



POLICY ON USE OF CHANGING AND TOILET FACILITIES

Appendix A

1. Purpose

This policy sets out Ebbisham Sports Club's approach to the use of changing rooms, toilets, and other single-sex facilities to ensure compliance with the Equality Act 2010 and subsequent legal rulings, while promoting an inclusive, safe, and respectful environment for all members.

2. Scope

This policy applies to all members, visitors, and staff at Ebbisham Sports Club including those who are transgender, non-binary, cross-dressers, or cisgender.

3. Definitions

- **Transgender Men:** Individuals assigned female at birth who identify as male.
- **Transgender Women:** Individuals assigned male at birth who identify as female.
- **Cross-Dressers (Transvestites):** Individuals who wear clothing typically associated with the opposite gender but identify with their sex assigned at birth.
- **Single-Sex Facilities:** Changing rooms, toilets, or other spaces designated for use by only one biological sex.

4. Policy Statement

- In accordance with the Equality Act 2010 and the UK Supreme Court ruling of April 2025, Ebbisham Sports Club recognizes biological sex as the defining factor for access to single-sex facilities.
- **Use of Facilities:**
 - Transgender men (biological females) are expected to use facilities designated for females.
 - Transgender women (biological males) are expected to use facilities designated for males.
 - Cross-dressers should use facilities corresponding to their biological sex.
- **Privacy and Safety Rights of Female Members:**
 - Ebbisham Sports Club acknowledges and respects the right of heterosexual female members to privacy, dignity, and safety when using female-designated changing rooms and toilets.
 - No unauthorised persons will be permitted in female facilities to ensure privacy is maintained.
 - Ebbisham Sports Club does not have gender-neutral changing facilities. Where possible and with prior arrangement with the office, from 9am to 5pm we will try to accommodate individuals.
 - Members are encouraged to speak confidentially with the club management if they require assistance or special accommodations.

5. Privacy and Safety

- Ebbisham Sports Club is committed to ensuring the privacy, dignity, and safety of all members.
- Any member who feels unsafe or experiences harassment should report it immediately to club management.
- The club will not tolerate discrimination, harassment, or victimization related to gender identity or expression.
- The club will take all reasonable steps to address concerns related to privacy and safety promptly and effectively.

6. Responsibilities

- Club Management: to implement and communicate this policy, provide appropriate facilities, and address concerns promptly.
- Members: to respect the rights and dignity of all others and adhere to this policy.

7. Review

This policy will be reviewed annually or as required in response to changes in legislation or club circumstances.

8. Contact

For questions or support regarding this policy, please contact:

Lorna Rew

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Signed For ESC		
Dated	26 July 2026	
Review Date	28 July 2028	