



The Bar Council

Chambers' accessibility for mobility impaired people: a snapshot report

November 2025



Contents

Foreword	3
Executive summary and recommendations.....	5
Recommendations.....	6
Introduction	8
About us.....	8
Background	8
Methodology	9
Limitations.....	10
Findings.....	12
Overall (combination of Groups A and B).....	12
Group A	14
Group B.....	20
Comparison Group A vs Group B	21
Annexes	22
Annex 1: Group A chambers that responded to the survey	22
Annex 2: Group B chambers included in this report	23
Annex 3: Survey questions (Group A)	24
Annex 4: Questions put to the Inns in relation to Group B.....	29

Foreword

Barristers' chambers tend to co-locate close to court centres in cities across England and Wales, or within the 4 Inns of Court in Central London. Buildings occupied are commonly older and listed and, as a result, accessibility can be limited for any disabled person with a mobility impairment from clients and visitors to pupils, barristers or clerks.

The inability to physically enter your chambers can significantly impact entry to the profession and any self-employed barrister's working life. It may deny that individual collegiality in casual interaction, social support and learning opportunities from colleagues and the opportunity to attend chambers-based marketing events. It also means they are prevented from dropping into the clerks' room and from being visible and 'front of mind' when it comes to work opportunities. This can create an even greater career disadvantage, for pupils (seeking tenancy), and junior tenants (looking to establish themselves) in a referral profession.

The problem of inaccessible chambers is acknowledged but improving physical accessibility and making infrastructure changes to accommodate those who are mobility impaired can be difficult and expensive, and may involve protracted negotiations with landlords or local authorities. As a result, other equality issues have often been prioritised by chambers.

The Bar Council has recognised that we need to better understand the access challenges for mobility impaired aspiring barristers and practising barristers, as well as for chambers (whether in relation to pupils and barristers or in relation to visitors and clients). And that we need to work together across the Bar to develop innovative solutions where improving physical access may not be possible.

Over the last few months, we have consulted the Inns of Court and largest sets to try to better understand how many chambers are accessible for those with any mobility impairment; as well as the challenges chambers face in improving accessibility. We are very grateful to everyone who has assisted us in this work, particularly those sets who clearly put a lot of time and thought into their answers.

Sadly, a significant number (18%) of barristers' chambers and the buildings they occupy are inaccessible to those with a mobility impairment; and only half (53%) of our sample sets reference accessibility on their websites. Our survey data also suggests a number of chambers have no plan as to what they would do if a pupil or tenant who uses a mobility aid such as a wheelchair applied to their chambers.

Over the coming years we will:

- Encourage chambers to work to improve access wherever they can
- Ensure all chambers provide much better information about accessibility on their websites
- Assist chambers to plan well in advance what they would do to accommodate a disabled pupil, practitioner or member of staff (rather than waiting until they are asked to make a reasonable adjustment)

In this paper, we've established baseline data. We plan to obtain a fresh set of data in 5 years to assess progress against our ambition (above). We will also develop more guidance to assist the Bar and will endeavour to highlight good practice identified. We do hope the Bar will take up the challenge and work with us to make progress for the benefit of their service users and those seeking to work independently at the self-employed Bar. This will also demonstrate the effectiveness of a voluntary approach to improving access.

If you'd like our help on the above, please contact our Disability Panel and our Equality Team via equality@barcouncil.org.uk.

Bar Council Disability Panel

November 2025

Executive summary and recommendations

In this study we looked at the largest 200 sets by size (number of members) to establish baseline data on chambers' accessibility. This type of audit activity has not been undertaken before, and the methodology is therefore a work in progress. We ranked chambers generously in this study; by this we mean that if one building was fully accessible but another building that chambers occupy is not, we still graded them as a fully accessible set.

On this basis we found¹:

- a third of chambers (34%) provide full independent access
- 17% provide basic independent access
- just less than a third (31%) offer limited or partial access
- nearly one in 5 (18%) are not accessible

As we expected, chambers located within the Inns' estates – tenants of the Inns - (where there is a high proportion of older/listed buildings) are less likely to be accessible than those located outside of the Inns. We also observed a significant variation in accessibility by practice area².

Of the 200 sets we examined, 120 chambers (Group A) were invited to complete our survey, 51 (40%) did not respond. 78 sets³ (Group B) were identified as tenants of one of the 4 Inns of Court and we therefore surveyed them through the Inns' representatives. In total, we received 147 survey responses.

In our audit of the 200 chambers' websites, we found that 47% provided no information about accessibility on their website. But after taking part in this survey, two chambers have let us know that they have been prompted to improve their access information. This is positive, and will also assist them fulfil their anticipatory duty towards potential clients.

¹ See pages 9 and 10 for how accessibility was graded.

² This may be linked to location where some practice areas may be more likely to be located within the Inns of Courts, but this hasn't been tested as part of this paper.

³ The original number was 80, but two of the chambers were changing premises during this period.

Of those who responded to our survey most (88%) had some form of a plan in place to accommodate a disabled pupil or member.

Analysis of Group A responses revealed very different attitudes to accessibility. Some chambers have worked hard to ensure their buildings are fully accessible with push button doors and access to all areas. Others have been constrained by the limitations of their buildings. It is worth noting that chambers' responses to the survey revealed significant differences in approach in buildings with limited accessibility. For example, one chambers that wasn't accessible due to the physical constraints of their building still provided a very detailed plans of proposed alternative arrangements, including proposals for daily contact with a prospective pupil/member. Meanwhile, others stated they simply had no plan, nor saw the need for one. We hope an outcome from this work will be that all chambers recognise the need for planning.

Cost was frequently cited as a barrier to improving access. On this, chambers should consider that there may be different expectations as to what is a reasonable cost dependent on practice area, where the resources available to chambers may be very different.

