



SG-011-1.0b Toilet Facilities Policy

August 2025

1. PURPOSE

The purpose of this policy is to ensure Midland Group Training Services (MGTS) complies with the Workplace (Health, Safety and Welfare) Regulations 1992 and current equality legislation by providing appropriate toilet facilities for all users. This policy establishes clear guidelines for facility designation and usage whilst ensuring dignified provision for learners, staff, and visitors with diverse needs. It demonstrates MGTS's commitment to maintaining a safe, inclusive learning environment that respects both legal requirements and individual circumstances.

2. OUR COMMITMENT

At MGTS we are committed to providing safe, dignified, and appropriate toilet facilities for all our learners, staff, and visitors whilst complying with current workplace health and safety legislation.

3. FACILITY PROVISION

We provide separate toilet facilities for men and women, designated according to biological sex as required by the Workplace (Health, Safety and Welfare) Regulations 1992. Where space permits, we also provide universal/accessible toilet facilities that offer additional privacy and accessibility support.

4. USAGE GUIDELINES

- Male toilet facilities are designated for use by biological males
- Female toilet facilities are designated for use by biological females
- Universal/accessible facilities are available for anyone requiring additional privacy, accessibility support, or alternative provision
- All signage clearly identifies facility designation

5. INDIVIDUAL SUPPORT

We recognise that some individuals may have specific needs or concerns regarding toilet facilities. We encourage anyone with particular requirements to speak confidentially with our Safeguarding team, their Tutor or HR, who will work sensitively to ensure appropriate provision whilst maintaining our legal obligations.

6. COMPLIANCE

This policy ensures MGTS meets its legal duties under workplace health and safety regulations whilst treating all individuals with dignity and respect. We regularly review our facilities and policies to ensure continued compliance and support for our community.

7. CONTACT INFORMATION

For queries regarding this policy:

Designated Safeguarding Lead

Midlands Group Training Services Limited

Gulson Road

Coventry, CV1 2JG

Tel: 07856915037

Email: adam.murray@mgts.co.uk

Policy Owner: CEO

Date	Summary of Changes	Version:	Author (Updated by):
01 August 2025	New policy implemented	1.0	Jordan Geoghegan Quality & Compliance Manager

Next Review: See Document Control Register

Policy Approved By:



David Bridgens

CEO

12.08.2025