realistically be done to improve this. However, benches will be placed at appropriate locations to provide a resting point for those who find climbing the hill difficult.

Improved handrails are to be installed in 2013, to assist those who are less mobile, or blind and the partially sighted, on the stairs between Cloisters and Elm Court, and on the steep ramp from Essex Court / Brick Court to Fountain Court.

Consideration will be given to method and level of illumination around the common areas of the Inn. Many parts are lit by traditional gas lamps, which are in keeping with the character of the Inn, but which may need to be supplemented to provide adequate lighting levels for people who are partially sighted.

It may be appropriate to improve the accessibility of the land and buildings within the Inn for the blind and the visually impaired by providing tactile maps, and by improving the detailed design of staircases, handrails, signs, and lift controls. Appropriate surfacing materials will also be incorporated at the top and bottom of all steps and ramps to alert those who are blind or visually impaired to their presence. The ways in which this can best be achieved – for example, using corduroy tactile surfacing – are constantly under review; and the Inn will take advantage of emerging best practice.

It is also important that the carrying out of building and engineering works does not in itself cause problems for people who are disabled – where, for example, building materials are stored on a paved area that forms a convenient route for those in wheelchairs; or excavations are dug in footways that are not readily apparent to those with limited vision. The Inn will ensure that all works are carried out so as to minimise and, if reasonably possible, eliminate such problems; and contractors working in the Inn will be instructed accordingly.

The Inn publicises proposals to carry out works to all those working or living nearby; but it will take particular care to ensure that those with particular needs are informed of street works. To facilitate this, it will prepare a register of those who are to be informed of works in particular locations or in particular categories.

The Inn will also take steps to ensure that courts and pathways (including the area under the Cloisters) are not used except in an emergency for the long-term or intermittent storage of building materials or other items, as this causes particular problems for people who are less mobile, blind or partially sighted.

4A	A review of the external spaces throughout the Inn will be carried out, to see whether any additional improvements are necessary, particularly to assist the blind and partially sighted.	Short-term	Director of Estates
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4B	Handrails at various locations in the Inn will be installed or extended in 2013 - 2014	Short-term	Director of Estates
4C	All building works anywhere in the Inn will be carried out so as to minimise the creation of hazards for those who are less mobile or have limited vision, and will be publicised to those living and working nearby.	Continuing	Director of Estates
4D	A register will be maintained of those wishing to be informed of impending building works	Continuing	Director of Estates

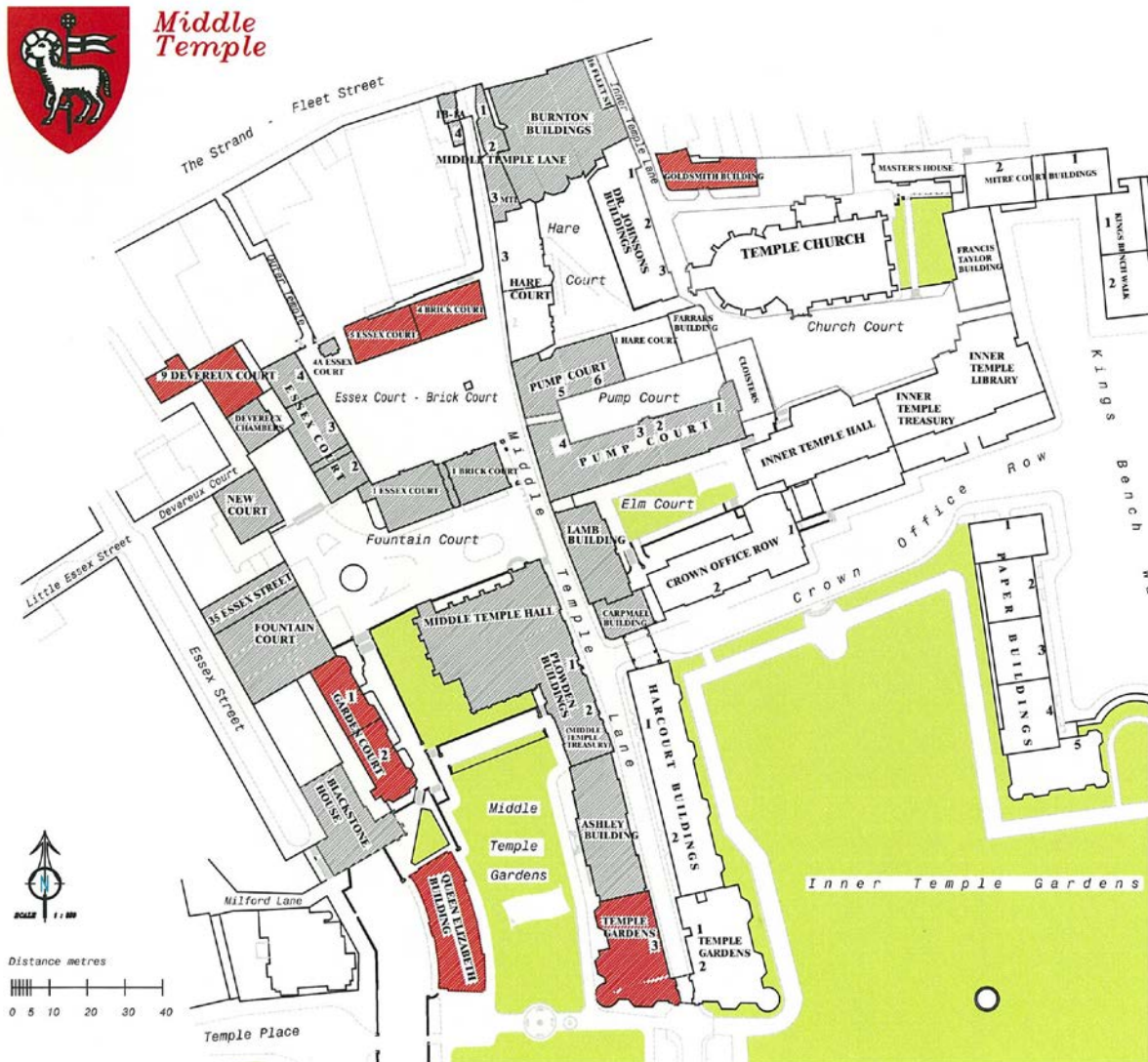


Figure 3. Works to be carried out in the future (shown in red) to improve accessibility to and within buildings

4.3 Barristers' chambers: works to be done in the next four years (to 2017)

Table 1 (below) summarises the planned programme of works, also shown in **Figure 3**, which are described in more detail below. The precise costs will need to be finalised in due course; the figures here are no more than a broad indication of the sums involved (at 2013 prices). The timing of the works will obviously depend on a variety of other factors, including budgetary constraints at the time.

Table 1. Works to improve accessibility

Timing (earliest completion)	Building	Works Required	Indicative cost (£ '000)
2014	9 Devereux Court,	Modification to lift and main entrance to provide step-free access	75
2015	4 Brick Court; 5 Essex Court	External ramp and steps to entrances.	145
2016	Queen Elizabeth Building	Modification of building entrance and formation of internal ramp.	130
2017/20	1 & 2 Garden Court	Installation of level access to buildings and new lifts (as part of major refurbishment scheme).	5,500–6,000 *
2017/20	Goldsmith Building	Installation of new lift, and modifications to entrance and general circulation area (as part of major refurbishment scheme).	3,000–3,000 *
2023	3 Temple Gardens	Installation of new lift and level access to building (as part of major refurbishment scheme).	7,000–7,500 *
2026	4 Brick Court; 5 Essex Court	Modifications to both lifts (as part of major refurbishment scheme).	5,500–6,000 *
To be determined	Devereux Chambers, and 1-4 Essex Court	Installation of new lifts and level access to building (as part of major refurbishment scheme).	To be determined

Note: a starred cost is that of a total refurbishment scheme, of which the accessibility works form only part

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There are two relatively straightforward sets of works that will be done in the relatively near future – it is hoped that these will be done in 2014 or 2015, but the precise timing is not yet certain. At **9 Devereux Court** the existing lift will be enlarged and modified; and the external pavement will be modified to provide step-free access into the building. And at **4 Brick Court and 5 Essex Court** the external pavement will be raised, with ramps and steps to provide step-free access to both buildings. Note that modifications to both lifts and further improvements, to enable internal access, will have to wait until the major refurbishment scheme to be carried out by the Inn after 2026.³⁹

The next item in the programme is more complex, involving the design, planning and implementation of a scheme to achieve step-free access to **Queen Elizabeth Building (QEB)** and **Garden Court**.

Although works have been completed to upgrade the lift in QEB to accommodate wheelchairs, there is currently only a temporary ramp within the building to enable step-free access from pavement level to the lift, due to the problematic geometry of the entrance area.

