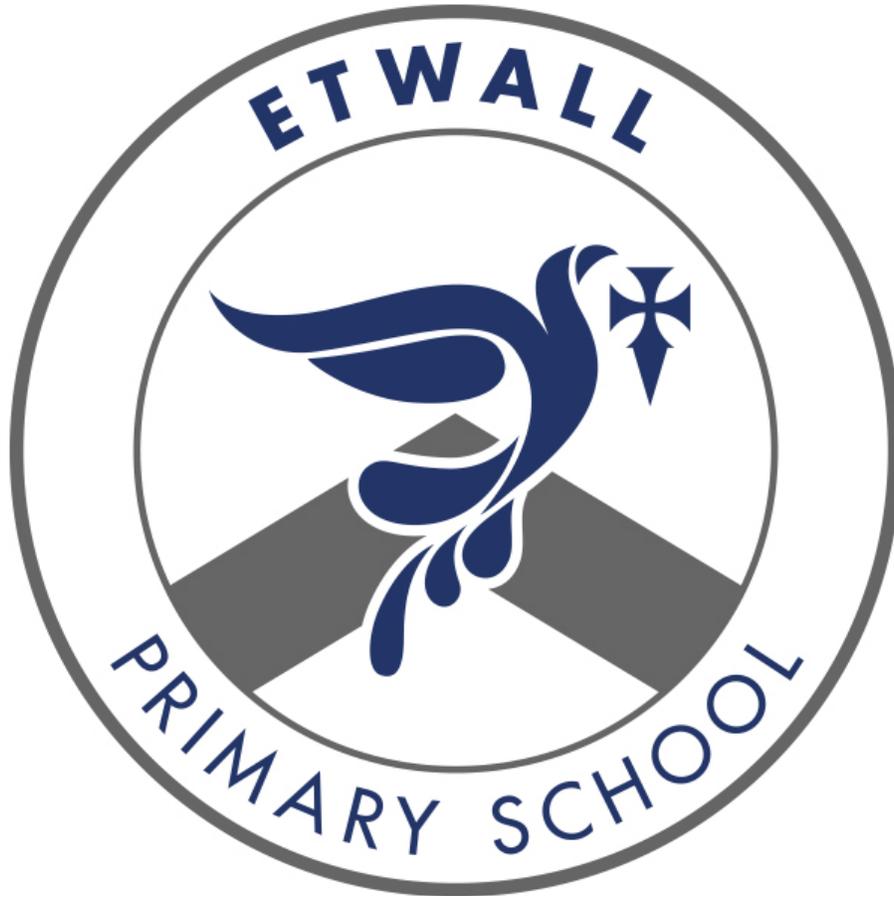


Etwall Primary School

Document owner	Etwall Primary School	Signed by	
Author:	Sarah Bentley	Headteacher	
Version:	September 2020	Next Review	September 2023
This policy has been reviewed on 01/09/2020 and has been impact assessed in the light of all other school policies and the Equality Act 2010.			



**Etwall Primary School
School Toilets**

School Toilets

We believe we have a duty to provide children with school toilets that are accessible, clean, and safe with high quality sanitary ware by ensuring that we adopt excellent standards of maintenance by providing the basics of liquid soap, warm water, toilet tissue and hand dryers.

We recognise that it is essential for the health, well-being and learning of all pupils that the school toilets are well-maintained and are accessible at all times throughout the school day.

We value and respect the children in our care and we want them to be able to understand how to respect the facilities provided and how best to look after their own health.

We have a duty under the Education (School Premises) Regulations 1999 to provide sufficient numbers of toilets and washbasins according to the number of pupils on roll.

We will ensure that this policy is accepted and endorsed by all school personnel, pupils, governors, parents and visitors to the school.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

We as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

Aims

- To provide good quality toilet and washroom facilities throughout the school.
- To ensure that all pupils have access to toilet facilities during the school day to promote the health, well-being and learning opportunities throughout the school.
- To work with other schools to share good practice in order to improve this policy.

Roles and Responsibilities

The Governing Body has:

- appointed a Caretaker;
- appointed a member of staff to be responsible for Health and Safety;
- delegated powers and responsibilities to the Headteacher to ensure all school personnel and stakeholders are aware of and comply with this policy;
- responsibility for producing a statement in the School Governors Annual Report on the provision of toilet facilities for the pupils of the school and that arrangements are in place to ensure their accessibility, safety and cleanliness;

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- the responsibility of involving the pupil voice groups in the development, approval, implementation and review of this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring policies are made available to parents;
- responsibility for the effective implementation, monitoring and evaluation of this policy

The Headteacher will:

- ensure all school personnel, pupils and parents are aware of and comply with this policy;
- provide leadership and vision in respect of equality;
- provide guidance, support and training to all staff;
- ensure that good quality toilet facilities are provided and maintained throughout the school and during the school day;
- ensure that all pupils have access to toilet facilities during the school day;
- ensure that all school personnel will always allow pupils to use the toilet whenever they need to;
- discuss with the Caretaker a variety of issues dealing with toilet and washroom facilities such as:
 - management and maintenance
 - toilet hygiene
 - access, security and supervision
 - structural issues
 - washbasins, water and hand hygiene
 - female sanitary products and disposal
- ensure that the toilet and washroom facilities are suitable and cater for the needs of pupils with disabilities and special needs and pupils from ethnic and religious communities;
- ensure that the toilets are supervised at all break and lunchtimes;
- seek the views of the pupil voice groups in relation to any concerns about toilet provision, access issues and the involvement of pupils in managing the toilets during breaks and lunchtimes;
- monitor the effectiveness of this policy;

Role of the Caretaker and Cleaning Staff

The Caretaker will:

- implement and maintain an effective toilet cleaning, supervision and inspection programme to ensure proper standards of provision and cleanliness throughout the school day;

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- ensure that supplies of warm and cold water, soap, hand drying facilities and toilet tissue are maintained at all times;
- ensure that sanitary disposal units are serviced and maintained regularly;
- ensure that information posters regarding hand hygiene etc. are provided in all toilets and washroom facilities;
- meet regularly with the Headteacher to discuss issues such as:
 - management and maintenance
 - toilet hygiene
 - access, security and supervision
 - structural issues
 - washbasins, water and hand hygiene
 - female sanitary products and disposal
- meet with the pupil voice groups to discuss issues relating to toilet management issues;
- provide guidance and support to all cleaning staff;
- keep up to date with new developments and resources;
- review and monitor the school toilet facilities every day;

Pupils will:

- be aware of and comply with this policy;
- understand that they have a right to use the toilet and washroom facilities at any time;
- respect the toilet and washroom facilities;
- liaise with the pupil voice groups;
- take part in questionnaires and surveys

Parents/carers will:

- be aware of and comply with this policy;
- be asked to take part periodic surveys conducted by the school

Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

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Preliminary Initial Equality Impact Assessment

Policy Title	The aim(s) of this policy	Existing policy (✓)	New/Proposed Policy (✓)	Updated Policy (✓)
			✓	

This policy affects or is likely to affect the following members of the school community (✓)	Pupils	School Personnel	Parents/carers	Governors	School Volunteers	School Visitors	Wider School Community

Question	Equality Groups															Conclusion												
Does or could this policy have a negative impact on any of the following?	Age			Disability			Gender			Gender identity			Pregnancy or maternity			Race			Religion or belief			Sexual orientation			Undertake a full EIA if the answer is 'yes' or 'not sure'			
	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS				
			✓			✓			✓			✓			✓			✓			✓			✓		Yes	No	
Does or could this policy help promote equality for any of the following?	Age			Disability			Gender			Gender identity			Pregnancy or maternity			Race			Religion or belief			Sexual orientation			Undertake a full EIA if the answer is 'no' or 'not sure'			
	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS				
		✓			✓			✓			✓			✓			✓			✓			✓			Yes	No	
Does data collected from the equality groups have a positive impact on this policy?	Age			Disability			Gender			Gender identity			Pregnancy or maternity			Race			Religion or belief			Sexual orientation			Undertake a full EIA if the answer is 'no' or 'not sure'			
	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS				
		✓			✓			✓			✓			✓			✓			✓			✓			Yes	No	

Conclusion	After undertaking an initial equality impact assessment, a full assessment is not required.
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Preliminary EIA completed by	Date	Role	Notes
Sarah Bentley	01/09/2020	Headteacher	