Recommendations

Information

1. Chambers who have not done so should complete an accessibility audit to identify accessibility problems and how they can be resolved or mitigated. You can commission a third party to complete a disability audit on your premises, or you can use our [Accessibility Self-Audit Tool](#) and do it yourself.
2. Chambers who do not currently provide information on their website about accessibility should do so. Examples of the type of information that should be provided is outlined in this report and includes ways of accessing the building (such as step free access) and information about accessible facilities that are available (such as internal lifts, conferencing facilities, and accessible toilets); as well as who to contact for access enquiries, or the ability and willingness of chambers to make alternate arrangements where accessibility is an issue.

Planning

3. Planning is vital and is part of the anticipatory legal duty in relation to disabled clients and service users. Chambers should develop plans to accommodate any disabled pupil or barrister and should provide information about their plans in recruitment literature. If their chambers isn't accessible, or has limited accessibility, the need for a plan is even **more** important.
4. Chambers should identify (and cost) options to improve access for mobility impaired pupils, barristers, employees and visitors. Wherever possible, improvements to access should be planned for and made **before** they are required (some adjustments may need significant time to implement).
5. Chambers should consider and **prioritise** accessibility when negotiating any future lease, considering any refurbishment, or moving premises.

Guidance and good practice

6. Bar Council should develop guidance on access improvements, sources of help and support, and examples of good practice.

Collaboration

7. Landlords, including the Inns of Court, and their tenants should continue working together to identify innovative ways to improve access to buildings. For example, we know some buildings can be accessed via others, but other options may also include creating more accessible spaces shared between chambers.

Introduction

About us

The Bar Council is the voice of the barrister profession in England and Wales. Our nearly 18,000 members – self-employed and employed barristers – make up a united Bar that is strong, inclusive, independent and influential.

We lead, represent and support the Bar in the public interest, championing the rule of law and access to justice by:

- Providing advice, guidance, services, training and events for our members
- Inspiring and supporting the next generation of barristers
- Drawing on our members' expertise to influence policy and legislation that relates to the justice system and the rule of law
- Promoting the Bar of England and Wales to develop career and business opportunities for barristers at home and abroad

As the General Council of the Bar, we're the approved regulator for all practising barristers in England and Wales. We delegate our statutory regulatory functions to the operationally independent Bar Standards Board (BSB).

Background

In 2024, the Bar Standards Board (BSB) consulted on changes to Equality and Diversity rules⁴. One proposal was that chambers should be 'fully accessible' within 5 years. We argued that the Bar should be given an opportunity to take a voluntary approach to improving accessibility⁵ over the coming years. The BSB then decided not to proceed with their proposal for regulation at this time.

To provide a baseline for the purpose of assessing the success of a voluntary approach, we need to understand how many chambers are currently accessible for disabled pupils, barristers, their staff and visitors. We also need to better understand the barriers to improving access to these chambers and the extent to which chambers that are not accessible have any plan in place should an aspiring pupil, tenant, or employee apply to join them.

⁴ [BSB Consultation on Proposed Amendments to the Equality Rules 2024](#)

⁵ [Bar Council response to BSB consultation on amending Equality rules 2024](#)

We therefore decided to create baseline data with a view to monitoring improvements in accessibility over time (eg every 5 years).

Methodology

We took a sample group of the top 200 sets by size (number of members). We divided these sets into two groups.

Group A (120 sets) consisted of chambers who were not tenants of one of the Inns of Court. All sets in Group A were sent an online survey⁶ on the 15 July 2025. They were asked to complete separate surveys for each building they occupied. A deadline of 15 August 2025 was set. Chambers in this group were given multiple reminders and extensions to the deadline (upon request). The survey was closed at the end of September 2025. The survey of Group A yielded 69 valid responses (60%). This is an excellent response rate for a survey of this type.

Group B (78 sets⁷) were tenants of one of the 4 Inns of Court. We recognised that the Inns, as landlords, would be able to provide access information on the buildings their tenants occupy. We felt collecting data in this way would be simpler than surveying this group directly. Representatives of the Inns provided the information we requested which was current as of mid-September 2025.⁸ The Inns provided data for all sets in Group B (100% valid response rate).

As a result of the survey and data from the Inns of Court, we have accessibility information on 147 chambers out of the 200 target chambers.

Accessibility was graded as follows:

Colour	Grade	Description
Green (G)	Full independent access	can independently enter the building and independently circulate through all areas such as barristers' rooms, communal areas, conference rooms, and clerks' rooms, and has use of accessible toilets and kitchens
Orange (O)	Basic independent access	can independently enter the building and access at least one barristers' conference room,

⁶ Annex 3

⁷ The original number was 80, but two chambers were changing premises during this period.

⁸ Annex 4

		kitchen/communal area, and accessible toilet
Yellow (Y)	Limited or restricted access	basic access as defined above but either (a) the building cannot be independently entered/navigated and/or (b) access is only facilitated during restricted hours
Red (R)	Not accessible	no practical ability to enter and make use of the building even with assistance

Where sets had more than one building, they were assessed based on their most accessible building. For example, if Chambers 'A' has two buildings, one is Green (full independent access) and the other is Orange (basic independent access), then their final grade was Green. If Chambers 'B' has two buildings, one is Orange (basic independent access) and one is Red (not accessible), then their final grade was Orange.

Chambers in Group A also responded to questions about access challenges and plans for reasonable adjustments. Their responses were analysed.

Separately, we reviewed the websites of all 200 sets in the sample (Group A and Group B) with respect to access information provided on their website.

Limitations

Group A chambers self-reported their accessibility, and their responses have not been independently verified.

We have graded chambers' access based on their most accessible building. We have not considered where the building is located, or whether the clerks/other barristers (e.g. a pupil supervisor) are based in this building – all of this will impact on the experience of any mobility impaired pupil, barrister or member of staff.

While the response rate to the survey of Group A chambers was high, we anticipate chambers with a greater commitment to equality, diversity and inclusion (EDI)/disability and/or those that are more likely to be accessible may be over-represented in the responses.