One solution to this problem would be to install a permanent ramp, in conjunction with modifications to the main door. However, the construction of the staircase (with reinforced concrete) means that the Inn would have to provide a temporary entrance to QEB through tenants' accommodation whilst the works are in progress. An alternative option would be to provide a new entrance to the building on the garden side – as has been done with the new entrance from Elm Court to gain level access into the chambers in Pump Court. That would involve the creation of a new pathway along that side of the building, separated from the garden.

The design of this scheme will also need to take into account the possibility of creating a new social facility on the ground floor of QEB – a project that has yet to be finalised.

1 and 2 Garden Court are the only sets of chambers that are currently separated by external steps from the whole of the rest of the Temple; and internally they are not well adapted for those who cannot manage stairs. The Estates Strategy Group is currently considering the most appropriate solution to these problems. This might take the form of extensive works, with a new external platform lift, to provide step-free external access to the existing front doors. Alternatively, it may be possible to provide level access either from the QEB car park, into the lower ground floor, or from Fountain Court, into an upper floor. Whichever solution is adopted, there will also need to be a major internal refurbishment to include new lifts running up through the building.

The modifications to QEB and to Garden Court will be planned together, at least in outline, to ensure that they together represent the best overall solution to the various problems identified. They will of course be the subject of full consultation with the existing tenants of those buildings (and those in Blackstone Chambers, which may also be affected).

The timetable for carrying out the works is as yet uncertain, and critically depends on how they will be funded; but it is hoped that they can be completed by 2017. Alternatively, the refurbishment of Goldsmith Building may be brought forward (see **4.4**). In that case, the refurbishment of QEB and Garden Court would be correspondingly delayed, to be completed by 2020.

³⁹ See **4.4**.

4E	The programme of works to improve the accessibility of the Inn's buildings, shown in Table 1, will be updated and reviewed annually.	Ongoing	Director of Estates
4F	Subject to the availability of finance, the works to 9 Devereux Court, 4 Brick Court and 5 Essex Court, described in 4.3, will be planned and implemented in 2014 or 2015.	Short-term	Director of Estates
4G	Improvements to achieve satisfactory level access to Queen Elizabeth Building and Garden Court will be planned, in full conjunction with the original tenants, and implemented as soon as funds allow.	Short-term	Director of Estates

4.4 Barristers' chambers: works to be done in future years

Looking further ahead, the intention is to improve access to and within the Inn's older buildings, as part of a continuing programme of major refurbishment works to improve generally the standard of the accommodation occupied by the Inn's professional tenants. Clearly the whole programme is critically dependent on the Inn's other commitments in terms of financial and human resources. Moreover, the timing of each individual scheme is to some extent speculative, particularly in the case of the later works, and will depend on the progress made on the earlier ones.

The first building to be tackled will probably be **Goldsmith Building**. The intention is to install a new lift shaft to enable step-free access into and throughout the building. It is likely that this will be incorporated into a more substantial programme of works currently being planned, to start in or after 2020. Here too, any proposed works will of course be the subject of full consultation with the tenant of the building. This may lead to the refurbishment of Goldsmith Building being brought forward, so as to be complete by 2017, and the refurbishment of QEB and Garden Court (see **4.3**) correspondingly delayed.

3 Temple Gardens will need to be the subject of substantial works, as the existing lift is altogether substandard. The lift shaft, which runs through the full height of building, will need to be enlarged, and a new lift installed; this will form part of a major refurbishment scheme to be carried out by the Inn, which will also include the formation of a new step-free entrance.

As mentioned above, a major scheme for the refurbishment of **4 Brick Court and 5 Essex Court** may be carried out by the Inn in or after 2026.

Finally, **Devereux Chambers and 1-4 Essex Court** will need substantial modifications to make them fully accessible; but it will be particularly problematic to find ways of achieving this that do not unacceptably impact on their significance as historic buildings (listed Grade I and II*). The timing of this scheme is therefore not yet clear.

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4H	Subject to the availability of finance, the works to Goldsmith Building, described in 4.4, will be planned and implemented not later than 2020 – or possibly by 2017.	Medium-term	Director of Estates
4J	Subject to the availability of finance, the works to 3 Temple Gardens and 4 Brick Court and 5 Essex Court, described in 4.4, will be planned and implemented not later than 2026.	Long-term	Director of Estates
4K	Subject to the availability of finance, the works to Devereux Chambers and 1-4 Essex Court, described in 4.4, will be planned not later than 2026, and implemented thereafter.	Long-term	Director of Estates

4.5 Monitoring of adjustments already made

It is important not to be complacent. There are a number of examples, both within the Inn and elsewhere, of adjustments that have been made that did not achieve their full objective, or that have caused more problems than they have solved. One example, already noted, is the stair-climber lift that was installed at 1 Pump Court / Cloisters. Experience has shown that this is not satisfactory as a principal means of access between floors; and the need for it has now been eliminated, following the completion of the new entrance to Pump Court from Elm Court. The stair-climber lift itself will be retained, as a back-up facility in case of emergency.

The Inn will accordingly keep under review those adjustments that have already been made or that are currently in progress and planned, and will from time to time make further adjustments as necessary.

4L	The effectiveness of the works already carried out to barristers' chambers will be monitored, and any necessary adjustments made as required.	Continuing	Director of Estates
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4.6 Other parts of the estate

Some buildings within the Inn may never be made fully accessible, due to their location, layout or architectural or historic importance. This applies to 1-4 Middle Temple Lane, New Court, 1-3 Essex Court, and possibly 5-6 Pump Court, all of which are listed Grade I or II*, and which would be very difficult to adapt to accommodate step-free access.

Thus, for example, the overnight lodgings in 3 Middle Temple Lane are in a building which cannot be sensibly adapted. It would therefore not be reasonable to require such works to be done.

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However, if suggestions are made in relation to those buildings, either by their occupiers or by others, they will be considered seriously and, if appropriate, added into the Inn's programme.

4M	Suggestions for the improvement of 1-4 Middle Temple Lane and New Court, to make them more accessible, will be considered and, if appropriate, incorporated into the Inn's overall programme.	Continuing	Occupiers of buildings concerned
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4.7 Future developments

Where future works are planned in any part of the Inn– at the instigation of either the Inn or its tenants – achieving full access for all will be an integral part of the design from the outset. The desirability of any works proposed will thus be assessed with this in mind.

4N	All building works proposed to be carried out within the Inn will be assessed having special regard for the extent to which they achieve full access for all.	Continuing	Director of Estates
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5. The Middle Temple as a provider of professional education

5.1 General policy

Throughout its history, one of the key roles of the Inn has been to provide education to those wishing to practise as barristers. In more recent times, such education has increasingly been undertaken by colleges, universities and distance learning providers. However, the Inn continues to supplement this, and support its student members through the offer of scholarships and other awards, the provision of additional training for students, pupils and new practitioners, and in other ways.

These facilities are offered to all those who are suitably qualified, irrespective of any form of disability. The Inn is not a provider of educational services within the meaning of the 2010 Act. However, it will have regard to the principles of the Code of Practice to be issued by the Commission under the terms of the 2010 Act, entitled *Code of Practice: Further and Higher Education*,⁴⁰ along with related guidance.⁴¹

5A	The Inn in its capacity as a provider of professional education will have regard to the provisions of relevant statutory Codes of Practice produced under the 2010 Act wherever relevant.	Continuing	Director of Education Services
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5.2 Information for prospective members

Information about entry to the Inn and call to the Bar is available in hard copy form and on the Inn's web-site. Where appropriate, it will be made available in other formats (for example, on audio-tape for blind people). The upgrading of the web-site will also assist in this aim.⁴² The Inn recognises that it is important to ensure that such information is updated at the same time as information in other formats.

In addition, career information is disseminated by means of visits to a number of higher education establishments where law degrees are offered. It will be important that those undertaking such visits are able to answer queries specifically relating to opportunities for entry to the Inn for students with particular needs, or to point particular students towards those who can supply more detailed and accurate information.

⁴⁰ Due to be laid before Parliament (in Westminster) in Summer 2011, but still not laid in 2013; see http://www.equalityhumanrights.com/uploaded_files/EqualityAct/draftcopfehe1.pdf .

⁴¹ <http://www.equalityhumanrights.com/advice-and-guidance/further-and-higher-education-providers-guidance/>

⁴² See **Chapter 11**.

5B	Information regarding entry to the Inn will be made and kept available in all appropriate formats.	Continuing	Director of Education Services
5C	Those providing information to prospective entrants will be able to deal appropriately with queries from those with particular needs	Continuing	Director of Education Services

5.3 Scholarships and bursaries

Each year, the Inn awards a number of scholarships and awards (as detailed on the website⁴³).

Scholarships are awarded to prospective students on the basis of their intellectual ability, motivation to succeed at the Bar, potential as an advocate, and personal qualities. Some are however awarded to applicants who meet set criteria defined by those funding the scholarship. Once the decision to award a scholarship has been made, the needs and means of each applicant are considered and the size of the award is determined. The question of an applicant's special circumstances will clearly be relevant to that decision, and it is recognised that applicants with specific physical requirements will have particular financial needs, such as to acquire special equipment or appropriate computer software, or to fund a carer – and may have major debts to pay off as a result of expenditure on such items whilst at college.

