Mixed-Sex Toilet Facilities (Students) Risk Assessment

Operations/Work Activities covered by this assessment:	**MIXED-SEX TOILET FACILITIES (STUDENTS)**		
Site Address/Location:	Headlands School	Department/Service/Team:	Pastoral Team/Safeguarding

Note: A person specific assessment must be carried out for individual children / young persons

Provision and use of mixed-sex (unisex) toilet facilities by students:

Persons at Risk:

- Students
- Vulnerable students, including those with SEND, medical needs, anxiety, previous adverse experiences, or safeguarding vulnerability.

Context and Assessment Rationale

The school has undertaken this risk assessment to ensure that mixed-sex (unisex) toilet facilities are provided and managed in a manner that supports safeguarding, privacy, dignity, wellbeing and accessibility for students. This assessment considers foreseeable risks associated with the facilities and evaluates the effectiveness of existing control measures.

In undertaking this assessment, the school has considered the needs of all students, including those with SEND, medical needs, anxiety, previous adverse experiences, or safeguarding vulnerabilities. This assessment also considers the physical design, location, supervision, maintenance, and management of the facilities.

The assessment recognises that mixed-sex toilet provision may form part of the school's wider facilities arrangements and has considered safeguarding, health and safety, accessibility, inclusion, supervision and operational factors. Particular consideration has been given to privacy, dignity and the needs of students who may require additional support or alternative arrangements.

Mixed-sex toilet facilities are provided in addition to, and not instead of, available single-sex toilet facilities. The school remains committed to ensuring that all students can access facilities that are safe, suitable and consistent with their needs.

Concerns relating to privacy, dignity, wellbeing, or safeguarding will be responded to promptly and appropriate adjustments or alternative arrangements considered where necessary.

The findings of this assessment indicate that, where appropriate safeguards and control measures are maintained, the residual risks associated with the facilities are low and can be effectively managed through routine monitoring, maintenance, safeguarding oversight and periodic review.

Hazards Considered	Who might be harmed and how	Potential Risk	Existing Controls	Risk Rating	Additional Actions Required	Action By
Inappropriate behaviour within toilet facilities	Students	Safeguarding concerns Bullying Harassment	Individual lockable toilet rooms occupied by one person at a time	Low	Monitor incidents and review periodically	Site Team / SLT
Lack of privacy	Students	Distress Complaints Reluctance to use facilities	Full-heigh doors and and/or partitions Lockable doors	Low	Check locks and privacy measures regularly	Site Team
Unsupervised access to secluded area	Students	Increased safeguarding risk	Toilets open directly onto observable and regularly used circulation area	Low	Ensure appropriate supervision within surrounding areas	SLT
Damage to locks and fixtures	Students	Privacy and safety compromised	Planned maintenance inspections	Medium	Include toilet facilities within routine site inspections	Site Team
Misuse or vandalism	Students	Unsafe environment Reduced confidence in facilities	Behaviour Policy Regular inspections and monitoring	Medium	Record and investigate incidents promptly	Pastoral Team
Emergency assistance needed inside cubicle	Student in cubicle	Delayed assistance in emergency situation	Emergency override access available	Low	Ensure relevant staff are aware of emergency access procedures	Site Team
Accessibility barriers	Students with disabilities or additional needs	Inability to access facilities appropriately	Accessible toilet provision maintained	Low	Annual accessibility review	SENCO/ Site Team
Perceived loss of privacy, dignity or comfort when using mixed-sex facilities	Students	Distress Anxiety Complaints Avoidance of facilities	Fully enclosed self-contained toilet rooms. Alternative single-sex facilities remain available	Low	Monitor feedback and review periodically	SLT
Students avoiding toilet use due to anxiety or discomfort	Students	Health concerns Wellbeing concerns Reduced concentration Attendance issues	Alternative facilities available. Pastoral support available where concerns are identified	Low	Monitor concerns and respond to individual needs	Pastoral Team

Hazards Considered	Who might be harmed and how	Potential Risk	Existing Controls	Risk Rating	Additional Actions Required	Action By
Impact on vulnerable students including those with SEND, anxiety, previous trauma, or safeguarding vulnerabilities	Individual students	Increased anxiety Distress Reduced use of facilities	Individual concerns considered on a case-by-case basis. Alternative arrangements available where appropriate.	Low	Review concerns through pastoral and safeguarding systems	DSL / Pastoral Team

