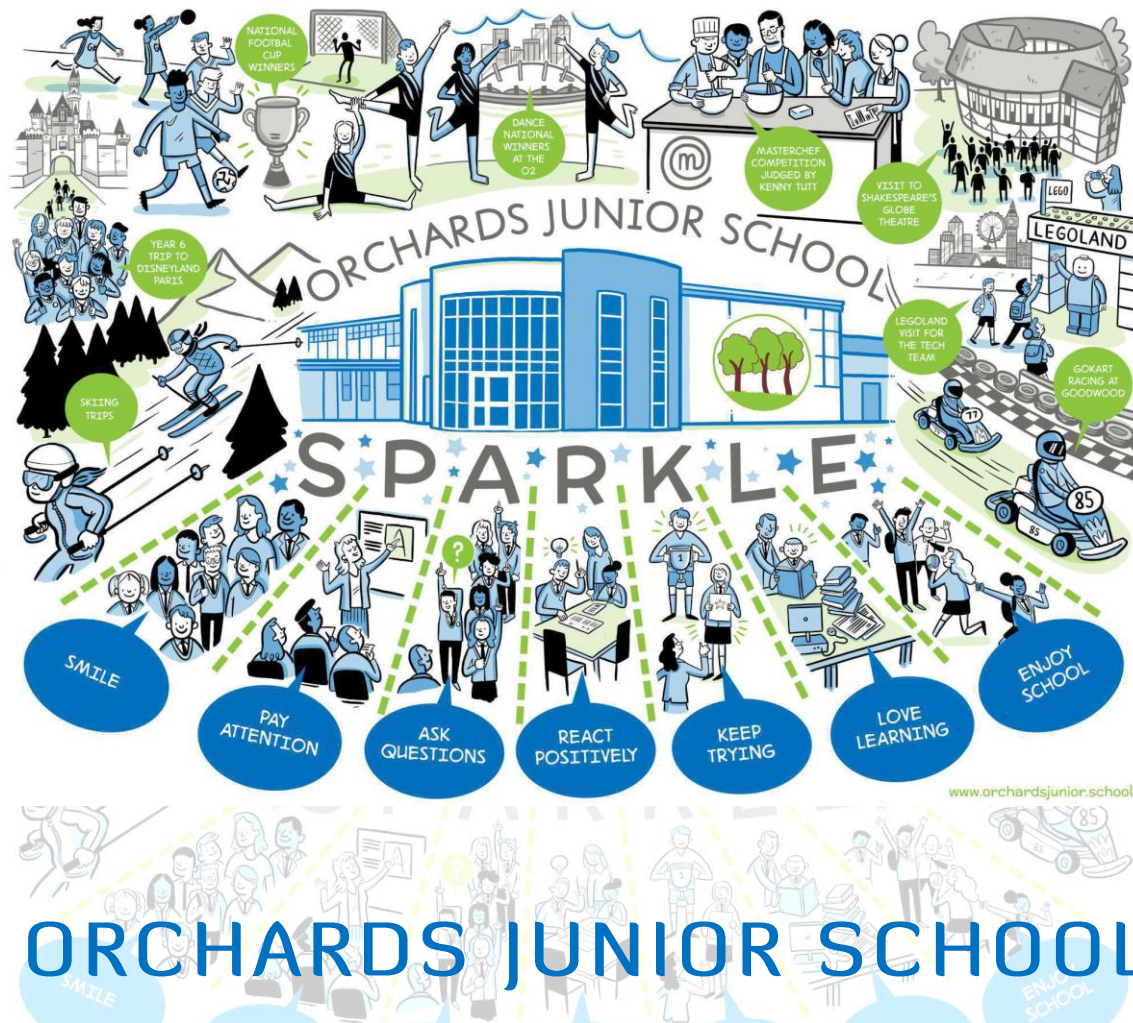


SPARKLE MULTI-ACADEMY TRUST



ORCHARADS JUNIOR SCHOOL

POLICY FOR PROVISION OF GENDER NEUTRAL &
ACCESSIBLE TOILETS

REVIEWED MARCH 2026

POLICY FOR ACCESSIBLE & GENDER-NEUTRAL TOILETS

This policy defines the Trust's requirements for gender neutral (GN) toilets. We are committed to creating and sustaining an inclusive work and study environment for all staff and students in line with current legislation and follow legally approved guidance when devising this policy. We recognise that some members of the school community may identify as being non-binary and/or do not identify as either male or female and that non-gendered facilities such as toilets and changing facilities should be provided where possible. We are also mindful that some groups may not be comfortable with gender neutral toilets for religious or cultural reasons and will therefore take steps to ensure that both gendered and gender-neutral toilets are available across our schools.

At the Infant school, all toilets are individual cubicles and have locked access to ensure privacy is maintained at all times. The Junior school has three specific toilets allocated as Gender Neutral, alongside separate gender specific facilities. These are located at key sections of the school to provide fair access to those who may require access to these during the day.

Appropriate signage has been used to identify both gender neutral and accessible toilets with the following images or similar:



All visitors and staff will be made aware of these facilities and this will form part of the induction process completed for student teachers and visitors. Any students who wish to use these toilets will also be made aware accordingly.

Regarding off-site visits and residential trips, identification of facilities will form part of the appropriate risk assessments conducted before visiting. However, if there are no gender-neutral toilets available, single sex facilities are to be used by children or adults of the same biological sex.