



Gender neutral changing and toilet policy.

At Rosshall Academy we strive to create a safe and inclusive environment within the wider school. It is important that pupils have access to safe spaces where they can take part in normal daily activities free from judgement and stigma.

The Equality Act 2010 supports progress on equality, particularly in relation to the nine protected characteristics, which are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

When reviewing school policies and practice in 2022/23, taking learner views into account, and mindful of the Equality Act, we wanted to ensure that no learner would be discriminated against on account of gender, sexuality, race or religion. The following policy is now in operation:

- There is a gender-neutral toilet accessible in the school Jura Room which pupils can use when required.
- Gender neutral toilets are also accessible in the PE department (when pupils are in PE).
- When changing for PE, Transgender and Gender non-binary pupils will have the option of changing in an individual gender-neutral space.
- Where possible, a separate gender-neutral, communal, changing space will be made available. This will be dependent on the number of classes in the PE department at any given time. If this is not an option, pupils will be offered the individual space to change, as per previous point.

Gender neutral facilities have the following sign on the door so pupils and staff are aware:

