

Equality Impact Assessment (EIA) – amendment to policy position on use of facilities

This Equality Impact Assessment was prepared to support consideration of the proposed interim amendment to the policy position at the time and should be read in that context. It reflects the information and assessment available at that point and includes monitoring commitments to identify and respond to any implementation issues.

Protected characteristic	High-level impact	Key considerations and mitigations
Sex	Low risk / monitor	Single-sex provision will be clearly designated in line with the policy position and relevant legal requirements. Communications should explain the rationale in a clear and respectful way, emphasising privacy, dignity, inclusion, respect and the availability of alternative single-user facilities where provided. Implementation should be monitored to identify and respond sensitively to any concerns raised by colleagues.
Gender reassignment	Potential impact / monitor	Some colleagues, including trans colleagues, may experience the policy position as affecting their sense of inclusion and belonging when using workplace facilities. Mitigations should include clear reassurance that all colleagues must be treated with dignity and respect, manager guidance, consideration of individual circumstances and reasonable adjustments where appropriate, continued availability of single-user lockable facilities, and clear expectations that inappropriate conduct will not be tolerated.
Disability	Possible indirect impact / monitor	There is a possible risk of increased reliance on accessible toilets as alternative provision. Mitigate by making clear that accessible toilets must remain available for colleagues and visitors who require them, monitoring demand, and identifying alternative single-user provision where available so disabled colleagues are not disadvantaged. Current information about accessible provision across the estate does not indicate a disproportionate impact at this stage, but this should remain subject to monitoring.
Religion or belief	Low risk / monitor	Some colleagues may have privacy, dignity or belief-related needs or concerns about the use of workplace facilities. Communications should be respectful and factual, explaining what facilities are available in each building while making clear that all colleagues are expected to treat one another with dignity and respect.
Pregnancy and maternity	No specific impact identified / monitor	No specific impacts have been identified, while recognising the importance of maintaining privacy and dignity and ensuring facilities information is easy to access.
Other protected characteristics	No specific impact identified / monitor	No specific impacts have been identified for age, race, sexual orientation, or marriage and civil partnership at this stage. This should remain subject to monitoring as the policy position is implemented.

OFFICIAL SENSITIVE