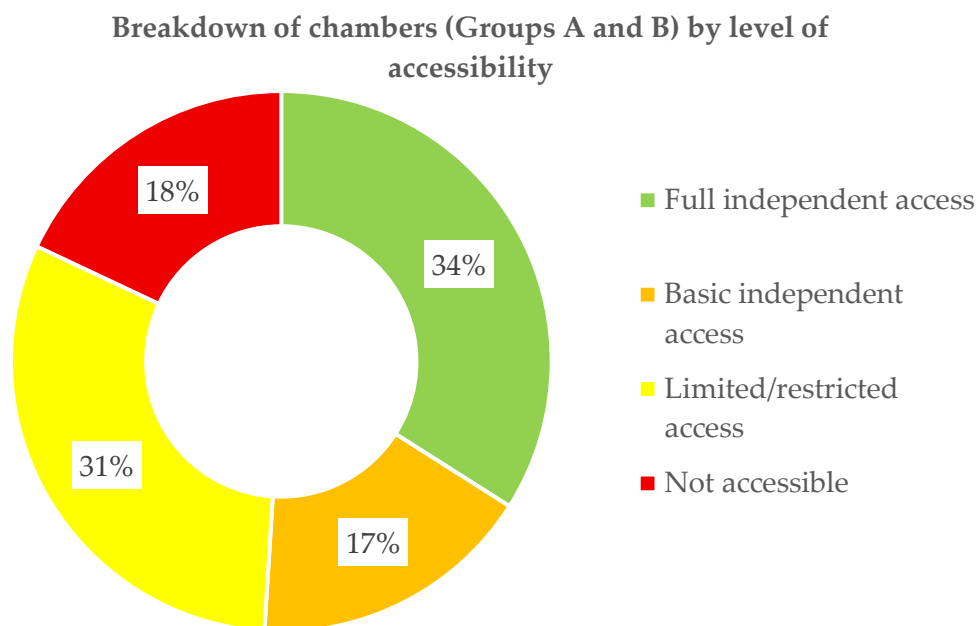
For Group B, we have relied on data provided by the Inns and do not have information about the challenges these sets face, from the own chambers'

perspective, nor any plans that these chambers may have in place to support a mobility impaired pupil, tenant or member of staff.

Findings

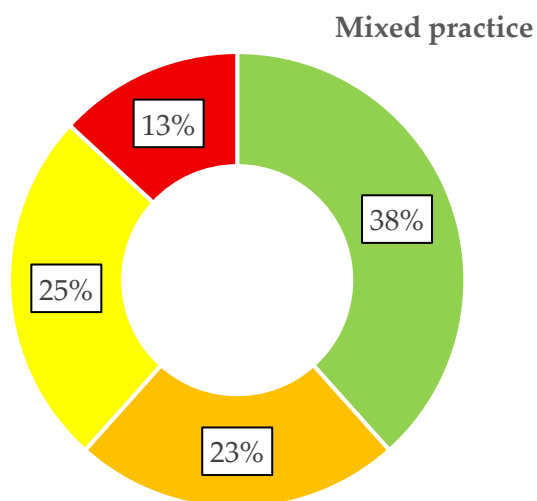
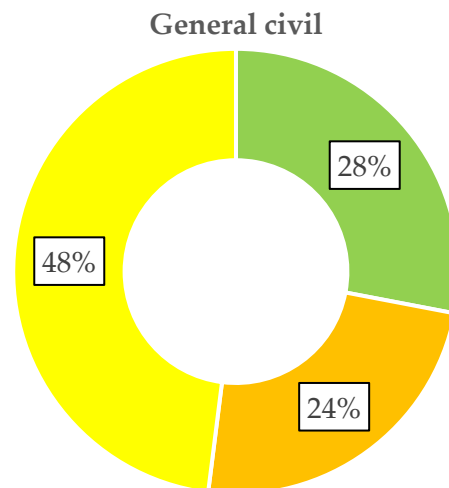
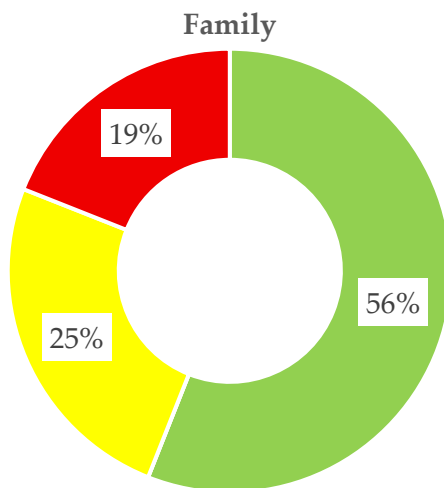
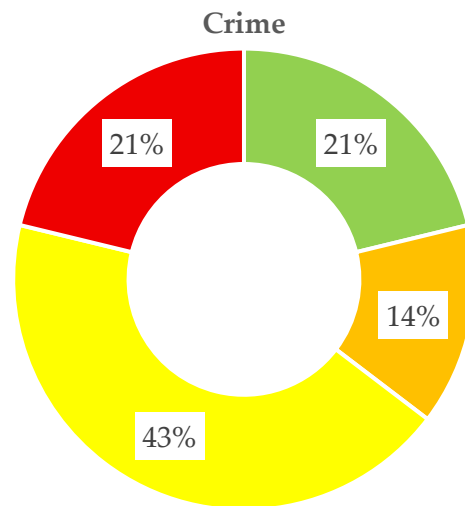
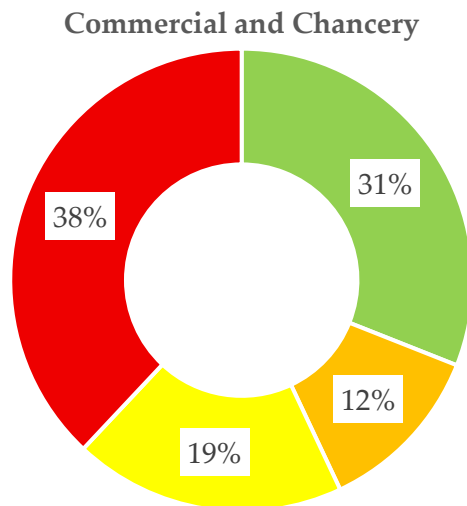
These findings consider accessibility overall (Group A and B combined) and for each group separately, allowing for a limited comparison. Challenges faced in improving access, as well as information relating to plans to accommodate a mobility impaired pupil/member, employee or client is provided for Group A only.