Potential Severity of Harm				
High (e.g. death or paralysis, long term serious ill health)	**Medium**	**High**	**High**
Medium (an injury requiring further medical assistance or is a RIDDOR incident)	**Low**	**Medium**	**High**
Low (minor injuries requiring first aid)	**Low**	**Low**	**Medium**
	Low (The event is unlikely to happen)	**Medium (It is fairly likely it will happen)**	**High (It is likely to happen)**
	Likelihood of Harm Occurring		

Risk Definitions	
Low	Controls are adequate, no further action required, but ensure controls are monitored and any changes reassessed.
Medium	Consideration should be given as to whether the risks can be reduced using the hierarchy of control measures. Risk reduction measures should be implemented within a defined time period. Arrangements should be made to ensure that the controls are maintained and monitored for adequacy.
High	Substantial improvements should be made to reduce the level to an acceptable level. Risk reduction measures should be implemented urgently with a defined period. Consider suspending or restricting the activity or applying interim risks controls. Activities in this category **must** have a written method statement/safe system of work and arrangements must be made to ensure that the controls are maintained and monitored for adequacy.

Safeguarding considerations

- Mixed-sex toilet facilities are provided in addition to, and not instead of, available single-sex toilet facilities.
- Alternative toilet facilities remain available for students who do not wish to use mixed-sex facilities or who require alternative arrangements due to privacy, wellbeing, medical, SEND or safeguarding considerations.
- Each missed-sex toilet is fully enclosed self-contained room designed for use by one student at a time.
- Doors are lockable from the inside and fitted with emergency override access where required.
- No communal changing, showering, or washing facilities are provided within the mixed sex-toilet area.
- Facilities are located in areas that are observable and regularly used by students and staff.
- Clear signage is displayed to support appropriate use of the facilities.
- Toilet facilities are included within routine site inspections, premises checks and safeguarding reviews.
- Concerns relating to safeguarding, privacy, dignity, wellbeing or accessibility will be responded to promptly and appropriately.
- Individual concerns raised by students relating to SEND, medical needs, safeguarding vulnerabilities, privacy or wellbeing will be considered on a case-by-case basis and reasonable adjustments or alternative arrangements considered where appropriate.
- Students will be informed how to raise concerns regarding the use of toilet facilities and will be encouraged to report any safeguarding, bullying, privacy, or wellbeing concerns.
- Safeguarding incidents, complaints and student feedback relating to toilet provision will be monitored and reviewed.
- The school will continue to review whether mixed-sex provision remains appropriate, proportionate and effective.

Residual Risk Assessment

Overall Residual Risk: Low

Following implementation of the control measures identified within this assessment, the residual risks associated with the use of mixed-sex toilet facilities are considered low. The facilities comprise of enclosed self-contained rooms designed for use by one student at a time, with lockable doors and emergency override access. Single-sex toilet facilities and alternative arrangements remain available where required.

The facilities are located in observable areas of the school, are subject to routine inspections and maintenance, and form part of the school's safeguarding oversight arrangements. Student concerns, incidents, complaints and feedback will be monitored and reviewed, with further action taken where necessary.

Having considered safeguarding, privacy, dignity, accessibility, wellbeing and operational factors, the school is satisfied that the remaining risks are proportionate, manageable and appropriately controlled through existing arrangements and ongoing review.

Justification

The mixed-sex toilet facilities assessed comprise fully enclosed self-contained room occupied by one student at a time, with lockable doors and emergency override access. Single-sex toilet facilities remain available elsewhere on site and mixed-sex provision does not replace sex-separated facilities.

The facilities are located within observable and regularly used areas of the school and are subject to routine maintenance, inspection and safeguarding oversight. Concerns relating to privacy, dignity, safeguarding or wellbeing can be raised through established reporting procedures and alternative arrangements can be considered where appropriate.

Having considered safeguarding, privacy, dignity, accessibility, wellbeing and operational factors, the remaining risks are considered low and manageable through existing controls and ongoing monitoring.

Review Arrangements

This risk assessment will be reviewed:

- Annually
- Following any significant safeguarding incident
- Following any complaints relating to the facilities
- Following any pattern of complaints, incidents or student feedback indicated review may be required
- Following any significant building alteration or change in use
- Where emerging safeguarding, equality, health and safety or wellbeing concerns indicate that review is necessary.