This is especially relevant in the case of the Diana, Princess of Wales Scholarship, which is awarded annually to a candidate who is specially deserving of financial assistance, whether because of a serious disadvantage or for any other reason faced in the course of qualifying as a barrister. In selecting the successful candidates, emphasis is placed not only on the criteria which apply to all the Inn's scholarships, but in particular on the candidate's character and ability to overcome adversity rather than upon specific academic achievements.

The Middle Temple interviews every applicant for an award. It ensures that any applicant with particular requirements is not disadvantaged in this process by arranging for the interview to take place at an appropriate location suitable to the applicant.

5D	Decisions as to the award of scholarships and bursaries will be made with special regard to the particular needs of those with physical impairments	Continuing	Chair of the Interviewing Panel
5E	Interviews of disabled applicants for scholarships and awards will be held at suitable locations to ensure that they are not at a disadvantage	Continuing	Deputy Under Treasurer (Education)

⁴³ <http://www.middletemple.org.uk/education-and-training/scholarships-and-prizes/>

5.4 Students

The Inn offers to provide students with a sponsor, to befriend them and help them understand how the Inn and the Bar work. Sponsors are barristers who have volunteered to take a personal interest in the progress of a number of students, as their spondees.

The Inn believes this can be particularly useful in the case of students with particular physical needs; and it will accordingly compile and maintain a register of those who are willing to be sponsors in such cases, able to answer queries specifically relating to practice at the Bar for those who are disabled, or to point particular students towards those who can supply more detailed and accurate information.

. Students are required to attend a certain number of training events, known as Qualifying Sessions, before being eligible for call to the Bar.

Residential training weekends are offered to students and to those who have recently qualified; often in Cumberland Lodge in Windsor Great Park. Cumberland Lodge is fully accessible for disabled people, with lifts to enable wheelchair access to all parts of the building, specially adapted showers, a hearing loop, and other relevant facilities; the management has a continuing commitment to improve and enlarge its provision for people with any kind of disability. There have been students with limited mobility attending such weekends, and they have been satisfactorily accommodated. Where other venues are used for such training, the Inn will ensure that they are fully accessible.

Other qualifying sessions for students (including education days, an introduction weekend for those students attending the BPTC courses outside London, and of course dining) will generally be held in Hall, in the Bench Apartments (particularly the Queen's Room) or in the Advocacy Suite in the Ashley Building. Those attending qualifying sessions within the Inn may need parking nearby, and will be able to take advantage of the scheme whereby free parking passes will be available to anyone with a blue badge who has a reason to be in the Temple.⁴⁴

All literature aimed at students will in future draw attention to the availability of facilities for those who have specific needs, to enable appropriate arrangements to be made. In addition, the Treasury Office – much used by students – is now fully accessible, following its move to the ground floor of the Ashley Building, referred to earlier.⁴⁵

5F	The Inn will maintain a special register of those able to act as sponsors to those with particular disabilities	Continuing	Director of Education Services
5G	The parking spaces for disabled people will be made available for those attending training sessions	Continuing	Head Porter
5H	All training courses (including residential weekends and other courses held outside the Temple) will be in premises that are fully accessible to those with any form of disability	Continuing	Director of Education Services

⁴⁴ See 3.3.

⁴⁵ See 3.6

5K	The availability of assistance for those with disabilities will be publicised wherever appropriate	Continuing	Director of Education Services
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5.5 Call

It has already been noted that it would be inappropriate when considering the suitability of people for call to the Bar to have any regard to whether or not they are disabled.⁴⁶

More specifically, the call ceremony itself (generally held in the Hall and the Bench Apartments) will be arranged in such a way as to cater for those who themselves have special physical needs or whose friends and family have such needs.

5L	Call ceremonies will be held in the Hall or in other premises that are fully accessible; and all possible assistance will be offered to those attending them who have particular needs.	Continuing	Director of Education Services and Head Porter
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5.6 Pupils

Pupils are required by the Bar Council to attend a minimum of 12 hours of practical advocacy training; and new practitioners are required to attend a total of 45 hours of training, in advocacy and ethics. The Inn offers courses to enable its members to meet these requirements.

This training will generally be in the Advocacy Suite or in the Bench Apartments, and the commitments above relating to students apply equally in this context.⁴⁷ As noted earlier, these areas are now fully accessible.

The Inn maintains a register of barristers who are approved pupil supervisors. Barristers who are disabled are clearly just as able any others to be pupil supervisors. Where pupils are themselves disabled, it will be the responsibility of the pupillage providers (including chambers) to ensure that they are allocated appropriate supervisors.

5.7 Continuing training for practitioners

The Inn offers advocacy training, on a voluntary and occasional basis, for established practitioners.

This training too will generally be in the Advocacy Suite or in the Bench Apartments, which are now fully accessible.

⁴⁶ See 2.1.

⁴⁷ See 5.4.

6. The Middle Temple as a provider of services to members of the Bar

6.1 General policy

The Middle Temple provides a variety of services to members of the Bar, of which probably the most significant is that it provides accommodation for sets of chambers to rent as professional offices.

However, it also provides a number of other facilities for its members (including student members) – including a comprehensive law library, a dining facility, gardens, and (for a few) rented residential accommodation. These are in some cases available either to members of other Inns or to the public at large.

The Inn’s general policy is, as far as possible, to make these facilities equally available to all those entitled to take advantage of them, including those with disabilities. Where limited funds or physical constraints mean that a choice has to be made between different accessibility projects, or as to the timing of them, priority will be determined in the light of the number of those likely to benefit from them and the cost of implementation.

The Temple Church is maintained jointly by the Middle Temple and the Inner Temple, primarily for use by the members of the two Inns, and for those living in either Inn, although members of the public are always welcome. This is the subject of a separate chapter later in this Statement.⁴⁸

6A	In considering possible changes to the facilities it offers, to enable them to be more widely accessible, priority will be given to those projects providing the greatest benefit to the greatest number of users.	Continuing	All directors
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6.2 Professional accommodation

As already noted, most of the buildings within the Inn are leased to sets of barristers’ chambers. The Inn’s approach to upgrading and improving such accommodation to make it fully accessible has already been described.⁴⁹

⁴⁸ See Chapter 8.

⁴⁹ See Chapters 3 and 4.

6.3 The Library

As already noted, the Inn offers a comprehensive law library service that is available to all those who are members (including student members) either of the Middle Temple or of any of the other Inns of Court – and to others by prior appointment. It is largely a reference library, although material can be borrowed in certain circumstances; and material can be sent, faxed or e-mailed to those outside the Temple.

The Library is housed in a dedicated building in Middle Temple Lane, recently renamed the Ashley Building.⁵⁰ The main material is located on the first and second floors, with specialist collections housed in the basement and third floor. An archive repository is located on the fourth floor. The main doorway from the street is now accessible to those in wheelchairs; a lift runs from there to all floors. The Library continues to be upgraded to assist use by the blind and partially sighted, including contrasting / tactile surfaces, improved lighting and signage, and audible information and tactile buttons in the lift. An induction loop system has been installed to the main enquiry desk. Accessible WC facilities are now available.

As part of the project (finished in 2007) to provide improved facilities in the loft of the Library building for the storage of the Inn's important collection of archives, full accessibility has been achieved.

The library accommodation thus provides step-free to users and staff.

However, the library shelving extends from floor level to 2.5 metres above floor level, and the lowest and highest shelves are thus inevitably inaccessible to some users – even using the steps provided. The staff are able to assist those for whom this presents a problem.

Users of the library facilities with particular requirements may also be assisted by remote access to the stock. This service, which has been long available for the sending of material by fax, has been extended by introducing scanning facilities to enable material to be sent as PDF files, thus saving visits where a user knows the identity of the material required. Whilst this facility may assist all library users, it is available free of charge only to those who find it impossible or unreasonably difficult to visit the Library; a register will be maintained by the four Inn libraries of those entitled to take advantage of this service.

An arrangement has been in place since 2008 whereby users of the libraries of the four Inns of Court who are members of the Society of Visually Impaired Lawyers (SOVIL) are given a special password to use the Sweet & Maxwell Westlaw ® service free of charge. Lawyers who are visually impaired may take advantage of this arrangement once they have been approved by SOVIL. In common with the libraries of the other three Inns of Court, the Middle Temple library no longer has access to any other electronic material (such as Justis, Lexis, or textbooks) because of financial constraints; but if at some in the future it does offer general access to such material, it will seek to enter into a similar arrangement whereby visually impaired users can have access free of charge.

It is hoped that continuing development in information technology in this area, will enable these services to be expanded and improved to assist further users with particular needs.

⁵⁰ See 3.6.