Overall (combination of Groups A and B)



Just over half (51%) of the largest sets provide either full or basic independent access. Accessibility levels vary by different practice areas:

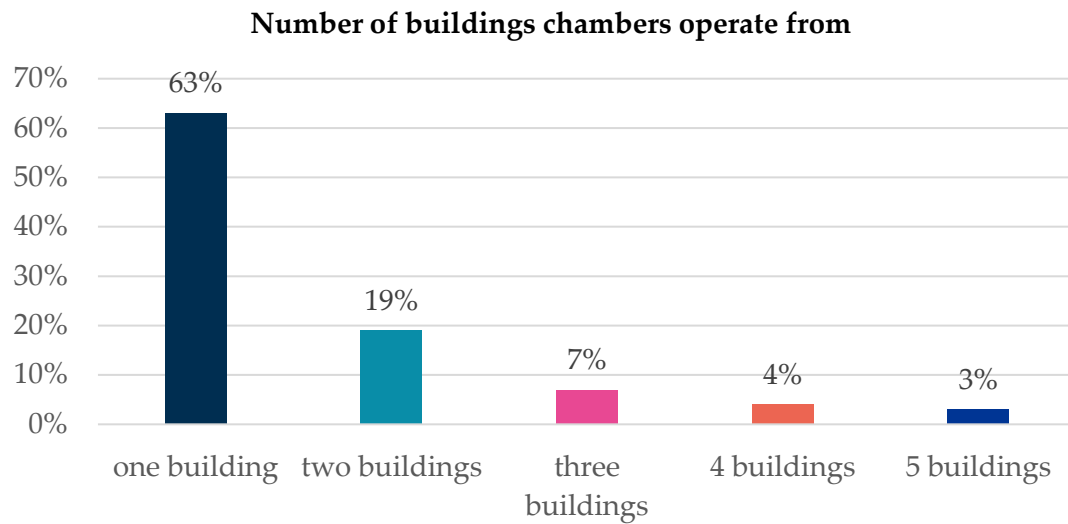
- Sets which predominantly practise family law are most likely to be green/fully accessible - 9 out of 16 (56%) of the family sets surveyed were fully accessible
- In comparison, crime was the least likely to be green/fully accessible –(6 out of 28 or 21%)
- 10 out of 26 (38%) of Chancery and commercial sets are inaccessible (red)
- In general, civil (25 sets), all sets were either fully accessible (green), had basic independent access (orange) or ‘limited or restricted access’ (yellow)



- Full independent access
- Basic independent access
- Limited/restricted access
- Not accessible

Group A

Approximately two in three chambers in this group operate from only one building, while one in 5 operate from two buildings, and about 14% operate from three or more buildings.

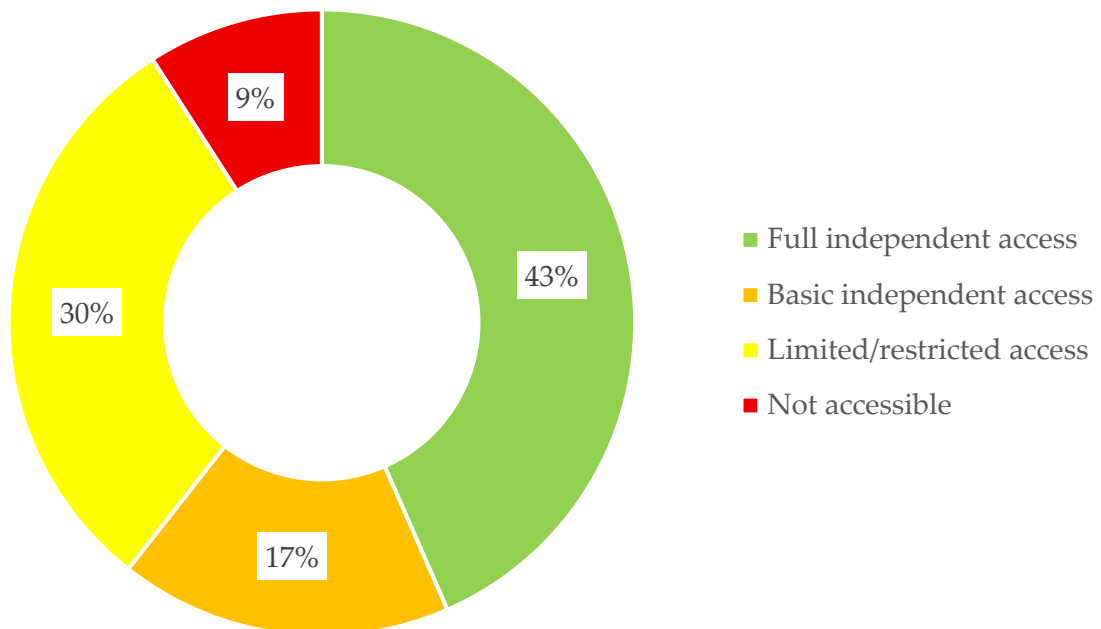


Only about a quarter of chambers own their building; over 70% of chambers rent their premises.

Accessibility rating

43% of Group A chambers were fully accessible, 9% were not accessible.

Breakdown of Group A chambers by level of accessibility



Mobility impaired pupils or members

Of the chambers who responded to the survey in this group (69 chambers), 13% said they currently have mobility impaired pupils or members.

