

1. IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION:

a) Name of the Policy, Project, Service Reform or Budget Option to be screened

Project: Addition of Gender neutral toilets trial at Tramway

b) List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option

The main outcome for this project is equality of access to toilet facilities for all Tramway users.

Tramway is an international art space, hosting the work of emerging artists who focus on contemporary visual art and contemporary performance and dance. It is operated by Glasgow Life within the Arts & Music service.

Following numerous requests, over the past few years, Tramway created temporary gender neutral toilet signage and, in addition to retaining traditionally assigned facilities, has used this on occasions at the request of artist and organisations such as during Arika's festivals, LGBYTQ events and from individual artists. See Appendix 2.

There are toilets allocated on all three floors of the venue and the trail involved:

- a) Gender neutral toilets assigned to the ground floor
- b) Toilets on the mezzanine level being assigned according to the performance/exhibition and audience demand to either being gender neutral or specific male or female
- c) Toilets on the third level being traditional male and female provision

In addition to this there are accessible toilets on each level and baby changing facilities.

Due to the success of these trials, a longer term trial followed between July and December 2018. The trial arrangement remains in place pending a future decision on whether gender neutral toilets (sometimes known as all gender toilets) are to become standard provision at Tramway, alongside retention of traditionally assigned facilities.

c) Name of officer completing assessment (signed and date)

Janie Hopkins 29/05/2019

d) Assessment Verified by (signed and date)

David Laing 26/6/2019

2. GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact negatively or positively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. This will provide you with what do you need to know that will provide you with evidence of the needs of the diverse population and their needs.

Please name any research, data, consultation or studies referred to for this assessment:	Please state if this reference refers to; Gender, BME, Disabled people, LGBT, older people, children & young people or faith & belief.
Audience and artists surveys and complaints. Details provided as a report in Appendix 1	Gender and transgender
Around the Toilet (Arts and Humanities Research Council research conducted 2015-2018) Details provided in the report in Appendix 1	Gender and transgender
Data and guidance from the Equality Network and Scottish Trans Alliance .	Gender and transgender

3. ASSESSMENT & DIFFERENTIAL IMPACTS

Use the table below to tick where you think the **Policy, Project, Service Reform or Budget Option** has either a negative impact (could disadvantage them) or a positive impact (contributes to promoting equality or improving relations within an equality group), based on the evidence you have collated

		Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
GENDER	Women	✓ Toilets for all: reduced queues, reduced barriers for carers, female only toilets also available.	✓ Provides inclusive toilet provision offering choice to all building users.	Some concern was raised by older female building users. This is mitigated through continued gendered toilet provision situated on the level of the rooms used by the group who raised the concern. It is intended to produce a communication plan that will ensure that people know that there are still designated male and female only toilets in the venue (section 4).	Change in toilet provision prompted by building user profile and societal changes towards gender identification.
	Men	✓ Toilets for all: reduced queues, reduced barriers for carers, male only toilets also available.	✓ Provides inclusive toilet provision offering choice to all building users		As above
RACE	Asian People				
	Black People				
	Chinese People				
	White People				
	People of mixed				

Full EQIA Screening

	race				
	European People (Polish, Greek, Italian, etc)				
DISABILITY	Physical disability	✓ Less use of accessible toilets by trans and non-binary people therefore more accessible toilets available.	✓ Provides inclusive toilet provision offering choice to all building users.		As above
	Sensory Impairment (sight, hearing,)	✓ Less use of accessible toilets by trans and non-binary people therefore more accessible toilets available.	✓ As above		As above
	Mental Health Issues	✓ Less use of accessible toilets by trans and non-binary people therefore more accessible toilets available.	✓ As above		As above

Full EQIA Screening

LGBT	Lesbians	✓ People can use a toilet in line with their own gender identification	✓ As above		As above
	Gay Men	✓ People can use a toilet in line with their own gender identification.	✓ As above		As above
	Bisexual	✓ People can use the toilet in line with their own personal gender identification and without judgement by others.	✓ As above		As above
	Transgender	✓ People can use the toilet in line with their own personal gender identification and without judgement by others.	✓ As above		As above
AGE	Older People (60 +)			Some concern raised by older female building users. This is mitigated through continued gendered toilet provision and communication plan (section 4).	As above

Full EQIA Screening

	Younger People (16-25)	✓ Younger people can avoid any bullying and harassment that comes from being in a traditional gender specific toilet when they may not identify as this gender.	✓ As above		As above
	Children (0-16)	✓ Children can be accompanied to a toilet as a group or with a parent or carer of either gender.	✓ As above		As above
MARRIAGE & CIVIL PARTNERSHIP	Women	N/A			
	Men	N/A			
	Lesbians	N/A			
	Gay Men	N/A			
PREGNANCY & MATERNITY	Women	N/A			
RELIGION & BELIEF	Input *			There were no concerns raised by Muslim building users however, two members of the public did	As above

Full EQIA Screening

				raise concerns that Muslim people may be affected. This is mitigated through continued gendered toilet provision and development and implementation of communication plan (see section 4).	
SOCIAL AND ECONOMIC DISADVANTAGE		N/A			

* There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts

Full EQIA Screening

Continue to answer or tick the following questions where the screening (above) indicated that there may be a negative impact on certain equality groups. ** Equality Legislation listed a back of this document.

