

Temple Court Chambers

Flexible Working Policy, Special Leave to Care, and Career Break.

(as amended on 1st July 2022)

Special Leave to Care for a Dependant with a Disability

1. Any member of Chambers, including any pupil, who is the primary carer of a dependent with a disability is entitled to take leave of absence to care for such a person ("Special Leave"). The length of such period is a matter for determination by the Head of Chambers, to reflect the specific need of the individual concerned. At the heart of any such decision is consultation between the individual and Head of Chambers.
2. Any individual intending to take Special Leave must notify the Head of Chambers in writing. If possible, such notice should be given, if possible, at least one month prior to the commencement date of the period of absence.
3. The conditions set out in Chambers Parental Policy is applicable to individuals on Special Leave.
4. In any event, all individuals making such requests will be treated fairly and flexibly.

Career Breaks

5. Any member, including pupils, is entitled to take leave of absence from Chambers by way of a Career Break for a period of up to 2 years.
6. Any individual intending to take such leave of absence must notify the Head of Chambers in writing. Such notice shall be given at least one month prior to the commencement date of the period of absence.

7. The member on career break is not required to pay rent during that period. It is the responsibility of the member to have the indemnity insurance and authorisation to practice when he/she returns to practice after the break.

Flexible Working

47. It is the policy of Chambers to make all reasonable efforts to assist any member of Chambers who elects to work part-time, to work flexible hours or to work from home so as to enable them to manage their family responsibilities, disability or serious illness without giving up work.

48. Accordingly, members who wish to do so may work part-time, flexibly or from home but will contribute to Chambers in the ordinary way (which takes into account reduced incomes for those availing themselves of this right).

49. All such requests will be dealt with flexibly and no such request shall be refused.