Mobility impaired staff

7% reported having mobility impaired staff or members of staff with accessibility requirements.

Ways chambers accommodate access needs

Chambers outlined the ways they accommodate accessibility needs. These include:

- Staff assistance (40%)
- Automatic doors (30%)
- Accessible conference rooms (30%)

One set noted that they regularly review provisions for disabled access as part of their ISO 9001 certification.

Challenges to providing access

Several respondents acknowledged they have not been able to fully accommodate the accessibility needs of their pupils and members due to issues with the building, eg where it had listed status or there was inadequate space.

Planning for accommodating a mobility impaired pupil/member

In our survey, we asked about respondents' plans for accommodating a wheelchair user who secured pupillage or was recruited as a tenant.

Responses varied (and depended on the accessibility of the respondent's building). 22% said their buildings were already fully accessible, including the entrance. For those in our orange and yellow (partially accessible) categories the most common response was to provide a portable ramp to allow access into the building (25%). Many sets advised it would not be possible to install a permanent ramp due to the historic/listed status of their building(s), or the lack of space between the building and the pavement.

16% of respondents stated that their chambers would be fully accessible once a wheelchair user was inside the building.

Others recognised that additional changes would need to be made to their chambers to improve accessibility.

13% of respondents said they currently have no plan in place as to how they would accommodate a wheelchair user who secured pupillage. 12% had no plans for accommodating wheelchair users who were recruited as tenants.

Mobility impaired clients, visitors, mini pupils / prospective pupils

When we asked how often someone with a mobility impairment, who is not a pupil or member of chambers, such as clients, visitors, mini pupils, or prospective pupils, seek access to chambers:

- 80% of respondents said rarely
- 4% said monthly
- 3% weekly
- 1% daily

Accessibility information published

38% of chambers published accessibility information for both visitors and as part of their recruitment process. Just over half (52%) of chambers said they only publish

accessibility information for visitors on their chambers' website. The most frequently mentioned information included:

- Methods of access
- Information about accessible facilities that are available (such as step-free access, lifts, conferencing facilities, accessible toilets)

Some chambers request visitors contact them prior to coming to chambers to make them aware of their individual access needs.

"If anyone visiting chambers requires any reasonable adjustments or has any particular requirements, please do not hesitate to contact [Name], Chambers Practice Manager on [Telephone no]."

Several sets acknowledge the inaccessibility of their buildings on their website and state that they are willing to arrange for alternative venues such as solicitors' offices or clients' homes.

"Chambers has full conference facilities available but in view of the limited access to our building we can offer alternative arrangements for clients who need reasonable adjustments such as wheelchair access, for conferences at their home or at solicitors' offices."

Just under half (49%) stated they publish accessibility information as part of the recruitment process for pupillage or tenancy. The type of information they publish includes:

- Information about reasonable adjustments
- Their status as a Disability Confident⁹ employer
- An invitation to applicants to contact them about individual access requirements

One set told us that despite the limited accessibility of their building, they publicise that they can still offer mini pupillages to wheelchair users, by arranging mini pupils to attend court directly, or meet counsel or staff at wheelchair accessible venues rather than go to chambers.

Plans for access improvements

Most (77%) chambers who responded to our survey said their members would support efforts to improve the physical accessibility of chambers, such as installation

⁹ [Disability Confident employer scheme](#)

of a ramp at the front door, powered doors, grab rails in toilets, and a stairlift/stair climber.

Others mentioned having provided/or intending to provide staff training on how to assist wheelchair users in the building.

Obstacles to improving accessibility

The obstacles to improving physical accessibility identified by sets that were not in the green/fully accessible category included:

- Challenges of an old/listed building (86%)
- Lack of funds (25%)
- Lack of information about which improvements to make (16%)
- Lack of need (16%)

With respect to the challenges of old/listed buildings, one set stated that they would 'require permission from 4 different landlords' if they wanted to improve access to and within the building, while another set added they were in a 'conservation area'. One set mentioned that they are not able to make their lift lobbies fire protected to enable safe evacuation due to their grade listing restrictions.

One set told us while the rest of chambers was accessible, the kitchen facilities were inaccessible. While their plans to rely on staff and colleagues are laudable, this puts a disabled practitioner in a position where they constantly have to make requests of others and is not a sustainable solution.

Additional comments

We provided respondents with an opportunity to provide additional comments which have been themed as follows:

- Physical access is becoming less important in a digital world

"The problems of accessibility to chambers have lessened immensely in the last 10 years... with the digitalisation of work including video conferencing... there is little need to come into chambers - by far the bigger problem is accessibility of courts."

- The need to tailor any response to the individual and their needs

"...any discussion with a pupil or a member would be specific to them and their accessibility problem. We would view the process to be a) have the good basics in

place re accessibility; and then b) move to the specifics and try to treat people as individuals and make any reasonable adjustments as appropriate.”

- The demand for more information and support (including on other accessibility issues not so dependent on physical access)

“We would welcome further information, guidance and support on the many other adjustments chambers can and should additionally implement to support users who may require reasonable adjustments (e.g. hearing loops, signs in braille, alternative formats and software available for documentation and so on).”

- The need for examples of good practice for chambers that are not accessible

“Circulation of information on how other chambers like ours, with no feasible way of providing physical access to chambers to pupils who require wheelchair access, have still gone on to recruit pupils with a mobility impairment and to provide applicants with the same equally rewarding and successful pupillage as any other applicant...”

- A missed opportunity to provide more information in chambers’ recruitment literature about how inaccessibility would be resolved

“We do not rely upon chambers for people to meet with each other, either professionally or socially and it is clear now that we need to show that in our recruitment literature ...it is very rare that we receive an application from a pupil requiring wheelchair access. That may well be because it is clear from looking at our website or knowledge of the area of the Inn, that our building is simply inaccessible... this audit has clarified to us that we must re-think the information contained within all of our recruitment material, not just pupillage, so that it is apparent that lack of wheelchair accessibility is no bar at all to having a successful career at our set. The training will be the same, the support, the social aspect of being in a set of chambers will still all be the same... our recruitment policies, for everyone looking at applying to chambers, in whatever capacity, is now being re-drafted to include specific positive information about how we would achieve that and why we believe we can make the necessary adjustments that will allow anyone with a mobility impairment to have the same experience as those without any mobility impairment.”