IMPACT	YES	NO
HIGH		
There is substantial evidence and/or concern that people from different groups or communities are (or could be) differently affected by the policy.		✓
MEDIUM		
There is some evidence and/or some concern that people from different groups or communities are (or could be) differently affected		✓
LOW		
There is little or no evidence that some people from different groups or communities are (or could be) differently affected.	✓	
Does the negative impact breach any of the equality legislation? **		✓
The negative impact requires action to be taken	Immediately	Within next 6 months
Communication plan to be developed and implemented.		X

** See summary of legislation in appendix at the back of this form (you may also require to refer directly to the Equality Act 2010)

4. OUTCOMES, ACTION & PUBLIC REPORTING

Outcome	Yes /No /Not At This Stage	Further Action Required	Lead Officer	Timescale for Resolution
Was a significant impact from the project, policy or strategy identified?	Not at this stage			
Does the project, policy of strategy require to be amended to have a positive impact?	Not at this stage	Ongoing monitoring of audience needs Ongoing monitoring of customer complaints and comments	Janie Hopkins and team	Within next 6 months
If none of the above is required, please recommend the next steps to be taken. (i.e. is there a strategic group that can monitor any future impacts as part of implementation?)		1) Retention of gendered designated male only and female only use toilets 2) Continual flexible use of the mezzanine level toilets for either gender neutral use or sole male/female use dependent upon audience needs 3) Communications plan developed and implemented for staff and customers over next 6 months. This is to cover : <ul style="list-style-type: none"> • Clear signage • Public notices that make it clear where alternative male/female only toilet provision is 	Janie Hopkins and team	Within next 6 months

		<p>located elsewhere in the venue</p> <ul style="list-style-type: none"> • Inclusion of gender neutral toilets on the venues website information • Notices regarding the flexible use between gendered and gender neutral toilet assignation in the toilets located on the mezzanine level <p>4) Provision of sanitary bins in all toilets.</p> <p>5) Continual monitoring of relevant equality legislation</p> <p>6) Staff training to include both transgender awareness training and support for all customers who feel affected by the addition of these facilities</p> <p>7) Continual appraisal of good practice in other venues including arts and cultural facilities</p>		
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APPENDIX 1



Gender Neutral Toilet Trial Report 2019

Tramway is an international art space supporting emerging artists who focus on experimental contemporary visual art, performance and dance and supporting the wider sector. Tramway offers an inclusive service and supports all people to be able to use a toilet of their choice without stress, fear or anxiety.

Tramway introduced temporary signage on some toilets, while also retaining separate male and female-only toilets, upon the request of festival/event producers and this was met with much positive feedback from audiences. A longer trial was put in place from July to December 2018: maintaining male and female-only toilets and adding signage to some toilets to identify the facilities (i.e. urinals and stalls). This offered individuals a choice of facility not defined by traditional gender norms.

Initially these non-gender identified toilets/gender neutral toilets were introduced specifically for transgender, including non-binary people and feedback received is clear in the need for this: the majority of Tramway customers want toilets that are both functional and meet the needs of society rather than based upon a judgement of a person's physical presentation as a male or female. As such the toilets that are identified by their facility (i.e. urinals and stalls) are now accessible for all people, whether transgender, non-binary, male or female.

During the trial period there were **107,531** visitors to Tramway who were provided with the choice to use the male or female-only, accessible and gender neutral signed facilities according to their personal wishes.

As well as supporting transgender, including non-binary people it became clear that there were other groups benefiting: parents of any gender could take children of any gender to the toilets without urinals. Similarly groups of people supporting special needs children and adults were able to go as a group to the toilets, making their venue visit a more inclusive experience.

In order to inform the trial Tramway gathered feedback, offered questionnaires and observed behaviour within the venue, as well as liaising with equality organisations, collecting desk base research and liaising with the growing group of theatre and visual arts centres introducing gender neutral toilet provision. As part of this work the Equality Network said: "We welcome Tramway's decision to their gender neutral toilets. Having a range of different facilities will allow Tramway to be best able to meet the diverse needs of its audiences, and ensures that everyone is able, confident and comfortable using the toilet".

One of the main pieces of research on UK toilet spaces: Around the Toilet, influenced this transgender and non-binary inclusive approach to toilet facilities in Tramway. This research project took place between April 2015 and February 2018 involving the public, artists, urban

planners and architects. The main findings mirror the public feedback at Tramway: the 'one size fits all' approach to toilet design doesn't work, there is a need for gender neutral provision to benefit a range of people (including: parents with children of a different gender; those who care for people of a different gender; some disabled people who have a personal assistant of a different gender; and some people whose gender is questioned in the toilet, including some

trans and non- binary people), many trans and non-binary people experience harassment and violence in binary gendered toilets and finally to broaden public attitudes and ways of understanding toilet spaces and our fellow occupants.

The feedback from audience members and artists was overwhelmingly in favour of retaining gender neutral toilets amongst the range of provision: There were **189** written surveys received of which **178** agreed with the gender neutral provision and **19** written formal complaints received.

The themes of the feedback in favour of offering gender neutral provision focused on:

- upholding civil rights
- offering audience preferences/choice,
- creating an open and safe environment
- reducing vulnerability for trans and non-binary people
- eliminating harassment, bullying and intimidation, (with examples provided of peoples experiences).

The complaints received focused on themes including:

- sanitary bin provision (not being in all gender neutral assigned toilets)
- concerns about impacts on ethnic female communities
- questioning the needs of transgender and non-binary people
- perceptions of safety issues based upon individuals previous experiences of male violence in other contexts.

The outcome is that the gender neutral toilets are recommended to remain in place subject to the following conditions:

- An equality impact assessment that does not demonstrate a high level of negative impact or breach of equality legislation, and that mitigation action is taken on any impact highlighted in the assessment
- Some work being done to help inform visitors and users of the building of Tramway's commitment to inclusion.
- Alongside gender neutral provision, that the accessible, male and female-only toilets and baby changing facilities would also remain in place.
- That the mezzanine level toilets are used flexibly – either gender neutral or solely male/female dependent upon particular audience needs

TOILET



URINAL AND STALLS

TOILET



STALLS ONLY

TOILET



SINGLE OCCUPANCY