



# Statement of policy on provision of trans-inclusive facilities on BYM's estate

*With glad hearts we acknowledge and affirm the trans and gender diverse Friends in our Quaker communities, and express appreciation for the contribution and gifts that they bring to our meetings, which are communities made up of people with a diverse range of gender expressions* **Minute 31 of Britain Yearly Meeting, 2021**

## Background

As a faith group, Quakers in Britain have a clear position statement, recorded in Minute 31 of Britain Yearly Meeting 2021. We wish to welcome and affirm trans and non-binary people in our communities. We have underlined this position in recent years through acts of witness, advocacy and solidarity.

The Supreme Court judgment in *For Women Scotland v. The Scottish Ministers* [2025] has affected the interpretation of some parts of the Equality Act 2010. No provision in respect of protection from discrimination for trans people has been affected, nor has the Gender Recognition Act 2004. Following the ruling, the Equality & Human Rights Commission has issued interim non-statutory guidance, which goes beyond the scope and actual statements in the ruling. This is already contested and subject to legal challenge.

Nevertheless, the Supreme Court judgment prompts Quakers in Britain to clarify our expectations of how toilet and changing facilities across our estate can be used.

## Our Principles

Management Meeting and BYM Trustees have agreed the following principles which inform our decision-making about facilities at Friends House and Swarthmoor Hall:

- 1) Our position must uphold Yearly Meeting's commitment to welcoming and affirming trans and nonbinary people in Quaker spaces. Minute 31 of YM2021 is the overarching expression of our position and so governs our decisions.
- 2) Our testimonies of Equality, Truth and Integrity must guide the arrangements we make. No trans, non-binary or intersex Quaker, staff member, or service user will be asked to make any disclosure or prove their status in a way that is not asked of cis people. We must respect the dignity of each person to live with integrity, informed by the truth of their lived experience.
- 3) Our position should be compliant with the new interpretation of the Equality Act as clarified in some narrow respects by the Supreme Court judgment.
- 4) Whilst the Equality & Human Rights Commission has recently issued guidance, this is currently only interim guidance. It is non-statutory and therefore does not have the force of law. We see the Equality Act itself as our primary legal guide when making decisions.
- 5) It is not possible or desirable to monitor who uses our facilities and therefore cannot guarantee any shared space as exclusive for one group of people. We will not label something as a single-sex space if we cannot truthfully guarantee that it will be single-sex.

- 6) Sufficient accessible facilities will continue to be designated for use only by those who need accessible facilities. They will not normally be made available for general use to resolve issues around sex and gender, as this would further disadvantage people with disabilities.
- 7) We will take robust steps to ensure freedom from harassment or inappropriate behaviour. We have no evidence of any harm having come to women using our facilities from trans women or anybody else. We will investigate inappropriate behaviour (especially sexual or other harassment and hate speech or discrimination) and follow this up, including with the police if we believe a crime has been committed.

BYM Trustees have asked that over time all facilities in Friends House and Swarthmoor Hall should continue to be refurbished to provide self-contained facilities for all.

*"The rights and inclusion of people belonging to our communities and using our buildings are not, and should not be, just about toilets. We will continue to work to make our corner of the Commonwealth of Heaven on Earth a more welcoming and accessible place. This is what Love requires of us."* **Minute BYMT/25/05/02 of BYM Trustees**

Paul Parker, Recording Clerk, May 2025

## Toilet facilities at Friends House

### Information on toilet facilities available at Friends House

All our public facilities are trans inclusive. This means that toilets labelled with a 'female' sign are intended for cis women, trans women, and non-binary and intersex people for whom this toilet is the best aligned with their lived experience. Toilets labelled with a 'male' sign are intended for cis men, trans men, and non-binary and intersex people for whom this toilet is the best aligned with their lived experience.

We have a number of self-contained, and therefore single-sex facilities across our buildings. Further details of our provision is below:

#### Basement:

- Accessible facilities: There is one accessible facility with a private basin and a baby changing facility.
- Self-contained cubicle: one self-contained, and therefore single-sex, cubicle which has a toilet, basin and hand-dryer.

#### Ground Floor:

- Women's Facilities: This area has 18 toilet cubicles, a shared handwashing area, and baby changing facilities.
- Men's facilities: This area has 6 toilet cubicles, a shared urinal and handwashing area, and baby changing facilities.
- Accessible facilities: There are two accessible facilities on the ground floor with private washbasins. One of them also has a shower.

#### First Floor:

- \*Women's Facilities: This area has 4 toilet cubicles and a shared handwashing area.
- \*Men's Facilities: this area has one toilet cubicle, three urinals and a shared handwashing area.
- \*Self-contained facilities: this area has one self-contained, and therefore single-sex, cubicle containing a toilet, basin and hand-dryer.
- \*Accessible facility: there is one self-contained accessible toilet facility, this contains a toilet, basin and hand-dryer and baby changing facilities.
- *\*First floor facilities are not available at the time of Yearly Meeting, when they are reserved for the use of participants in the children and young people's programmes.*

#### Second Floor:

- There are seven self-contained, and therefore single-sex, cubicles on the second-floor landing. Each cubicle has a toilet, basin and hand-dryer. One of these is an accessible facility. These can be used by anybody.

## Toilet facilities at Swarthmoor Hall

- All toilet facilities at Swarthmoor Hall are designated as inclusive for people of all genders. A self-contained facility, and therefore single-sex, is available for users who require or prefer this.