- The lack of physical accessibility prompting relocation plans

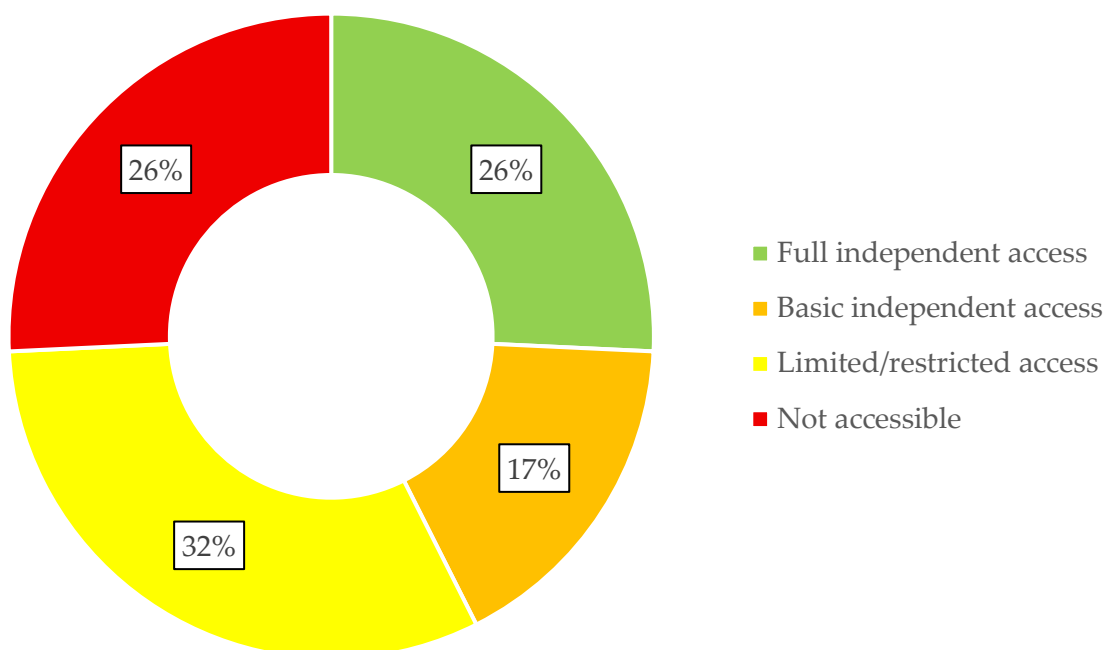
“We are currently in consultation around moving premises and one of the main reasons is around disability access restrictions in our current building.”

Group B

Accessibility Rating

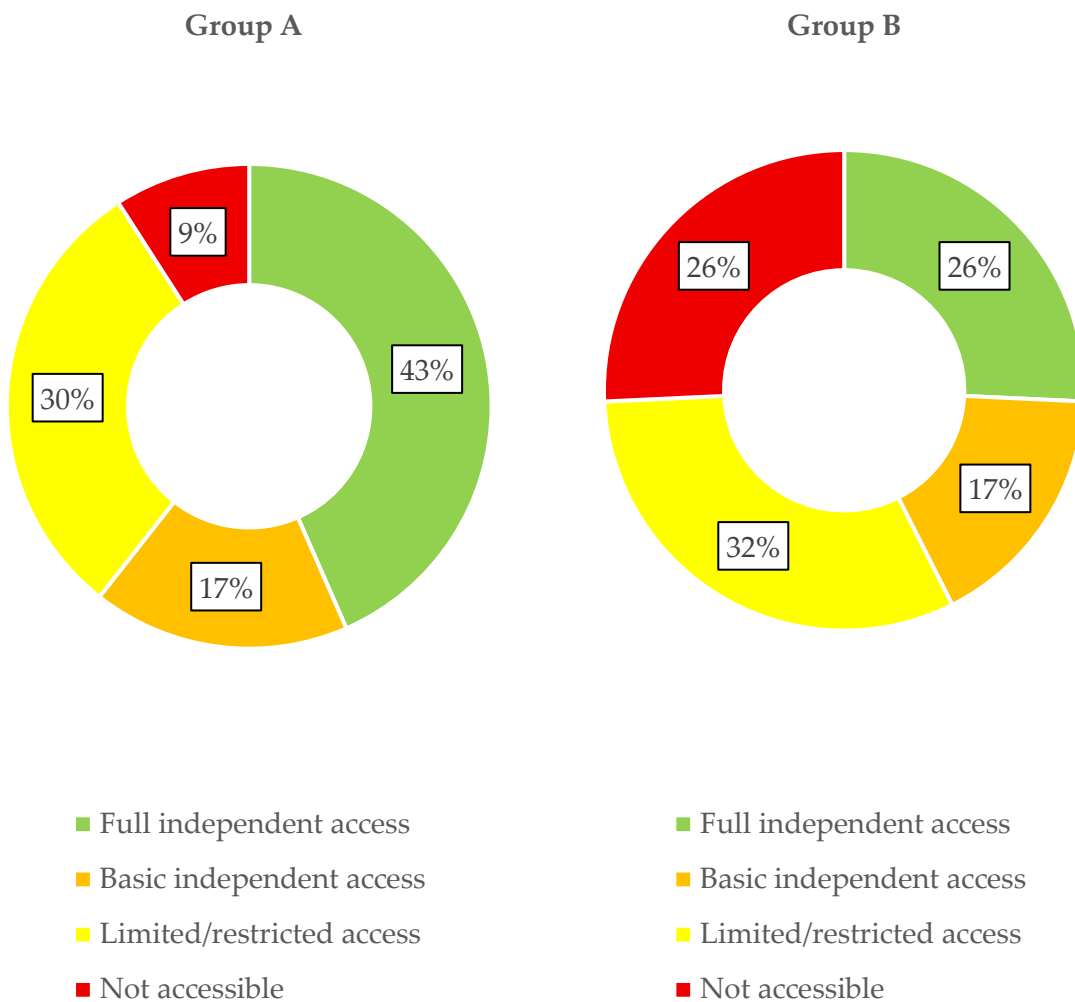
Group B are tenants of the Inns of Court, where the Inns of Court have provided access data based on accessibility audit information they hold on their different buildings and have identified which chambers are located in each building. Many of the buildings for this group are listed.