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6B	The library staff will be specially trained to offer assistance for users with particular needs.	Continuing	Keeper of the Library
6C	Material will be made available free of charge electronically or in other appropriate ways to those for whom a visit to the library in person is impossible or unreasonably difficult.	Continuing	Keeper of the Library
6D	Advantage will be taken of evolving new technology to assist users of the library with special needs.	Continuing	Keeper of the Library

6.4 Catering

Lunch is provided every day in Hall to members of the Bar (from any of the Inns) and their guests; and dinners are available to members of the Inn, and students, on selected evenings in term-time. As already noted, step-free access is now available to the Hall, and accessible WC facilities are available. The dress code is relaxed to allow those with special needs⁵¹ to participate equally.

Generally the service offered is a self-service buffet; however, waitress service is available for those who cannot make use of the buffet for any reason.

It is not practical to provide all menus in large type and Braille. However, staff will assist blind and partially sighted users of the Hall and Bench Apartments with menus and other information on request.

6E	The hall staff will be specially trained to offer assistance for users with particular needs.	Continuing	Director of Membership and Development
6F	Staff will assist blind and partially sighted users of the Hall and Bench Apartments with menus and other information.	Continuing	Director of Membership and Development

⁵¹ For example, skin conditions which make it impossible to wear a shirt with a tie.

6.5 The Gardens

The Middle Temple gardens are maintained as an amenity primarily for use by members of the Inn; although they are also used in connection with the Bench Apartments and the Ashley Building and (to a limited extent) by members of the public.

The Gardens are generally surrounded by buildings, rendering somewhat unsatisfactory access for those with restricted mobility; and the access point by Garden Court can only be reached up or down a flight of steps. However, step-free access is also available from the gates to the east and west near the Embankment, and this needs to be publicised by those organising functions in the Gardens.

Within the Gardens, the paths are surfaced in loose gravel, which is not ideal for those in wheelchairs. This will in due course be replaced with bound gravel. Ramps (with handrails) will be introduced to enable all parts of the garden to be visited by those for whom the use of steps is impossible or unreasonably difficult.

The opportunity will be taken when the Gardens are re-planned from time to time to introduce areas of sensory garden with aromatic plants.

6G	Step-free access to the gardens will be publicised by those arranging events there.	Continuing	Director of Membership and Development
6H	The paths in the Gardens will be resurfaced with bound gravel; and ramps will be introduced at appropriate locations.	Long-term	Director of Estates
6J	Parts of the Garden will be made a sensory garden as opportunity allows.	Medium-term	Director of Estates

6.6 Residential accommodation

A relatively small number of flats (around 55) have been made available to residential tenants – generally senior members of the Bar and the judiciary (including some who have retired, and their surviving relatives).

The Inn is not under a statutory duty to render access to such accommodation accessible by disabled people, but as a matter of good practice it does so anyway wherever it is reasonably possible – particularly where this can be achieved as part of a programme of works being carried out for other reasons.

It is not a function of the Inn to provide sheltered housing or care home facilities for elderly or infirm residents; and financial, social and medical support should be provided by those suitably qualified or charged with the duty of delivering those services. However, where a prospective residential tenant or occupier has particular needs for adjustments to be made to a flat, or where an existing tenant or occupier becomes disabled and requires such adjustments to be made, the Inn will do all that it reasonably can to accommodate them.

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6K	Wherever possible, reasonable adjustment will be made to residential accommodation to meet the needs of those entitled to live within the Inn.	Continuing	Director of Estates
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6.7 Lodgings

Overnight Lodgings accommodation is also available to members of the Inn; this is not fully accessible to those with limited mobility, and cannot reasonably be made accessible due to the historic nature of the building in question (at 3 Middle Temple Lane). Subject to availability, appropriate arrangements can be made with the Royal College of Surgeons who have a “hotel” style facility in Lincoln’s Inn to assist those who want such facilities but are unable to use those offered by the Inn.

6L	The Inn will make all reasonable efforts to find alternative accommodation for those who would be entitled to use the Lodgings in Middle Temple Lane but who are unable to do so due to a disability.	Continuing	Treasury Office
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7. The Middle Temple as provider of services to the public

7.1 General policy

The Inn provides services to the public and to sections of the public, including:

- the hiring of rooms;
- access to the Temple Church and the gardens; and
- access to the open areas of the Inn generally.

By virtue of Part 3 of the 2010 Act, it must not discriminate against disabled people in the provision of those services – which includes the provision of any service in the exercise of any public function.

In particular, it must take all reasonable steps to ensure that none of its practices, policies or procedures has the result that those services are offered to disabled members of the public on different terms from those on which they are offered to others.⁵²

Further, where physical features (including those arising from the design or construction of a building or the approach or access to premises) make it impossible or unreasonably difficult for disabled people to make use of the services being offered, the Inn must take all reasonable steps in order to:

- remove the feature;
- alter it;
- provide a reasonable means of avoiding it; or
- provide a reasonable alternative method of making the service available to the disabled person.⁵³

The Act does not specify any order of preference as between the four options.

In some cases, there may be a reasonable alternative method of providing a service (for example, where a barrister visits a disabled client at the client's home, rather than requiring the client to attend the barrister's office in person). However, in the case of the services provided by the Middle Temple to the visiting public, it is difficult to see that they can be provided by any alternative method. It therefore becomes essential to ensure that the physical features of the Inn do not have the effect of making it impossible or unreasonably difficult for members of the public who are disabled to take advantage of the services offered.

The Inn will comply with the *Services Code of Practice*, and will continue to explore ways in which the principles set out in that Code can be applied in practice to its operations.

It is not certain whether the provision of rented accommodation to barristers, who themselves provide professional services to the public, itself constitutes a service provided

⁵² 2010 Act, sections 20(3), 29(2).

⁵³ Sections 20(4); Sched 2, para 2(3).

by the Inn to the public and thus subject to the duty under Part 3 of the Act. However, to the extent that it is, it has been considered in the previous Chapters of this Statement.

7A	The Inn will comply with the relevant Codes of Practice issued by the Commission under the 2010 Act	Continuing	Under Treasurer; Director of Estates
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7.2 Hire of the Hall, Bench Apartments and other facilities

Subject to availability, the Hall, the Bench Apartments and the Gardens are available for hire for meetings, conferences, weddings, parties, and functions generally.

As previously stated, access to the Hall and Bench Apartments on foot and by car has been and will continue to be facilitated as far as possible with car drop-off points, dedicated parking, dropped kerbs and other facilities as appropriate.⁵⁴ The buildings themselves have been made fully accessible, with lift access, induction loops, and accessible WCs.⁵⁵

As part of making arrangements for a specific event, the venue will be looked at carefully in conjunction with the event organisers, with regard to access by those with particular requirements – especially in the case of events open to a significant section of the public, where it cannot be predicted how many participants will be disabled, or what their needs will be. Where an event (such as a wedding) is for a defined clientele group, the specific needs of any participants will of course be specifically catered for as far as possible.

Consideration will thus be given to issues such as the way in which the building or room is to be used, how the furniture will be laid out, how food and drink will be made available, how paperwork (at conferences and meetings) will be distributed, and how participants will arrive and depart. The special facilities on offer (the platform ramp, the induction loop and the accessible WCs) will be checked to ensure they are functioning correctly. Staff will be trained to ensure that participants who are disabled are given an equal opportunity to take part in the event, are offered all appropriate assistance, and are not marginalised in any way.

If as a result of the pre-event review of accessibility issues there seem to be a significant number of problems that will prevent full participation by some or all of those wishing to take part, then irrespective of any past relationship or affiliation with the organisers, the Inn will take steps to find an alternative venue. It is hoped that this will occur only rarely; but where it does, steps will be taken to ensure that as far as possible it does not happen again.

Often experience brings to light specific problems which could not reasonably be anticipated, or at any rate were not anticipated. Where appropriate, therefore, a review will be carried out after each event in relation to accessibility issues, to see if practices and procedures can be improved in future.

⁵⁴ See 3.3.

⁵⁵ See 3.5.

7B	The Inn will take all reasonable steps to ensure that its facilities are available for the widest possible cross-section of functions and meetings.	Continuing	Director of Estates; Director of Membership and Development
7C	The particular needs of any groups will be catered for as far as reasonably possible, to ensure that no-one who wishes to is prevented or impeded from participating fully.	Continuing	Director of Membership and Development
7D	After each event involving those with particular needs, a review will be carried out to see whether there is scope for improving practices and procedures.	Continuing	Director of Membership and Development

7.4 The Temple Church

A significant number of events occur in the Church each year – memorial services, organ recitals, concerts, and other special events, in addition to the regular pattern of worship – that are attended by members of the public. The comments in the previous section relating to events in the Hall etc apply equally in relation to the Church.

Issues relating to the Church more specifically are dealt with later in this Report.⁵⁶

7.5 Tourists

Most of the buildings in the Inn are not open to the public, with the exception of the Hall, the Gardens and The Temple Church, which are open for limited periods. However, the Temple is a tourist attraction that is featured in all the standard guidebooks to London, and as a result it is visited each year by many members of the public.

