

Changing Facilities: Inclusion, Privacy and Respect

NHS Grampian aims to provide changing facilities that respect the dignity, privacy, and legal rights of all employees.

Under the Equality Act 2010 and our organisational commitments, we aim to respect and balance the rights of:

- trans¹ employees,
- employees with gender-critical² or other protected beliefs, and
- employees whose privacy or facility needs relate to sex or religion.

As such, you may observe changing room signage as follows:

Women's Changing Room (Inclusive)

This room is available to all women, including trans women.

Women's Changing Room

This room is available for female-at-birth staff.

Men's Changing Room (Inclusive)

This room is available to all men, including trans men.

Men's Changing Room

This room is available for male-at-birth staff.

Staff Changing Room

This room is available to all staff. It can only accommodate one person at a time.

Purpose of Our Approach

Our aim is to:

- Provide comfortable facilities for all.
- Respect privacy needs that may arise for a variety of reasons.
- Avoid singling out or stigmatising any member of staff.
- Maintain a positive and respectful workplace culture.

Expectations

All staff are expected to treat colleagues with dignity and respect, regardless of gender identity or protected belief. Concerns about facilities will always be handled confidentially.

For further guidance, please contact HR.

¹ A transgender (or trans) person has a gender that is different from the sex they were assigned at birth.

² A person with gender-critical beliefs holds the belief that sex is defined by the body a person is born with, is not changeable, and that this should guide use of facilities.