Breakdown of Group B chambers by level of accessibility



Comparison Group A vs Group B

Group B has more inaccessible buildings (26%) compared to Group A (9%).



Annexes

Annex 1: Group A chambers that responded to the survey

- 12CP Barristers
- 18 St John's Street Chambers
- 187 Chambers
- 25 Bedford Row
- 29 Bedford Row
- 2KBW
- 39 Essex Chambers
- 42BR Barristers
- 4BB
- 4PB
- 8 New Square Chambers
- 9 King's Bench Walk
- 9 Park Place
- Albion Chambers
- Apex Chambers
- Becket Chambers
- Broadway House
- Chavassee Court Chambers
- Church Court Chambers
- Citadel Chambers
- Cobden House Chambers
- Coram Chambers
- Deans Court Chambers
- Dere Street Chambers
- Devereux Chambers
- Devon Chambers
- Doughty Street Chambers
- Drystone Chambers
- East Anglian Chambers
- Essex Court Chambers
- Farringdon Chambers
- Foundry Chambers
- Furnival Chambers
- Garden Court Chambers
- Garden Court North Chambers
- Gough Square Chambers
- Great James Street Chambers
- Guildford Chambers
- Guildhall Chambers
- Henderson Chambers
- KBG Chambers
- KBW Chambers
- KCH Garden Square
- Keating Chambers
- Kenworthy's Chambers
- Kings Chambers
- Lincoln House Chambers
- Linenhall Chambers
- Magdalen Chambers
- Mountford Chambers
- New Park Court
- Nine Chambers
- No 5 Chambers
- Octagon Legal
- Old Square Chambers
- Outer Temple Chambers
- Park Square Barristers
- Parklane Plowden Chambers
- Quartz Barristers
- Queen Square Chambers
- Red Lion Chambers
- Ropewalks Chambers
- St Ives Chambers
- St John's Chambers
- St Mary's Chambers
- St Philips Chambers
- Temple Garden Chambers
- The Barrister Group
- Trinity Chambers
- Trinity Chambers (Chambers of Tina Harrington)
- Unit Chambers
- Walnut House

Annex 2: Group B chambers included in this report

- 1 Crown Office Row
- 1 Hare Court
- 1 KBW Chambers
- 10 King's Bench Walk
- 11 King's Bench Walk
- 11 South Square
- 12 King's Bench Walk
- 1EC Barristers
- 2 Dr Johnson's Buildings
- 2 Hare Court
- 2 King's Bench Walk
- 2 Temple Gardens
- 23ES Chambers
- 3 Hare Court
- 3 Raymond Buildings
- 3 Verulam Chambers
- 3PB
- 3TG
- 4 Brick Court
- 4 King's Bench Walk
- 4 New Square
- 4 Pump Court
- 4-5 Gray's Inn Square
- 5 Essex Chambers
- 5 King's Bench Walk
- 5 Pump Court
- 5 Stone Buildings
- 5RB
- 6 Pump Court
- 7 King's Bench Walk
- 8 New Square
- 9BR
- Atkin Chambers
- Blackstone Chambers
- Chambers of Kennedy Talbot KC
- Cloisters
- Cornerstone Chambers
- Crown Office Chambers
- Devereux Chambers
- Enterprise Chambers
- Erskine Chambers
- Farrar's Buildings
- Field Court Chambers
- Five Paper
- Five Paper Buildings
- Fountain Court Chambers
- Fourteen
- Francis Taylor Building
- Gatehouse Chambers
- Goldsmith Chambers
- Hailsham Chambers
- Harcourt Chambers
- Lamb Building Chambers
- Lamb Chambers
- Littleton Chambers
- Maitland Chambers
- Matrix Chambers
- Millennium Chambers
- Monckton Chambers
- New Court
- New Square Chambers
- One Essex Court
- One Pump Court
- Pump Court Chambers
- QEB Hollis Whiteman
- Quadrant Chambers
- Queen Elizabeth Building
- Radcliffe Chambers
- Serle Court
- South Square Chambers
- Stone Buildings
- Temple Garden Chambers
- Ten Old Square
- The 36 Group
- Three Stone
- Two Harcourt Buildings
- Wilberforce Chambers
- XXIV Old Buildings

Annex 3: Survey questions (Group A)

Chambers access for mobility impaired pupils and barristers

Chambers must have reasonable adjustments in place for pupils, barristers, staff and visitors who have a disability. Examples may include hearing loops, quiet space or membership of the disability confidence scheme. We understand that improving physical access to chambers is possibly the most challenging aspect of accessibility. This is a survey about the physical accessibility of chambers. It focuses on pupils and barristers who are wheelchair users or otherwise mobility impaired. It also asks about staff and accessibility for mobility impaired visitors to chambers.

The Bar Standards Board's (BSB) equality, diversity and inclusion (EDI) regulation consultation in 2024 identified the need to significantly improve access to chambers. We expect to be engaging in discussions with the BSB over the benefits of regulation as compared to voluntary action led by us. We want to ensure that we have the best available picture of the access challenges facing chambers so as to properly inform these discussions and the work that we can do to lead improvements to physical accessibility.

We would be grateful if you would complete the following questionnaire. There are 20 questions in the **primary questionnaire** with a mix of tick box and open questions. If you operate from more than one building, please complete our **secondary questionnaire** for each additional building.

The contribution of every chambers is greatly appreciated. This will help us plan our own work to improve accessibility in a way that meets the needs of chambers, pupils and barristers.

Our privacy statement can be found in our covering email to you or [on our website](#). Please answer the questions below.

Chambers:

Name:

Email address:

1. Does your chambers operate from more than one building?

☐ Yes

☐ No

2. If yes, please specify from how many buildings/sites your chambers operates.

Please select:

☐ 2

☐ 3

☐ 4

☐ 5

☐ more than 5

If your chambers operates from more than one building, please answer the following questions for **one building only**.

3. What is the name and/or address of the building you are referring to in this questionnaire?

[FREE TEXT]

4. Are you a tenant or owner of the building?

☐ Tenant

☐ Owner

☐ Other

[IF selected "Other", "Please specify: [FREE TEXT]]

5. If tenant, who is the landlord(s)?

[FREE TEXT]

6. How accessible is your building currently for someone with a mobility impairment including full time wheelchair users?

☐ **Full independent access** (can independently enter the building and independently circulate through all areas such as barristers' rooms, communal areas, conference rooms and clerks' rooms, and has use of accessible toilets and kitchens)

☐ **Basic independent access** (can independently enter the building and access at least one barristers' conference room, kitchen/communal area, and accessible toilet)

☐ **Limited or restricted access** (basic access as defined above but either (a) the building cannot be independently entered/navigated and/or (b) access is only facilitated during restricted hours)

☐ **Not accessible** (no practical ability to enter and make use of the building even with assistance)

If your chambers operates from one building, please answer questions 7 to 11 in relation to that building. If your chambers operates from more than one building, please answer questions 7 to 11 for your set as a whole.

7. Does your chambers currently have mobility impaired pupils or members with access requirements?

☐ Yes

- ☐ No
☐ Don't know

8. If yes, has chambers been able to meet their access requirements fully, or in part, and what has been done to meet them?

9. Please describe your current plan for how you would accommodate a wheelchair user in the following scenarios. If you do not have a plan in place, please write 'no plan':

a) a wheelchair user who secured pupillage, including how long it would take to implement the plan

[FREE TEXT]

b) a wheelchair user who was recruited as a tenant, including how long it would take to implement the plan

[FREE TEXT]

10. Does your chambers currently have mobility impaired staff or those with access requirements?

- ☐ Yes
☐ No
☐ Don't know

11. If yes, has chambers been able to meet their access requirements fully, or in part, and what has been done to meet them?

[FREE TEXT]

12. How frequently does someone with a mobility impairment, who is not a pupil or member of chambers, seek access to your building? (e.g. clients, visitors, mini pupils, prospective pupils etc)

- ☐ Daily
☐ Weekly
☐ Monthly
☐ Rarely
☐ Don't know
☐ Other

[IF selected "Other", "Please specify: [FREE TEXT]]

13. What is done at present to facilitate access for them? (If you don't know please write don't know, if there's no plan, please write no plan)

[FREE TEXT]

14a. Does your chambers have accessibility information available in the following places (please tick all that apply)

☐ On your website

☐ As part of the recruitment process for pupillage or tenancy

☐ Neither

14b. If so, what information do you provide in each case? (If no accessibility information is available, please write n/a)

[FREE TEXT]

15. If you or your landlord(s) have made access improvements to the building, please describe them and how effective you have found them. Have you experienced obstacles or challenges in the course of making them? (If no improvements have been made, please write none)

[FREE TEXT]

16. Would members of your chambers support efforts to improve the physical accessibility of chambers?

☐ Yes

☐ No

☐ Don't know

17. What could your chambers do proactively to improve access for wheelchair users and other mobility impaired pupils, barristers and staff?

[FREE TEXT]

18. What obstacles, if any, are there to making improvements in physical access to and within your building for those with a mobility impairment?

[FREE TEXT]

19. Do the obstacles relate to: (tick all that apply)

☐ Lack of funds

☐ Lack of time

☐ Lack of information about which improvements to make

☐ Challenges of an old/listed building

☐ Lack of willingness to make changes

☐ Do not feel there's a need

☐ Other

[IF selected "Other", "Please specify: [FREE TEXT]]

☐ There are no obstacles

20. Do you have any further comments or suggestions?

[FREE TEXT]

Thank you for your time completing this survey

If your chambers operates from more than one building, [please complete our secondary survey](#) for each additional building.

Annex 4: Questions put to the Inns in relation to Group B

The Inns were asked to complete an excel spreadsheet of their tenants' premises and to indicate:

- **Building name** – this will be useful for us to draw a picture of which chambers may be able to work with each other
- **Level of accessibility** – please assign the level of physical accessibility based on the following guide:

Colour	Grade	Description
Green (G)	Full independent access	can independently enter the building and independently circulate through all areas such as barristers' rooms, communal areas, conference rooms and clerks' rooms, and has use of accessible toilets and kitchens
Orange (O)	Basic independent access	can independently enter the building and access at least one barristers' conference room, kitchen/communal area, and accessible toilet
Yellow (Y)	Limited or restricted access	basic access as defined above but either (a) the building cannot be independently entered/navigated and/or (b) access is only facilitated during restricted hours
Red (R)	Not accessible	no practical ability to enter and make use of the building even with assistance

They were also asked to provide:

- **Commentary** – please make a note: (a) if the chambers operate from more than one building in your estate; (b) on whether any access improvement has been made; and (c) any other information that you may find useful or relevant

And to identify:

- **Potential suitability for a case study** – please tick the box if applicable

They were also asked to indicate whether they provide (for a fee) accessible meeting rooms to chambers that do not have such facilities and whether they keep a record of

such bookings; and if so, how frequently they receive such requests for the use of these accessible meeting rooms from chambers.