The improvements made to the public parts of the Temple, notably the courts and the roads⁵⁷ and the Church,⁵⁸ will assist those visitors who are disabled.

More generally, consideration is being given to the provision – jointly with the Inner Temple – of a dedicated facility catering for visitors. This will obviously be located so as to facilitate visits by those with special requirements. If tours are offered, they will be designed with such people specifically in mind – and where appropriate special tours will be made available for them. Literature will be offered in a variety of formats, including large

⁵⁶ See Chapter 8.

⁵⁷ See 3.4.

⁵⁸ See Chapter 8.

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print, to cater for those with different requirements; and audio guides will be made available.

7E	Any special facilities for visitors to be made available in the future will be designed having special regard to the special requirements of those who have particular physical impairments.	Medium term	Director of Estates
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8. The Temple Church

8.1 Introduction

The Temple Church, which dates back to the late 12th century, is now maintained (along with the Master's House) jointly by the Middle Temple and the Inner Temple, primarily for the benefit of those working or living in either Inn. It is a Grade I listed building.

The Church is home to a range of worship services (both on a regular basis and for special occasions such as memorial services), organ recitals, concerts and other events, many of which are open to members of the public.

The Church is also much visited by the public, especially in the summer months and many events in the Church calendar are open to both members of the Inns and public.

In practice, although the Church Committee comes under the aegis of both Inns, the responsibility for the maintenance and upkeep of the Church on a day-to-day basis lies with the Middle Temple, and that of the Master's House lies with the Inner Temple.

8.2 Special facilities

The activities of the Temple Church (not just the "services", in the ecclesiastical sense of that term) are a service offered to the public. They are thus within the scope of Part 3 of the 2010 Act, and must be offered in such a way that those with particular physical impairments are not placed at a disadvantage by comparison with others.

An access ramp has been installed by the Inn to assist access to the Church via the main (south) porch entrance. This has not proved to be entirely satisfactory, as it causes a slight trip hazard to those walking past the doorway, across Church Court. This will be kept under review, and remedial action taken if appropriate.

Once within the Church, there is space for those in wheelchairs adjacent to the pews. As part of the new sound system, an induction loop has been installed to assist those with hearing impairment.

At present, people attending events in the Church have to rely on the WC facilities in the Inner Temple Hall (nearby), but these are not always open. Consideration is being given to the provision of accessible WCs in the area used by the choirboys.

The regularly used printed material (the Book of Common Prayer, from which the recently updated service book was derived, and the hymn book) will be made available in large-print editions and Braille, if at all possible. Service sheets and other one-off literature will be made available in particular formats if advance notice is given to the Church.

The vergers and those leading worship or other events will be trained to ensure that participants with special physical needs are given an equal opportunity to take part, are offered all appropriate assistance, and not marginalised in any way.

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8A	The Church Committee will provide WC facilities within the Temple Church that are accessible by all.	Short-term	Director of Estates; Master of the Temple Church
8B	Literature will be made available in appropriate formats to assist those who are blind or partially sighted.	Short-term	Master of the Temple Church
8C	Staff will be trained to offer appropriate assistance to those who are disabled.	Short-term	Master of the Temple Church

8.3 The Temple Choir

Membership of the choir is open to all boys of appropriate age, subject to audition. Facilities for disabled choir members are limited; but in the event that a candidate for membership comes forward who is appropriately qualified but who has particular physical needs, every assistance will be given to enable him to participate fully. For example, he would not be required to process with the other choristers; might need to have the standard choir robes modified; and might need specialist assistance if he is blind or partially sighted.

8D	No prospective entrant to the Temple Choir will be refused on account of any physical impairment.	Continuing	Master of the Temple Church
8E	All possible assistance will be offered to choristers with special requirements	Continuing	Master of the Temple Church

8.4 The Temple Church web-site

The comments in **Chapter 11** of this Statement in relation to the Inn's web-site apply equally to the Temple Church web-site.

8F	The arrangements available to enable those with particular requirements to take advantages of the facilities offered by the Temple Church will be publicised on its website.	Continuing	Master of the Temple Church
8G	The format of the web-site will be adjusted to enable it to be used by all, and in particular by those with partial vision.	Continuing	Master of the Temple Church

9. The Middle Temple as public authority

9.1 Introduction

For reasons now largely historical, a wide variety of statutory functions are vested in the Under Treasurer⁵⁹ of the Middle Temple; the principal ones are listed in Appendix C, but there are a large number of others. In many cases, this now seems to be largely a matter of custom and tradition rather than one of practical reality.

In practice, the majority of these responsibilities are delegated to the Common Council of the City of London.⁶⁰ In addition, there are certain local authority functions (such as those in relation to planning and historic buildings) that have never been assigned to the Under Treasurer.⁶¹

The only remaining functions that the Inn (in theory, the Under Treasurer) actually performs in its capacity as a local authority are:

- building regulation control
- waste collection
- litter control

In order to finance those activities, the Under Treasurer is also a precepting authority.⁶²

Many of the other functions performed by the Inn are analogous to public functions; these are referred to throughout the remainder of this Statement.

9.2 Making the services of the Inn available to all

Those functions that the Inn (or the Under Treasurer) performs as a local authority or a public authority are in practice carried out by its staff. The arrangements that are in place to ensure that there is no discrimination in relation to any members of staff who are disabled are described in the following Chapter of this Report.

Members of the public, residents of the Inn, tenants, and others who come across the Inn in its capacity as a local authority or a public authority do so in the Treasury Office or Estates Office. The Treasury is now on the ground floor of the Ashley Building (formerly the Library Building), which has been made accessible.⁶³ Access to part of the Estates

⁵⁹ Some statutory provisions refer to the “Under Treasurer” (with a hyphen), and some to the “Under Treasurer” (with or without a hyphen). There appears to be no particular basis for the distinction.

⁶⁰ Local Government Act 1972, s 101; Temples Order 1971, art 8(2).

⁶¹ Temples Order 1971.

⁶² Local Government Finance Act 1992, s 39(2)(b).

⁶³ See 3.6.

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Office is now available via Lamb Building.⁶⁴ Further improvements to the accessibility of the Estates Office will be considered in the future.

Where access to either of those offices is impossible or unreasonably difficult for a particular person, the relevant officer of the Inn will visit that person at an alternative location or arrange for the function in question to be provided in some alternative way, as appropriate in all the circumstances. This would not be a reasonable arrangement in the case of a conventional local authority or public authority, but the number of occasions on which the Middle Temple in practice is called upon to act as such an authority is so small that this solution is believed to be perfectly practical and reasonable.

As for the substance of those matters that are the responsibility of the Under Treasurer, acting as a local authority or a public authority, they are the subject of other passages of this Statement.

The Inn in its capacity as a public authority will comply with the spirit as well as the letter of the *Services Code of Practice*.

9A	Where a person is unable due to a physical impairment to make use of the services of the Inn in its capacity as a local authority, the Inn will make available those services in an alternative location or in an alternative way.	Continuing	Treasury Office; Estates Office
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9.3 Duty to prepare and publish policies, practices and objectives

It has already been noted that the Under Treasurer of the Middle Temple, acting as a local authority, is not required under the Equality Act 2010 (Statutory Duties) Regulations 2011 to publish information as to the Inn's policies, practices and objectives in regard to the aims of non-discrimination.

However, insofar as those aims relate to disability, this Statement contains that information and those objectives.⁶⁵

⁶⁴ See 3.8.

⁶⁵ See 1.7 and 1.8.

10. The Middle Temple as employer

10.1 General policy

The Middle Temple employs some 90 people, all of whom work or are based within the Inn itself. In addition, agency staff are engaged from time to time particularly in support of functions to be held in the Hall or the Garden.

Under Part 5 of the 2010 Act, the Inn, along with all other employers, is required not to discriminate against a person on the basis of a disability, when deciding whether or not to offer employment and on what terms. Further, once someone has been employed, the Inn must not discriminate against the employee on the basis of an actual or perceived disability – whether in the terms of employment, or in the way it affords access to opportunities for promotion, transfer, training or other benefits, or in dismissing him or her. Nor must it victimise any employee because of a disability, or allow others to do so.⁶⁶

“Discrimination” in this context means treating a person less favourably than others, for a reason which relates to that person’s disability.

Further, where any arrangements made by or on behalf of the Inn as an employer, or any physical feature of premises occupied by it, place a disabled person at a substantial disadvantage in comparison with persons who are not disabled, it must take such steps as are reasonable, in all the circumstances, in order to prevent the arrangements or feature having that effect.⁶⁷

Against that background, the Inn has in place procedures to ensure that its employment policies and practices are non-discriminatory and inclusive. In framing those policies and practices, it will wherever possible involve disabled people.

