

# **WEST END OPERATIC SOCIETY LTD**

## **Safeguarding Policy-Appendix 3**

### **Advice for Gender Neutral areas if required**

#### **Toilets**

Children and young people have the right to access the toilet that corresponds to their gender identity. Single gender toilets can cause issues for children and young people who do not identify with a gender binary such as boy / girl.

Any child or young person who has a need or desire for increased privacy, regardless of the underlying reason (disability, trans, non-binary, faith) should be provided access to a single stall toilet, but no child or young person should be required to use such a toilet.

Ideally and where funding and space allows there should be a mixture of access to toilets that includes:

- Single gender toilets

Blocks of floor to ceiling toilets that can be used by all, with sanitary bins in each cubicle.

- Accessible single toilets

It may be necessary to discuss with trans children and young people and if appropriate their families which toilet provision they would feel safest using. There may be some concerned responses from some parents and carers to trans children and young people using the toilets and changing rooms that correspond to their gender identity but this is supported by the Equality Act and not in any way a safeguarding issue. When a parent or carer raises a concern about the safety of their child when spending time in the company of a trans/identified child or young person, support work should be aimed at answering the question: "How can we make your child feel more safe?" rather than comprising the rights of the Trans person.

#### **Changing/dressing rooms**

The use of the changing/dressing rooms by children/young people should be assessed on a case by case basis in discussion with the trans child/young person. The goal should be to maximise social integration and promote an equal opportunity to participate in any type of performance, ensuring the safety and comfort, and minimising stigmatisation. Any child or young person who has a need or desire for increased privacy, regardless of the underlying reason, should be provided with reasonable alternative changing area such as the use of a private area or with a separate time to change.

Any alternative arrangements should be provided in a way that protects the child or young person's ability to keep their trans status confidential if they wish, to ensure a safe environment. Underlying attitudes and bullying behaviours should be challenged.

Further information available at

<https://www.gov.uk/guidance/advice-and-support-for-lgbt-people>