

Inclusive Toilets

WC

These toilets are for everyone.
All genders can use the toilet
they're most comfortable with.
Go right, go left.
It doesn't matter.

What are gender inclusive toilets?

All gender toilets are facilities for all which do not have gendered signage and which do not require the person using them to define into a gender. Some all gender toilets provide additional facilities e.g. accessible toilets, baby changing facilities, or showers.

Research shows that 1 in 4 people need more space, time or privacy when using the bathroom.

This suggests that many employees, shoppers, students and other visitors to buildings would appreciate a greater choice when they use the toilet in public spaces.

Designing for better inclusivity brings benefits for everyone involved:

Building
owners &
facilities
managers:

Benefit by gaining greater access to potential tenants, customers, employees and visitors because their facilities support a broader part of the community. This could also lead to increased visitation time, sales and usability.

Employers &
organisations:

Remain up to date with community preferences and can be recognised for their support of inclusion and equality, potentially attracting employees and customers. They also stay aligned to regulatory requirements and ahead of changes.

Employees,
building users
& visitors:

Benefit through greater choice and better support for their diverse needs, in particular the physical and mental health and wellbeing of groups in the community like transgender and gender diverse people.

5 principles of inclusive bathrooms:

Welcoming
&
identifiable

Accessible
&
empowering

Comfortable
& responsive
to needs

Safe and
private by
design &
location

Easy for
staff to
maintain &
support

How can you deliver inclusive toilets?

- Engage with your building users before, during and after any works. Understand their needs when planning out new or updating existing facilities.
- Understand legislation around equality in the UK, especially the Equality Act 2010.
- Train employees to understand the need, benefits and greater choice that All Gender bathrooms provide.
- Change signage to be gender neutral, add locks to single cubicles and make sure there is sanitary provision in all stalls.



ALL INCLUSIVE TOILETS

Common Questions:

- We already have accessible unisex toilets - isn't that enough?

Accessible toilets are designated for people with the need for the facilities they offer or the timeliness in which they need them. Many of those who would benefit from inclusive toilets feel uncomfortable using an accessible designated toilet.

- What if there is no-one in our place of work that needs gender neutral toilets?

Providing all gender facilities can signal to your staff or users that your workplace or building is inclusive, safe and supportive. Some might not disclose these needs, especially if they are not confident they are in a safe and supportive space.

- Won't adding inclusive toilets just mean extra cost?

Not necessarily, if you are designing right and using performance-based solutions, it may be much easier to convert your current provision to be inclusive that you think. However, the impact of a more inclusive offering could be huge for employee and visitor health and wellbeing.

What to remember:



Toilet



Mirror



Soap



Sanitary bin



Hand dryer



Bag hook



Hand basin



Lockable door



Clear signage