It will in particular comply with the Code of Practice issued by the Commission in 2010 under the terms of the 2010 Act, entitled *Code of Practice on Employment*.⁶⁸

10A	The Inn in its capacity as an employer will have regard to the provisions of relevant statutory Codes of Practice produced under the 2010 Act wherever relevant.	Continuing	Under Treasurer
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10.2 Recruitment and selection

The Inn’s recruitment and selection policies will be kept under review to ensure that:

⁶⁶ Section 39.

⁶⁷ Section 39(5).

⁶⁸ See http://www.equalityhumanrights.com/uploaded_files/EqualityAct/employment_code_05.10.10.pdf.

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- all employment vacancies are advertised (where this is not done, the reasons must be recorded);
- all information about employment vacancies is disseminated in such a way as to come equally to the attention of anyone qualified to apply, regardless of any disability;
- advertisements contain a reference to the Inn's Equal Opportunities Policy (if an employment agency is used, it will be informed of the Policy);
- all candidates for employment know the criteria to be used for selection;
- information is sent to candidates in the format they wish (and that this is made known to prospective candidates);
- application forms are designed to be filled in by anyone, regardless of physical circumstances, and can be returned through various media;
- the procedure for short-listing and selection is transparent, and all candidates meeting set criteria will be considered; and
- interview procedure will adhere to the guidance available in the published Equal Opportunities Policy.

In selecting those to whom offers of employment will be made, the Inn will not merely treat candidates who are disabled on the same basis as others, but will seek to employ such candidates wherever possible.

Where a candidate is otherwise suitable for employment, but would be unable to carry out the advertised duties due to a physical impairment, serious consideration will be given to the possibility of taking steps – including making adjustments to buildings and their internal layout, and modifying working practices – to ensure that the impairment does not have the effect of preventing that candidate taking that job.

Prospective employees who considers that they have been discriminated against by a member or employee of the Inn may make a complaint which, if not resolved informally, will be dealt with in the Inn's normal disciplinary procedures. After any such incident, the relevant policies and practices of the Inn will be reviewed and any necessary changes promptly implemented.

10B	The Inn's recruitment and selection policies will be reviewed in the light of the principles set out at 10.2	Continuing	Under Treasurer
10C	Where reasonable, adjustments will be made to buildings and the working practices of the Inn will be modified, to ensure that they do not unreasonably prevent a person accepting employment who is otherwise qualified to do so.	Continuing	Under Treasurer

10.3 Terms and conditions

Those responsible for the day-to-day running of the Inn will ensure that all employees of the Inn, without discrimination on the basis of disability, are all given equal access to training and to opportunities for promotion, transfer or training or to any other benefits, facilities or services.

Those responsible for disciplining employees should have regard to disciplinary measures taken against other employees in comparable situations and to the risks of victimisation, particularly those arising as a result of the fact that a particular employee is disabled.

Employees may make a complaint if they consider that they have been discriminated against or victimised or harassed by another member of staff or by a member of the Inn. Such a complaint, if not resolved informally, will be dealt with in the Inn's normal disciplinary procedures. Here too, the relevant policies and practices of the Inn will be reviewed after any such incident, and any necessary changes promptly implemented.

10D	The standard terms and conditions applicable to all contracts of employment entered into by the Inn will be reviewed from time to time to ensure that they do not have the effect that disabled people are discriminated against, in terms of access to training and to opportunities for promotion, transfer or training or to any other benefits, facilities or services.	Continuing	Under Treasurer
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10.4 Conduct and training with respect to disability issues

Employees of the Inn will be given training in disability issues, so that they can avoid inadvertently discriminating against people by the way in which they carry out their duties, and can proactively offer all relevant assistance as appropriate.

Employees should thus not discriminate on grounds of disability in their dealings with anyone during the course of performing their duties for the Inn, nor harass disabled people. This principle affects employees' dealings with, amongst others, fellow members of the Inn's workforce and of other Inns, members of the Inn and of other Inns and members of the public.

Any member of staff who is guilty of discrimination, victimisation or harassment on prohibited grounds will be subject to disciplinary action in accordance with the disciplinary rules and procedures applicable to all employees of the Inn.

10E	The Inn's staff will be trained to ensure that they do not in any way contribute to discrimination against disabled people.	Continuing	Under Treasurer
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10F	Any member of the Inn’s staff found to have discriminated against, victimised or harassed a person on the grounds of disability will be subject to appropriate disciplinary action.	Continuing	Under Treasurer
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10.5 Contractors

The duties outlined above (and in the relevant Code of Practice) apply equally in considering whether and on what terms to offer a contract to any person⁶⁹ – for example, to suppliers of goods and services.

10.6 Volunteers

From time to time, some activities carried out in the name of the Inn are carried out by volunteers, including in particular members of the Inn offering their time for free. This may cover activities such as members attending Committee meetings, and volunteers covering open days. Such arrangements are not subject to protection under the Act; however, the provisions outlined earlier in this Statement should ensure that they are nevertheless equally protected in practice.

10G	Arrangements involving volunteers will be kept under review to ensure that they do not inadvertently result in discrimination against disabled people.	Continuing	Under Treasurer
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⁶⁹ Section 40.

11. The Middle Temple web-site

11.1 Information contained on the web-site

It is important not only to undertake works and improve buildings throughout the Inn to make them accessible by everyone regardless of their particular requirements, and to adjust the Inn’s policies and practices to the same end, but also to make this accessibility known to those who may benefit from it. This is particularly important in view of the historic character of the Middle Temple and the Temple Church, which might be perceived to be difficult for people with special requirements to visit and get around.

To this end, it is intended to introduce a new section onto the Middle Temple website (www.middletemple.org.uk) cataloguing the facilities that are available for people with particular needs, and thereby encourage them to visit the Inn and take advantage of what it offers. This will also provide information on the availability of conference and other facilities constructed or adapted for use by disabled people, along with details of ancillary facilities such as accessible WCs.

11A	The special facilities available to enable those with particular needs to take advantages of the facilities offered by the Inn will be publicised on its website, not least by making this Statement available there.	Continuing	Director of Membership and Development
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11.2 Accessibility of the web-site format

The Middle Temple web-site is probably now the most important way in which the Inn communicates with its staff, members and the general public what it is and what it can offer – including the library catalogue. The format of the site is thus important; it must be designed so as to be visited profitably as far as possible by users who are blind, partially sighted or dyslexic. This is principally a matter of enabling such users to see the material in larger type; but it may be necessary to adopt particular formats for text and illustrations to maximise accessibility.

This is likely to be done in the near future as part of a general overhaul of the Inn’s IT systems and web-site.

Looking further ahead, the Inn will continually investigate what other options modern technology can offer to enable it to expand further the ways in which information is disseminated to people with specific physical needs.

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11B	The format of the web-site will be adjusted to enable it to be used by all, and in particular by those with partial vision.	Continuing	Director of Membership and Development
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List of commitments in the body of the Report

1. Short-term commitments (to be fulfilled before summer 2017)

2B	Where those with particular needs, who are registered as such, are only able to attend events by incurring additional expenses that cannot be reimbursed from elsewhere, such expenses if reasonable may be reimbursed by the Inn on a claim being made promptly to the Treasury Office	Director of Finance and Resources
2C	The form on which prospective entrants for student membership of the Inn apply for membership will be amended so as to invite those being admitted to supply details of any particular needs, and to remind them to notify the Inn if those needs should change in the future.	Bar Standards Board, prompted by COIC
3G	Escape plans will be drawn up to ensure that disabled people are able to exit rapidly and safely from the Hall and the Bench Apartments in the event of a fire or other emergency	Director of Estates
3H	Appropriate signage will be displayed to make known the availability of facilities for disabled people in the Ashley Building	Director of Estates
3J	Escape plans will be drawn up to ensure that disabled people are able to exit rapidly and safely from the Ashley Building in the event of a fire or other emergency	Director of Estates
3Q	The Inn will create a web-site (possibly with the Inner Temple) providing details of conference and other facilities available to assist those with particular needs	Director of Estates
4A	A review of the external spaces throughout the Inn will be carried out, to see whether any additional improvements are necessary, particularly to assist the blind and partially sighted.	Director of Estates
4B	Handrails at various locations in the Inn will be installed or extended in 2013-14	Director of Estates
4F	Subject to the availability of finance, the works to Queen Elizabeth Building, 9 Devereux Court, 4 Brick Court and 5 Essex Court, described in 4.3 , will be planned and implemented not later than 2015.	Director of Estates
4G	Improvements to achieve satisfactory level access to Queen Elizabeth Building and Garden Court will be planned, in full conjunction with the original tenants, and implemented as soon as funds allow.	Director of Estates
4E	Subject to the availability of finance, the works to Devereux Chambers and 1-4 Essex Court, described in 4.3 , will be planned not later than 2015, and implemented thereafter.	Director of Estates

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4G	A review of the external spaces in the Inn will be carried out, to see whether any additional improvements are necessary, particularly to assist the blind and partially sighted.	Director of Estates
8A	The Church Committee will provide WC facilities within the Temple Church that are accessible by all.	Director of Estates; Master of the Temple Church
8B	Wherever possible, literature will be made available in appropriate formats to assist those who are blind or partially sighted	Master of the Temple Church
8C	Staff will be trained to offer appropriate assistance to those who are disabled.	Master of the Temple Church

2. Medium-term commitments (to be fulfilled before summer 2021)

1B	The Statement itself will be updated whenever necessary but no later than spring 2017 and thereafter every four years, for approval by the Estates Committee.	Accessibility Working Group; Estates Committee
3L	Emergency access routes will be examined, and appropriate adjustments planned as required	Director of Estates
3M	The Inn will create a web-site (possibly with the Inner Temple) providing details of conference and other facilities available to assist those with particular needs	Director of Estates
4H	Subject to the availability of finance, the works to Goldsmith Building, described in 4.4, will be planned and implemented in or after not later than 2020.	Director of Estates
6J	Parts of the Garden will be made a sensory garden as opportunity allows.	Director of Estates
7E	Any special facilities for visitors to be made available in the future will be designed having special regard to the special needs of those who have particular physical impairments.	Director of Estates

3. Long-term commitments (to be fulfilled after summer 2021)

4J	Subject to the availability of finance, the works to 3 Temple Gardens and 4 Brick Court and 5 Essex Court, described in 4.4, will be planned and implemented not later than 2026.	Director of Estates
4K	Subject to the availability of finance, the works to Devereux Chambers and 1-4 Essex Court, described in 4.4, will be planned not later than 2026, and implemented thereafter.	Director of Estates
6H	The paths in the Gardens will be resurfaced with bound gravel; and ramps will be introduced at appropriate locations.	Director of Estates

4. Continuing commitments

1A	The effectiveness of the measures referred to in this Statement will be monitored on a continuing basis by the Accessibility Working Group.	Accessibility Working Group
2A	The MTSA will have a designated officer with particular responsibility for making available specialist advice and assistance to students and prospective students with particular needs.	MTSA
2D	Steps will be taken to gather more accurate information as to the number of members of the Inn with particular disabilities	Director of Membership and Development
2E	Wherever possible, each of the committees, sub-committees and <i>ad hoc</i> groups that are responsible for the day-to-day running of the Inn will contain at least one member who either is disabled or has particular awareness of the special needs of people who are disabled.	Chairs of all Inn committees
2F	The arrangements for the functioning of all such groups, including the timing and location of meetings, and the communications between members, will be such that no member is unable to take a full part in its affairs.	Chairs of all committees and other groups
3A	As far as is reasonably possible, the Inn will make all of its buildings, accessible to disabled people.	Director of Estates
3B	Each building will wherever possible be adapted so that all users gain access to and within it by the same route – that is, without the creation of a special access to be used only by disabled people.	Director of Estates
3C	Reliance on mechanical solutions such as stair-climber and platform lifts will be minimised.	Director of Estates
3D	The Inn's parking staff will monitor the use of parking spaces designated for use by cars carrying disabled people	Head Porter
3E	Temporary permits will be issued in appropriate cases to enable those with short-term special needs to gain access to the Inn by car	Treasury Office; Head Porter
3F	Further such parking spaces will be created if justified by demand	Director of Estates
3K	The facilities for those who are deaf or hard of hearing will be regularly tested, to ensure that they are working properly.	Head Porter
3L	The upgrading of such facilities will be kept under review	Director of Estates
3M	The Inn will continue to provide full access to all sets of chambers wherever possible.	Director of Estates

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3N	The Inn will have full regard to the needs of disabled people when planning its general programme of rationalising and refurbishing barristers' chambers, as set out in Chapter 4.	Director of Estates
3P	The Inn will support sets of chambers in seeking to obtain consents for works from outside bodies.	Director of Estates
4C	All building works anywhere in the Inn will be carried out so as to minimise the creation of hazards for those who are less mobile or have limited vision, and will be publicised to those living and working nearby.	Director of Estates
4D	A register will be maintained of those wishing to be informed of impending building works	Director of Estates
4E	The programme of works to improve the accessibility of the Inn's buildings, shown in Table 1, will be updated and reviewed annually.	Director of Estates
4L	The effectiveness of the works already carried out to barristers' chambers will be monitored, and any necessary adjustments made as required.	Director of Estates
4M	Suggestions for the improvement of 1-4 Middle Temple Lane, New Court, and possibly 5-6 Pump Court, to make them more accessible, will be considered and, if appropriate, incorporated into the Inn's overall programme.	Occupiers of buildings concerned
4N	All building works proposed to be carried out within the Inn will be assessed having special regard for the extent to which they achieve access for all.	Director of Estates
5A	The Inn in its capacity as a provider of professional education will have regard to the provisions of relevant statutory Codes of Practice produced under the 2010 Act wherever relevant.	Director of Education Services
5B	Information regarding entry to the Inn will be made and kept available in all appropriate formats.	Director of Education Services
5C	Those providing information to prospective entrants will be able to deal appropriately with queries from those with particular needs	Director of Education Services
5D	Decisions as to the award of scholarships and bursaries will be made with special regard to the particular needs of those with physical impairments	Chair of the Interviewing Panel
5E	Interviews of disabled applicants for scholarships and awards will be held at suitable locations to ensure that they are not at a disadvantage	Director of Education Services
5F	The Inn will maintain a special register of those able to act as sponsors to those with particular disabilities	Director of Education Services
5G	The parking spaces for disabled people will be made	Head Porter

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	available for those attending training sessions	
5H	All training courses (including residential weekends and other courses held outside the Temple) will be in premises that are fully accessible to those with any form of disability	Director of Education Services
5K	The availability of assistance for those with special needs will be publicised wherever appropriate	Director of Education Services
5L	Call ceremonies will be held in the Hall or in other premises that are fully accessible; and all possible assistance will be offered to those with special needs attending them.	Director of Education Services and Head Porter
6A	In considering possible changes to the facilities it offers, to enable them to be more widely accessible, priority will be given to those projects providing the greatest benefit to the greatest number of users.	All directors
6B	The library staff will be specially trained to offer assistance for users with particular needs.	Keeper of the Library
6C	Material will be made available free of charge electronically or in other appropriate ways to those for whom a visit to the library in person is impossible or unreasonably difficult.	Keeper of the Library
6D	Advantage will be taken of evolving new technology to assist users of the library with special needs.	Keeper of the Library
6E	The hall staff will be specially trained to offer assistance for users with particular needs.	Director of Membership and Development
6F	Staff will assist blind and partially sighted users of the Hall and Bench Apartments with menus and other information.	Director of Membership and Development
6G	Step-free access to the gardens will be publicised by those arranging events there.	Director of Membership and Development
6K	Wherever possible, reasonable adjustment will be made to residential accommodation to meet the needs of those entitled to live within the Inn.	Director of Estates
6L	The Inn will make all reasonable efforts to find alternative accommodation for those who would be entitled to use the Lodgings in Middle Temple Lane but who are unable to do so due to a disability.	Treasury Office
7A	The Inn will comply with the relevant Codes of Practice issued by the Commission under the 2010 Act	Under Treasurer; Director of Estates
7B	The Inn will take all possible steps to ensure that its facilities are available to the widest possible cross-section of functions and meetings.	Director of Estates; Director of Membership and Development
7C	The particular needs of any groups will be catered for as far as possible, to ensure that no-one who wishes to is	Director of Membership and

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	prevented or impeded from participating fully.	Development
7D	After each event involving those with special needs, a review will be carried out to see whether there is scope for improving practices and procedures.	Director of Membership and Development
8D	No prospective entrant to the Temple Choir will be refused on account of any physical impairment.	Master of the Temple Church
8E	All possible assistance will be offered to choristers with special needs	Master of the Temple Church
8F	The arrangements available to enable those with particular requirements to take advantages of the facilities offered by the Temple Church will be publicised on its website.	Master of the Temple Church
8G	The format of the web-site will be adjusted to enable it to be used by all, and in particular by those with partial vision.	Master of the Temple Church
9A	Where a person is unable due to a physical impairment to make use of the services of the Inn in its capacity as a local authority, the Inn will make available those services in an alternative location or in an alternative way.	Treasury Office; Estates Office
10A	The Inn in its capacity as an employer will have regard to the provisions of relevant statutory Codes of Practice produced under the 2010 Act wherever relevant.	Under Treasurer
10B	The Inn's recruitment and selection policies will be reviewed in the light of the principles set out at 10.2	Under Treasurer
10C	Where appropriate, reasonable adjustments will be made to buildings and the working practices of the Inn will be modified, to ensure that they do not unreasonably prevent a person accepting employment who is otherwise qualified to do so.	Under Treasurer
10D	The standard terms and conditions applicable to all contracts of employment entered into by the Inn will be reviewed from time to time to ensure that they do not have the effect that disabled people are discriminated against, in terms of access to training and to opportunities for promotion, transfer or training or to any other benefits, facilities or services.	Under Treasurer
10E	The Inn's staff will be trained to ensure that they do not in any way contribute to discrimination against disabled people.	Under Treasurer
10F	Any member of the Inn's staff found to have discriminated against, victimised or harassed a person on the grounds of disability will be subject to appropriate disciplinary action.	Under Treasurer
10G	Arrangements involving volunteers will be kept under review to ensure that they do not inadvertently result in discrimination against disabled people.	Under Treasurer
11A	The special facilities available to enable those with particular needs to take advantages of the facilities offered	Director of Membership and

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| | by the Inn will be publicised on its website, not least by making this Statement available there. | Development |
| 11B | The format of the web-site will be adjusted to enable it to be used by all, and in particular by those with partial vision. | Director of Membership and Development |

Appendix A. Terms of reference of Accessibility Working Group

[as approved by the Estates Committee at its meeting on 12 December 2006, modified to take account of the 2010 Act and the 2011 Regulations]

1. The Accessibility Working Group shall examine and keep under review the implications for the Middle Temple of the [Equality Act 2010], any regulations under [that Act], and any other legislation imposing duties upon owners and occupiers of buildings in respect of access for disabled people (“the Legislation”), and in particular the implications of the Legislation for the land and buildings owned or occupied by the Inn or with which it is involved.
2. The Working Group shall consider and report on:
 - (a) the duties of the Inn under the Legislation as a service provider, employer and landlord, and
 - (b) its responsibilities where it has a role in enabling or facilitating other persons and bodies (including in particular its tenants) in fulfilling their duties under the Legislation,and in either case shall have particular regard to the impact of those duties and responsibilities where they materially affect the ability of the Inn to generate income.
3. The Working Group shall consider and report on:
 - (a) the steps that have been taken to date by the Inn to comply with the requirements of the Legislation and any relevant previous legislation;
 - (b) the extent and impact of any outstanding building works and other steps necessary to discharge the duties and responsibilities of the Inn in relation to the Legislation, on either a one-off or regular basis; and
 - (c) a timescale and budget for the carrying out of those works and taking those steps.
4. In the light of the above, the Working Group shall prepare and keep under a review a [policies, practices and objectives of the Inn], in respect of the functions of the Under Treasurer acting as a local authority.
5. The Working Group, following consultation with the Chair of the Estates Committee, may consult external advisers, if required, to clarify the position, duties and responsibilities of the Inn in respect to any matter, and shall in particular consult and, where possible, involve disabled people in its deliberations; but it is not authorised to commission any building works without the prior approval of the Estates Committee.
6. The Chair of the Working Group shall be nominated by the Chair of the Estates Committee. The Under Treasurer and the Director of Estates shall be permanent members of the Working Group. The Chair of the Working Group may co-opt onto it such other person(s) as may be necessary.
7. The Working Group shall report directly to the Estates Committee, but may from time to time bring to the attention of any other Committee or Sub-committee of the Inn the need to consider any matters in respect of which the requirements of the Legislation may impact on its functions.

Appendix B.**The conclusions and recommendations of the 2001 Access Feasibility Study****Table B1. Recommendations with respect to specific buildings**

Section of 2001 Study	Building	Listing and grade	Works proposed	Current status (June 2013)
2.1	Middle Temple Hall	Listed Grade I (also scheduled monument)	Construct external platform lift	Done
			Create accessible WCs	Done
2.2	1 Plowden Buildings	Not listed	None proposed	
2.2	2 Plowden Buildings	Not listed	Create way through to library	Done
2.3	Library	Not listed	Create new door	Access to existing door modified
			Introduce accessible WCs	Done
2.4	3 Temple Gardens	Listed Grade II	Adjust footway outside main door; platform lift from main door to ground floor; new lift	Installation of new lift and level access to building proposed as part of major refurbishment scheme (2020)
3.1	Queen Elizabeth Building	Not listed	Upgrade lift controls	Done
			Construct ramp to lift	Proposed (2016)
3.2	Blackstone House	Not listed	None needed	...

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3.3	1 & 2 Garden Court	Listed Grade II	Construct new staircase and lift tower	New lifts and level access, as part of major refurbishment (2017)
3.4	Fountain Court and 32-34 Essex St	Listed Grade I	Adjust ground outside doorway to Fountain Court	Done
3.5	35 Essex Street	Listed Grade II	Adjust ground outside doorway to Fountain Court	Done
3.6	36-39 Essex Street	Not listed	Adjust paving	No longer owned by the Inn
3.8	New Court	Listed Grade I	None possible	...
4.1	9 Devereux Court	9 DC: not listed	<i>Short term:</i> adjust pavement	9 Devereux Court: modifications to lift and new access ramp (2014)
	Devereux Chambers, 4 Essex Court	DC: listed Grade II 4 EC: listed Grade II*	<i>Long term:</i> construct new lift tower in rear courtyard	modifications as part of major refurbishment: timing to be determined
4.2	1-3 Essex Court	Listed Grade I	None possible	Modifications as part of major refurbishment: timing to be determined
4.3	5 Essex Ct, 4 Brick Ct	Not listed	Enlarge lifts; new internal or external ramps	New entrance ramp (2015). Lifts to be upgraded as part of major refurbishment (timing to be determined).
4.4	1 Brick Court	Listed Grade II	Relocate basement conference suite	Facility now offered by individual chambers rather than by the Inn

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5.1	1-3 Pump Court; Cloisters	Not listed	Provide new entrances from Cloisters and Elm Court; upgrade lifts	New entrance from Elm Court constructed 2009
5.2	4 Pump Court	Part listed Grade I	Provide new entrance from Elm Court	Done 2009 – provides access to 4 Pump Court South.
5.3	5, 6 Pump Court	Grade I	Provide entrance from Hare Court	Not practical
5.4	Carpmael and Lamb Buildings	Not listed	Construct ramp	Done
6.1	Goldsmith Building	Listed Grade II	Install new platform lift down to basement, and new lift at rear of building	New internal lift proposed– as part of major refurbishment (2020).
6.2	1-4 Middle Temple Lane	Listed Grade I and II*	None possible	...

B2. Recommendations with respect to external areas

(section 7.5)

Area	Works proposed	Current status (June 2013)
Essex Court / Brick Court car park	Create two accessible parking spaces; adjust kerbs	Done
Temple Gardens (QEB) car park	Create two accessible parking spaces; protect pedestrian route with bollards	Done
Arched alleyway from Essex Court / Brick Court to Fountain Ct	Install handrails to provide assistance on steep ramps	To be done (2013-14)
1 Brick Court arcade	Adjust paving levels to provide step-free route at each end	Done
Middle Temple Lane	Install two new smooth crossings adjacent to 2 Hare Ct and Pump Ct	Done
Steps between Cloisters and Elm Ct	Install handrail	To be done (2013-14)

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Steps between New Court and Fountain Court	Extend handrails	Done
Steps between Garden Court and Fountain Court	Extend handrails	Done
Gardens	Upgrade gravel paths to provide firm and level surface	Long-term
Essex Street	Seek accessible parking bay	No longer relevant
Routes to Temple from public transport nodes	Seek dropped kerbs and tactile crossings	To be investigated

Appendix C.

Principal functions of the Under Treasurer as a public authority

Function	Principal statutory provision
Air quality	Clean Air Act 1993, s 64; Environment Act 1995, s 91
Anti-smoking	Health Act 2006; Smoke-free (Premises and Enforcement) Regulations 2006, reg 3
Building control	Building Act 1984, s 126, 127
Charitable collections	Charities Act 2006, s 47
Communicable diseases	Public Health (Control of Disease) Act 1984, ss 1, 75; Health Protection (Notification) Regulations 2010
Contaminated land	Environmental Protection Act 1990, s 78A
Food safety ⁷⁰	Food Safety Act 1990, ss 5, 6; Food Safety Act 1990 (Consequential Modifications) (England and Wales) Order 1990
Health and safety	Health and Safety at Work Act 1974, s 53; Health and Safety (Enforcing Authority) Regulations 1998, reg 2
Housing standards	Housing Act 2004, s 261
Licensing	Licensing Act 2003, s 3
Miscellaneous public health functions	Public Health Acts 1875-1925; Public Health Acts 1936, 1961; Local Government Act 1972, s 180
Noise control	Control of Pollution Act 1974, s 73; Noise Act 1996, s 11
Other environmental protection	Environmental Protection Act 1990, s 79
Pollution control	Environmental Permitting (England and Wales) Regulations 2010, reg 6
Refuse collection	Environmental Protection Act 1990, s 30
Removal of those in need of care and attention	National Assistance Act 1948; London Government Act 1963, s 46
Street cleaning	Litter Act 1983, s 10

⁷⁰ Exercised concurrently with the Common Council.

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Street lighting

Public Health Act 1875, s 161; Local
Government Act 1972, s 180

Water supply, sewerage and drains

Water Industry Act 1991, ss 41, 117, 200

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